



# Safran Aerospace Composites develops highly skilled, specialized talent pipeline from the ground up

In need of workers with very specific, highly specialized skills not found in the region, Safran Aerospace Composites, Inc. used ACT WorkKeys® solutions to develop local talent.

## RESULTS:



Nearly 3000  
graduates

of the WorkReadyNH training program that include earning an ACT NCRC since 2014



100+  
students

Have graduated from the Advanced Composite Material training program since 2014 with 30 employed by Safran



300  
high school students

And 150 educators have toured Safran learning about advanced manufacturing careers

## WORKFORCE SOLUTIONS USED:



## Lack of specialized skills

### THE BUSINESS CHALLENGE

Located in Rochester, New Hampshire, Safran Aerospace Composites, Inc., is a world-class supplier of 3D woven composite parts for the aerospace and defense markets. Their 200 employees use the resin transfer molding process to create composite parts with lower weight.

This process requires specialized skills not typically found in the region. To grow, Safran needed to ensure that new employees had the right skills.

Through community college and economic development partnerships, Safran found solutions that leverage ACT WorkKeys.®

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Safran is grateful for all our workforce development partners, but especially educators who are linking career preparation and development to employment in STEM-related fields. Our employees’ success, including their education and training, is a top priority.”

**Sean Hoeing**  
Senior Technical Trainer  
Safran Aerospace Composites

# Community partnerships = pipeline development

## THE SOLUTION

By partnering with Great Bay Community College (GBCC), the New Hampshire Department of Resources and Economic Development, and local high schools, Safran helped develop the WorkReadyNH program even sending eight employees through the program to position them for new career opportunities.

The program's four-step approach includes ACT WorkKeys® assessments, the ACT WorkKeys National Career Readiness Certificate® (WorkKeys NCRC), and ACT KeyTrain® curriculum.

Safran worked with GBCC to develop training programs in Advanced Composites Manufacturing (ACM) at the state-of-the-art Advanced Technology and Academics Center. Completers of the WorkReadyNH program are encouraged to continue their education in the ACM program. Safran to date has hired 30 graduates, and also partners with local high schools providing tours for both students and educators to learn about careers in advanced manufacturing and aerospace.

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Safran has been helpful in assisting GBCC with curriculum, design and build out of labs, promoting aerospace careers to students and young adults and encouraging current employees to continue their education at GBCC to earn their associate degrees.”

### Debra Mattson

MSB, MSED Advanced Materials  
Manufacturing Program Director/Designer  
Great Bay Community College

# Employer impact, regional results

## OUTCOMES

### The impact at Safran Aerospace Composites was immediate:

- Over 100 students have graduated from the ACM program at GBCC since 2014.
- 30 graduates of the ACM program have been employed by Safran.
- Over 300 high school students have toured Safran as a part of the Little League of Manufacturing partnership.
- Over 150 educators have engaged in tours and hands on training at Safran to better understand advanced manufacturing careers.

### Established in 2012 with its first facility opening in 2013, Safran has already earned many accomplishments:

- GBCC Employer Partner of the Year
- New Hampshire Division of Economic Development – Commissioner's Company of the Year Award for its job creation, collaboration, and dedication to the vitality of the aerospace sector in New Hampshire
- Certificate of Registration of Apprenticeship Program, U.S. Department of Labor
- Participation in Public Service of New Hampshire's Energy Efficiency Program
- Partnership with Albany Engineered Composites and GBCC to establish the ATAC, resulting in the 2014 Northeast Economic Development Association's project of the year
- 2015 ACT National College and Career Readiness Semifinalist - Employer

### Results in the region and state of New Hampshire have also been strong.

- Nearly 3,000 students have graduated from the WorkReadyNH program since 2011.
- As of June 2017, 6,033 individuals have earned an NCRC in New Hampshire.

## SEGMENT OVERVIEW

Safran invests in workforce development for both its current and future workforce. In addition, the company has a strong career growth culture and develops an annual training plan for every employee. In addition to paying for direct training, Safran also provides annual employee tuition reimbursement.

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Without a doubt, ACT's KeyTrain Learning Modules and WorkKeys Assessment make a significant contribution to the rigor of the WorkReadyNH program.”

### Charlotte Williams

Workforce Development Administrator  
Community College System of NH



Since the inception of the Work Ready New Hampshire program in 2011, nearly 3,000 individuals have completed it and graduated with a WorkKeys NCRC. Survey results from the most recent cohort (2017), gathered three months after program completion, show that 78% of graduates had found employment or were pursuing further education.