International and intersectoral mobility of human resources

OECD Workshop on Stimulating Knowledge Transfer

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Agenda

1 About Altran

2 Relevance of highly qualified human resources

3 How to attract and retain high skilled talent

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1.

About Altran

WORLD LEADER IN ENGINEERING AND R&D SERVICES

With unparalleled domain expertise and a truly global organization, Altran is the world leader in Engineering and R&D services.

Automotive	Aeronautics	Space, Defense & Naval	Rail, Infrastructure & Transportation	Energy	Industrial & Electronics	Life Sciences	Telecom & Media	Finance & Public Sector

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A Global leader in technology services and R&D
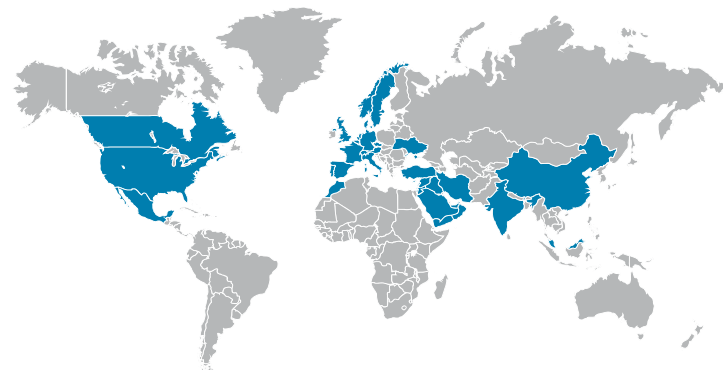
REVENUE
€ 2.120 m in 2016

INNOVATION
Over 30 years

EMPLOYEES
Over 30.000 in 2016

INTERNATIONAL
Over 20 countries

- Denmark
- Germany
- France
- Italy
- Scandinavia
- UK

- Spain
- Austria
- Belgium
- Luxembourg
- Netherlands
- Czech Republic

- Switzerland
- Sweden
- Portugal
- US
- China
- India

- Morocco
- Ukraine
- Malaysia
- Middle East
- Canada
- Mexico

ALTRAN

ALTRAN PORTUGAL

MAIN EXPERTISE DOMAINS

INNOVATIVE PRODUCT DEVELOPMENT

INTELLIGENT SYSTEMS

TELECOM & MEDIA

LIFE SCIENCES

SOFTWARE ENGINEERING

CERTIFICATIONS

ISO 9001

EMPRESA CERTIFICADA
eiC
NP 4457

ISO 27001

Crédit d'Impôt Recherche

CMMIDEV/3 ℠
Exp. 2018-10-02 / Appraisal #24818

INNOVATION MAKERS
+1.700 incl. +600 GDC dedicated

NATIONAL PRESENCE
3 Offices

INNOVATION
over 19 years
of experience

GDC ESTABLISHED IN
2013
w/ nearshore projects since 2005

WHY PORTUGAL?

✓ Center of **EXPERTISE**

✓ Cost **OPTIMIZATION**

✓ Geography **PROXIMITY**

✓ Operational **AGILITY**

✓ Multilingual **SKILLS**

OFFICES

Porto

Fundão
since 2013

Lisbon

LANGUAGE CAPABILITIES

✓ English - 95 %

✓ French – 25 % (**>55 %** at GDC)

✓ Spanish – 25 %

✓ German, Italian, others - 5 %

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2.

RELEVANCE OF HIGHLY QUALIFIED HUMAN RESOURCES

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THE OBJECTIVES

R&D

Increase knowledge transfer

fostering the co-creation of knowledge on a collaborative environment.
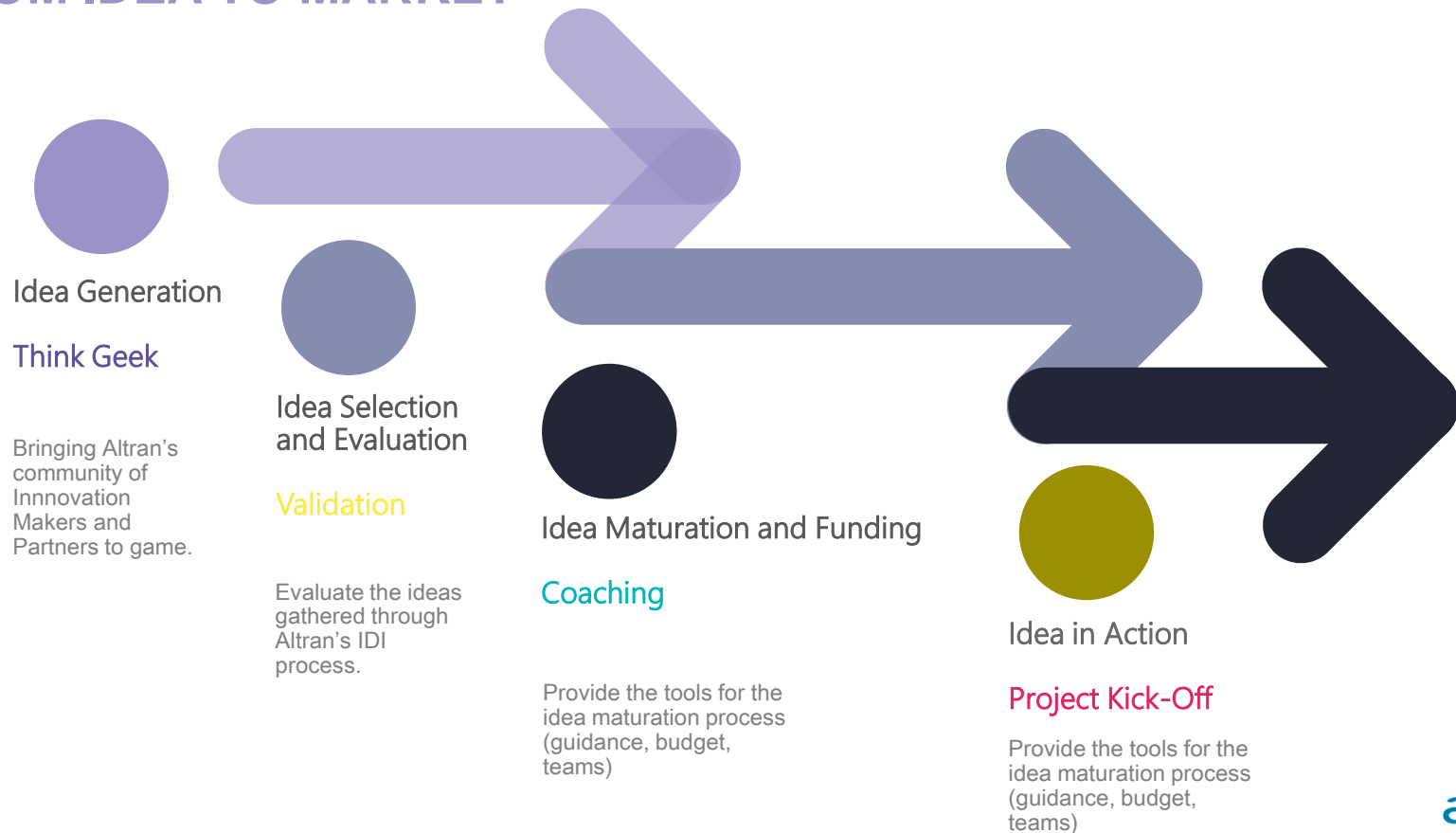
Innovation and Research
Diversify, stimulate and coordinate activities of scientific knowledge

Collaboration
Foster the collaboration between industry and R&D institutions

New Opportunities
Address the new scientific and technological challenges

Employment
Foster new opportunities of qualified jobs and reinforce scientific job opportunities

FROM IDEA TO MARKET

Idea Generation

Think Geek

Bringing Altran's community of Innnovation Makers and Partners to game.

Idea Selection and Evaluation

Validation

Evaluate the ideas gathered through Altran's IDI process.

Idea Maturation and Funding

Coaching

Provide the tools for the idea maturation process (guidance, budget, teams)

Idea in Action

Project Kick-Off

Provide the tools for the idea maturation process (guidance, budget, teams)

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RELEVANCE OF HIGHLY QUALIFIED HUMAN RESOURCES

- High dependence on knowledge

- Engineering and R&D services

| Software engineering | Big data | Industrial analytics | Advanced networks | Data analytics |

85% BSc + MSc

2% PhD

43% Growth of employees in 2017

37% CAGR 2014-2017

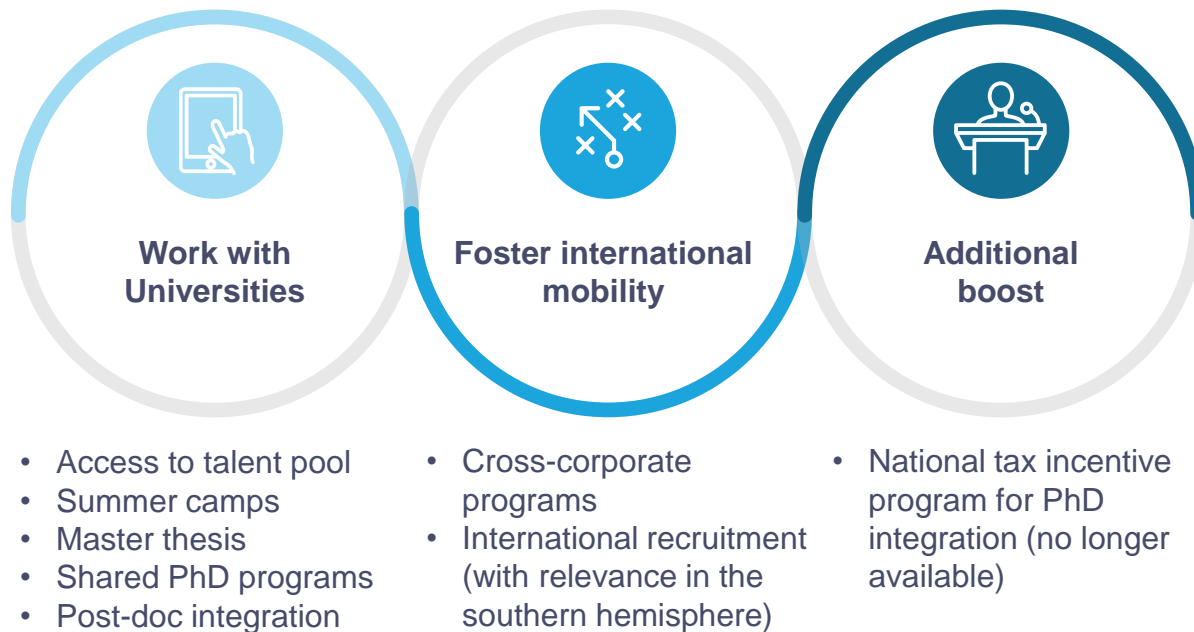1700
1150
880
650

employees

2014 2015 2016 2017
Year

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3.

HOW TO ATTRACT AND RETAIN HIGH SKILLED TALENT

HOW TO ATTRACT, RETAIN AND SUPPORT THE EVOLUTION OF THE BEST HUMAN RESOURCES AND YOUNG RESEARCHERS?

Work with Universities

- Access to talent pool
- Summer camps
- Master thesis
- Shared PhD programs
- Post-doc integration

Foster international mobility

- Cross-corporate programs
- International recruitment (with relevance in the southern hemisphere)

Additional boost

- National tax incentive program for PhD integration (no longer available)

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HOW CAN TRAINED HUMAN RESOURCES BE USED MORE EFFECTIVELY TO SUPPORT COMPETITIVE SCIENCE-BASED INDUSTRIES?

Shift of responsibility

- Skill based
- Full responsibility
  - On boarding
  - Training
  - Team based (collective knowledge)

Intermediary institutions

- Universities (R&D)
- COLABS (R&D + Technology transfer)
- Graduate conversion programs

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