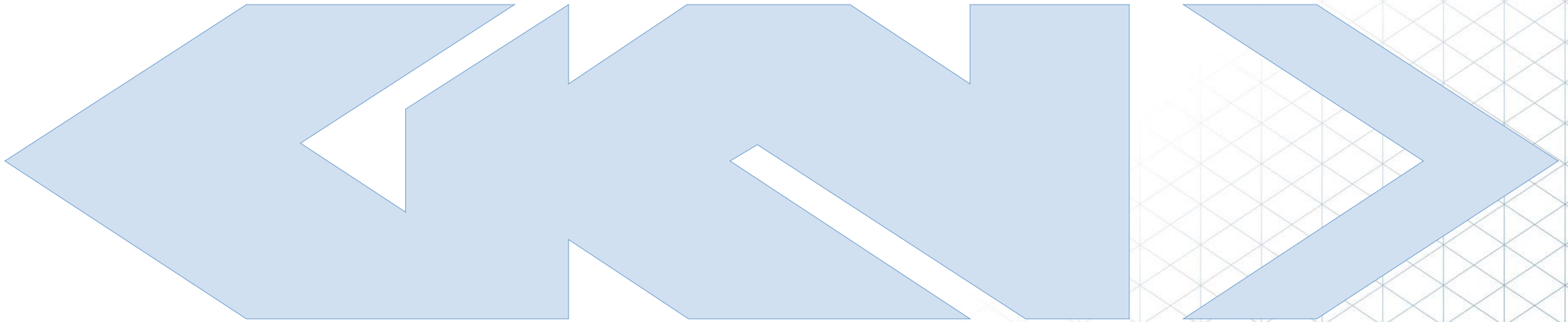


Learning Development

A large, light blue, stylized script logo of the word 'Fokker' is positioned in the upper right quadrant of the slide.

03 November 2021
Bert Folkers

Opening (Introduce LDB)

Fokker Training & Authorization
From current to future

AMS / LMS (History until Status)

Questions

Introduction Learning Development Board

- January 2020 – Originated from VSM / Makigami “Training & OSV”
- Team:
 - Quality Systems representative – Papendrecht;
 - Operations representative – Papendrecht);
 - Learning & Development representative – GKN Aerospace);
 - Quality Systems representative – Hoogeveen;
 - Manufacturing Engineering representative – Hoogeveen;
- Meeting frequency once every two weeks;
- Activities related to education, training, development and authorization
- **Project AMS/LMS in one system**

Opening (Introduce LDB)

Fokker Training & Authorization

From current to future

AMS / LMS (History until Status)

Questions

Fokker Aerostructures - Training & Authorization

From commencement to fully authorized (Grow path)

Commencement of employment (Introduction training)

Procedure:

[HRM-0030](#)

Instruction new employees

Details:

[HRM-1010](#) = Summary of ...

“Education Package – General”

[OP-ALG-000](#) = Specific for ...

“All employees”

Complete at start of employment

Education Package (Function specific)

Procedure:

[HRM-0010](#)

Education and training

Details:

HRM-1xxx = Summaries of ...

“Education Package – Commodity”

OP-XXX-xxx = Function specific

Part completed within 3 months

Part completed within 1 year

Example:

[HRM-1040](#) “..Composites”

[OP-CMP-050](#) “Assembly operator”

Authorization(s) Perform / Release (Activity specific)

Procedure:

[QMS-3010](#)

Authorizations

Details:

[AH22](#) “Authorizations Manual”

AxxxB – Perform

= “Certificate of Competence”

AxxxM – Inspect and Release

Example:

[A183B](#) “Processing adhesives”

[A030M](#) “OSV - Assembly”

AMS / LMS (History until Status)

Authorizations Management & Learning Management

Current state

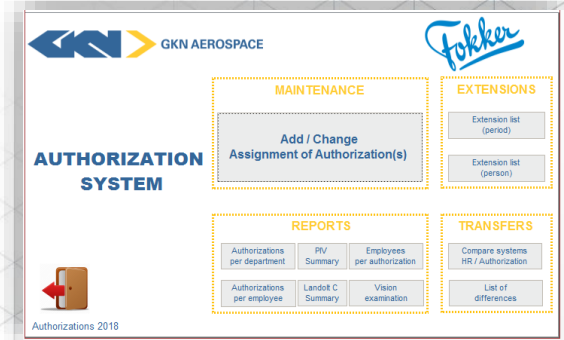
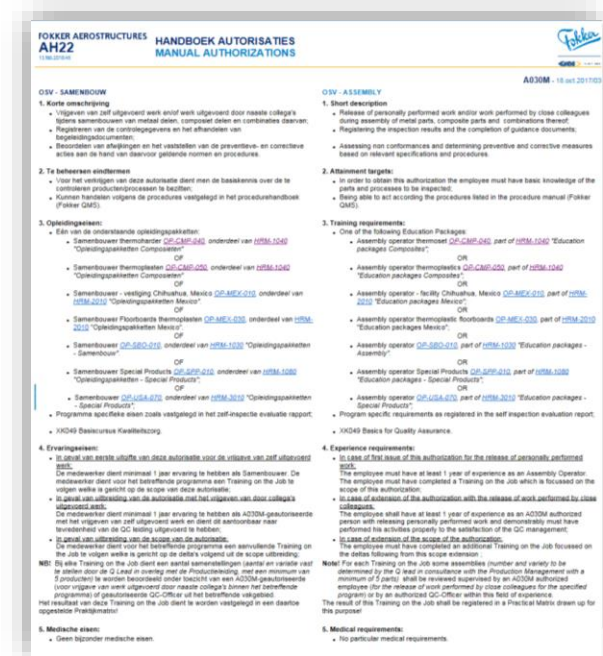
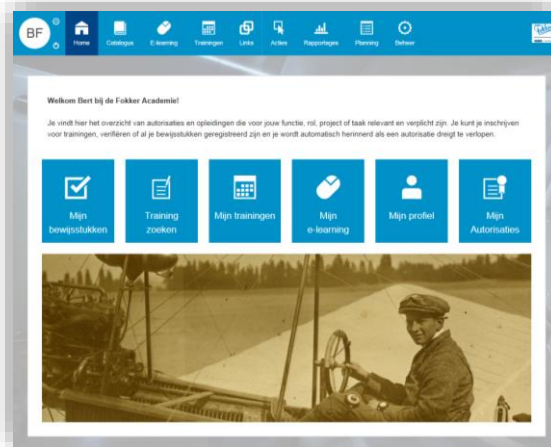
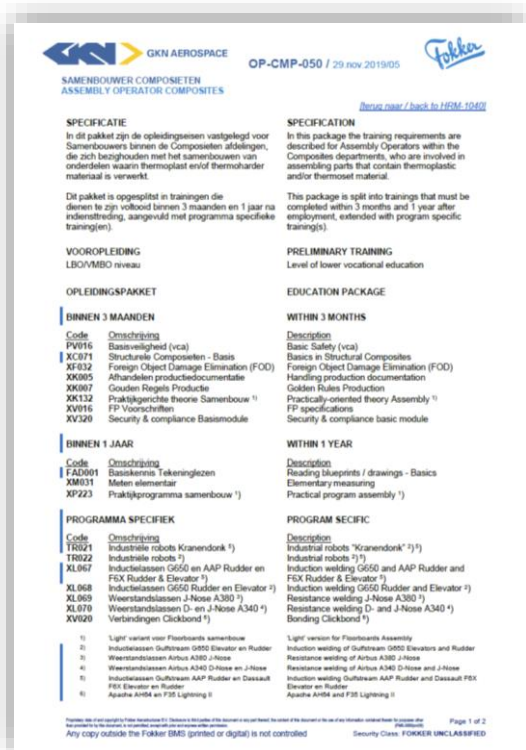
Future state

Transition

Pilots

Current systems

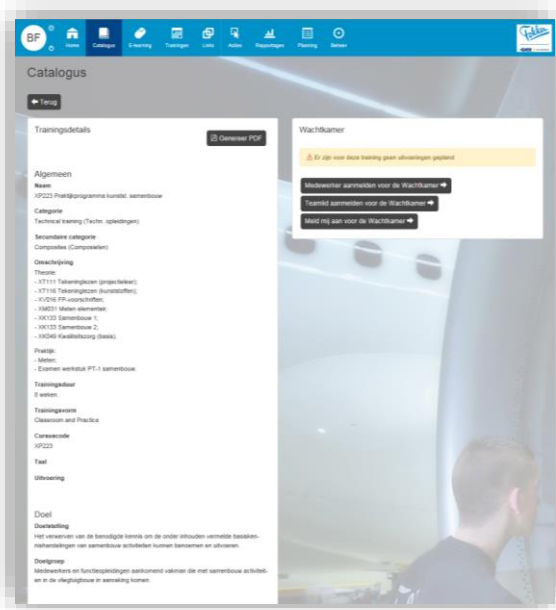
- Education package(s):
- QMS
- Training registration
- Fokker Academy (LMS)
 - GKN Wilbur (not linked)
- Authorization requirements:
- AH-22
- Authorization registration:
- Access Database



Current Forms

Request for training:

- LMS
- Via portal / catalogue



Request for exemption:

- According HRM-0010
- Hardcopy

The form is titled 'AANVRAAG VRIJSTELLING VAN TRAINING' and 'REQUEST FOR EXEMPTION FROM TRAINING'. It includes fields for 'Course / Training', 'Employee data', 'Request on the basis of experience', 'Applicant', 'Decision', and 'Authorization'. The 'Request on the basis of experience' section includes a 'Motivation' field. The 'Applicant' section includes fields for 'Name', 'Function', and 'Date'. The 'Decision' section includes checkboxes for 'Approved', 'Temporary until', 'If applicable enter/select date', and 'Rejected'. The 'Authorization' section includes fields for 'Learning & Development Manager name', 'Date', 'Signature', 'Site Quality Manager name', 'Date', and 'Signature'. The form is dated 'Page 1 of 1' and has a 'Security Class: FOKKER UNCLASSIFIED'.

Request for authorization: Practical matrix(TotJ):

- According QMS-3010
- Via Quality Systems
- Hardcopy

The form is titled 'A001M' and 'PRACTICAL MATRIX: RECEIVING INSPECTION (B- AND C-INSPECTION)'. It includes fields for 'Authorization data', 'Employee data', 'Quality Control Manager / Q-Lead', 'Training Center', 'Declaration of temporary exemption', 'Training on the Job', 'NDT Level 3', 'Quality Assurance / Quality Specialist', 'Remarks', and 'Quality Director (or delegate)'. The 'Authorization data' section includes fields for 'Type of request', 'Code / Description', 'Scope', 'Employee name', 'Personnel number', 'Department', 'Employee signature', 'Supervisor name', 'Supervisor signature', and 'Date'. The 'Employee data' section includes fields for 'Employee name', 'Personnel number', 'Department', 'Employee signature', 'Supervisor name', 'Supervisor signature', and 'Date'. The 'Quality Control Manager / Q-Lead' section includes fields for 'Representative name' and 'Representative signature'. The 'Training Center' section includes fields for 'In case of training, certification or qualification constraints, mention date of training', 'Representative name', and 'Representative signature'. The 'Declaration of temporary exemption' section includes a 'Declaration of temporary exemption (Only for Authorization mentioned above)' and a 'Signature below declares that the person mentioned above is exempted for the course(s) mentioned below. This temporary exemption is granted on the basis of experience and functioning'. The 'Training on the Job' section includes fields for 'Training role', 'Title of training', 'Motivation', 'Temporary until', 'Quality Director name', 'Date', 'Quality Assurance / Quality Specialist', 'Representative name', 'Date of appointment', 'Result', 'Mentor name', 'Mentor signature / stamp', 'Date', 'NDT Level 3 (if applicable)', 'Level 3 name', 'Level 3 signature / stamp', 'Date', 'Quality Assurance / Quality Specialist: Advice authorization', 'Representative name', 'Date', 'Remarks', 'Representative name', 'Date', 'Quality Director (or delegate)', 'Representative name', and 'Date'. The form is dated 'Page 1 of 1' and has a 'Security Class: FOKKER RESTRICTED'.

The form is titled 'A001M' and 'PRACTICAL MATRIX: RECEIVING INSPECTION (B- AND C-INSPECTION)'. It includes a table for 'Prod.Order', 'Part name/number, material', 'Date', and 'Stamp'. The table has 4 columns and 10 rows. Below the table, there is a section for 'De medewerker zal bij goed resultaat geautoriseerd worden om de binnen dit vakgebied vallende werkzaamheden / producten vrij te geven. Daaronder geldt dat de bovengenoemde aspecten door de mentor binnen de afdeling worden beoordeeld.' and a section for 'When showing satisfactory results the employee will be authorized to release the activities / parts within this scope. For that purpose the aspects mentioned above have been assessed by the tutor.' The form is dated 'Page 1 of 1' and has a 'Security Class: FOKKER UNCLASSIFIED'.

Current reports

Training summary

- LMS

Afsliding	Type benodigd	Categorie
	Alle	

Faktor / GDN-Evidence		
Gedrukker	Betekenis	WV231 ENK Evidence
Arnen AHU (shakers)	100%	
Barista 2 (Dink)		
Benjamin AA (Kifred)	100%	
Border DM (Rita)	100%	
Dijkhuizen MC (Maros)	100%	
Gierke-Arends AM (Jornel)	100%	
Groen J (Lohm)	100%	
Haverman J (Lohm)		
Hilhorst DM (Spart)		
Houten PJ (Franc)	100%	
Koster RA (Lohm)	100%	
Koster L (Lohm)	100%	
Koster R (Rita)		
Koster MD (Hansel)	100%	
Kulk G (Spart)	100%	
Lokers S (Spart)	100%	
Meesters WJ (Rita)	100%	
Oelen M (Marina)	100%	
Spritz H (Hans)	100%	
Van H (Hans)	100%	
Van T (Tina)	100%	

Legenda
Type benodigd
Type benodigd
Type benodigd
Type benodigd

Autorizations summary:

- Excel

[illegible]

Equivalents list:

- Excel

[illegible]

Certifying Staff (EASA):

- EXP-0031 (in QMS)

[illegible]

AMS / LMS (History until Status)

Authorizations Management & Learning Management

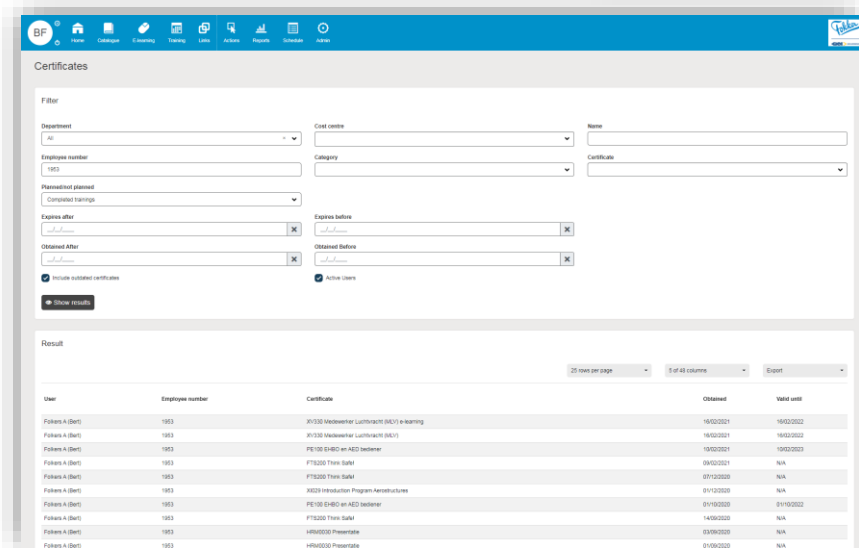
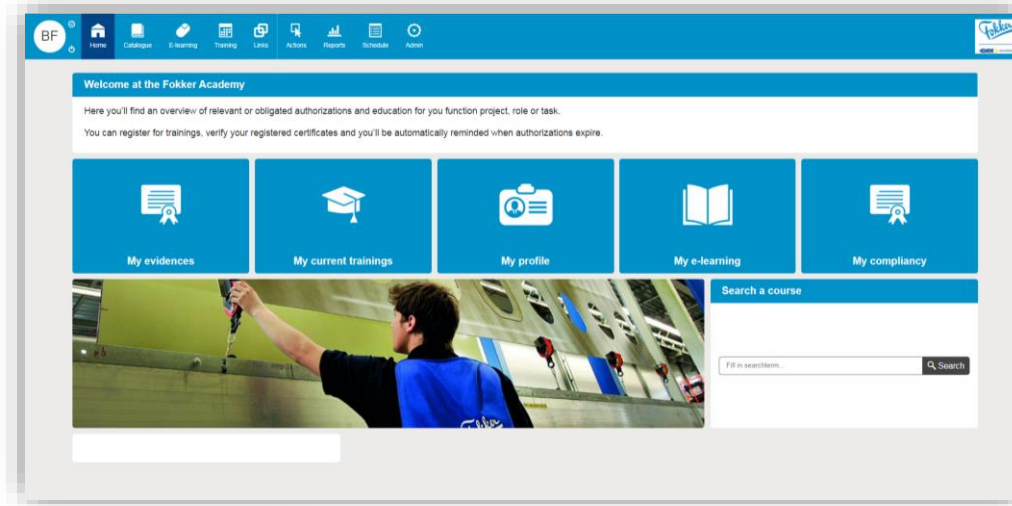
Current state

Future state

Transition

Pilots

Future state – system, forms and reports



Request for company authorisation

Personal information

Department
Name of person
SAP No

Qualifications

Type/component qualification
Rating
Remarks
Limitation

Applicant

AMS / LMS (History until Status)

Authorizations Management & Learning Management

Current state

Future state

Transition

Pilots

Transition

Select pilot(s)

Set up AMS/LMS:

- Education Package(s)
- Teams & Roles
- Add existing (archived) evidence
- Automated assignment authorization(s) based on evidence

Process yet unchanged – registration in AMS AND Authorizations database

Future options: Link to Fokker 4.0 (Industry 4.0 / MES)

AMS / LMS (History until Status)

Authorizations Management & Learning Management

Current state

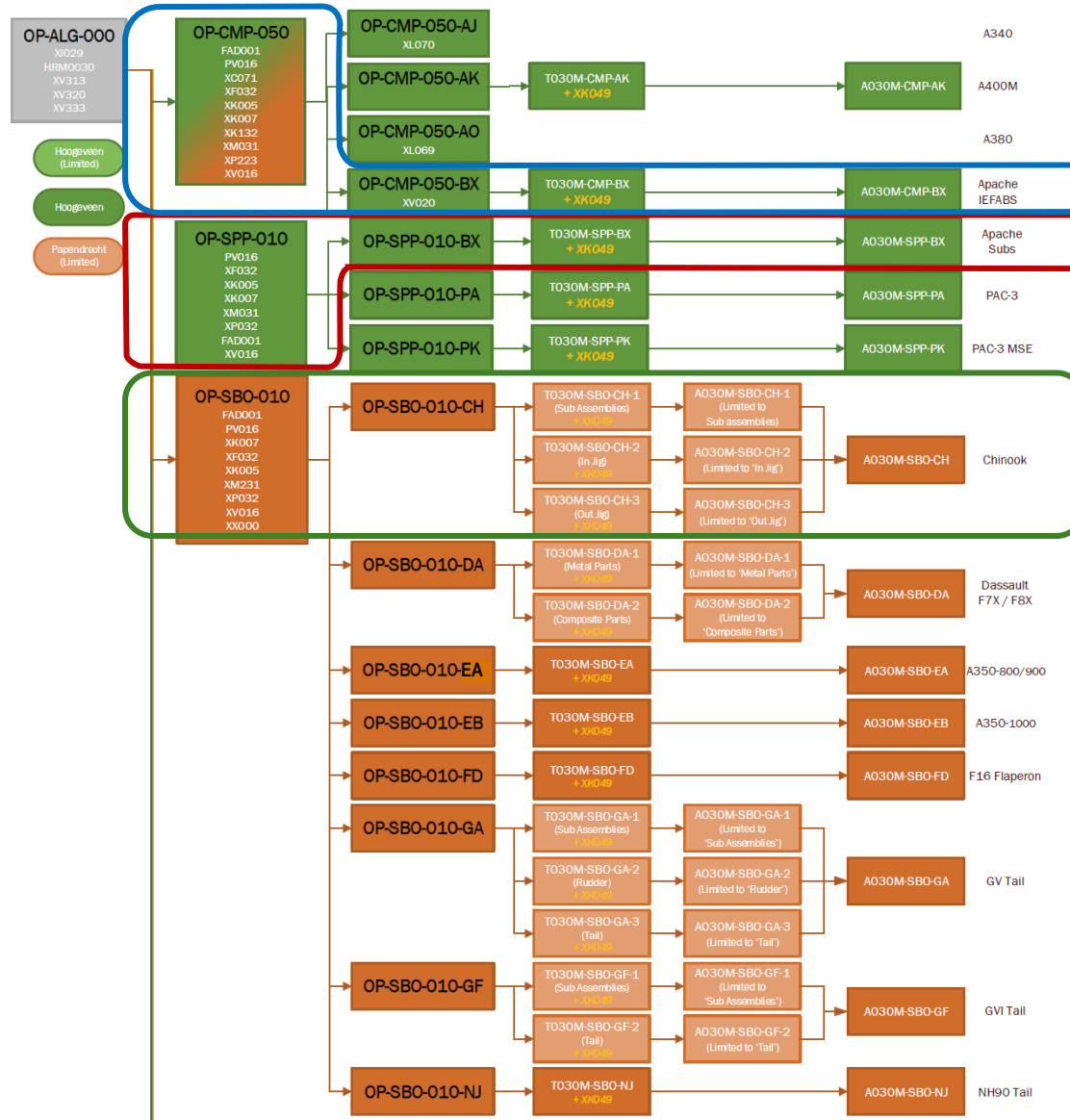
Future state

Transition

Pilots

Pilots Assembly (A030M) ! Operator Self Verification

Schematic representation



Hoogeveen: Composites
Assembly Apache IEFAB

Hoogeveen: Subs
Assembly Apache shelf

Papendrecht:
Assembly Chinook

Pilot Assembly Composites - Hoogeveen

Coverage requirements

Gebruiker	Bevrijding	Authorization to Perform					A030M-CMP-BX Ody Assembly...	Authorization to Release (QSV)					Certificate of attendance (Verklaring)					Certificate of qualification					Training on the Job								
		A007B-Gen Mating and apply...	A102B Mating and processing...	A301B Hoisting	A302B Working with handou...	Q320 Bin stalling buidies by...		Q321B Locking ofbeating's a...	F00019 Geveertje machines	X0001 Borgen van lagers	X0002 Foreign Object Damage...	X0003 In vullen van buizen	X0004 Aandelen van produc...	X0016 FP Regulations	X0020 Verbindingen, Click Band	X0001 Reading Blue Prints...	X0005 veilig hijsen / Hoisting	X0010 4c Safety	X0001 Structural Composites...	X0007 Golden Rules Production	X0049 Quality Assurance Basic	X0002 Kunsten samenbou...	X0011 Jnen koolstofvezel v...	X0003 Measuring Bementary	X0023 praktijkprogramma kun...	X0002 Sealing	T030M-CMP-BX Training on th...	T007B-Gen Training on the J...	T102B Training on the Job...	T320B Training on the Job...	T321B Training on the Job...
Anholts M (Marianne) ①	90%	✓	✓				✓			✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Arslan M (Mehmet) ①	71%						✗			✓			✓				✓	✓	✓	✓			✓		✗	✓					
Barelds RJ (Jeroen) ①	60%	✗	✗				✗			✓			✓	✗	✗		✓	✓	✓	✓	✓			✓		✗	✗	✗			
Bosman B (Björn) ①	95%	✓	✓				✓						✓				✓	✓	✓	✓	✓			✓		✓	✓	✓	✓		
Bouwmeester BM (Bas) ①	95%		✓				✓						✓				✓	✓	✓	✓			✓		✗	✓	✓	✓	✓		
Graeff DL de (Liam) ①	75%						✗						✓		✗	✓		✓	✓	✓	✓			✓		✗	✓				
Hehanusse CD (Chayen) ①	95%	✓	✓	✓	✓		✓						✓		✗	✓	✓	✓	✓	✓	✓			✓		✓	✓	✓	✓		
Helsloot B (Benjamin) ①	91%	✓	✓	✓			✓						✓				✓	✓	✓	✓	✗		✓		✓	✓	✓	✓	✓		
Hoesen IMF (Inge) ①	65%	✗	✗				✗						✓		✗	✓		✓	✓	✓	✓			✓		✗	✗	✗	✗		
Jonker R (Rob) ①	71%						✗						✓		✗			✓	✓	✓	✓			✓		✗	✓				
Klokkert JB (Jordie) ①	71%		✗				✗						✓		✗	✗		✓	✓	✓	✓			✓		✗	✓	✗			
Laning D (Dicky) ①	80%	✓	✓				✗						✓		✗	✗		✓	✓	✓	✓			✓		✗	✓	✓	✓		
Lopes Macedo CM (Carlos) ①	100%		✓				✓						✓				✓	✓	✓	✓	✓			✓		✓	✓	✓	✓		
Nijstad JJ (Jerry) ①	100%		✓				✓		✓		✓						✓	✓	✓	✓	✓			✓		✓	✓	✓	✓	✓	✓
Pot H (Harry) ①	90%	✓	✓				✓					✗					✓	✓	✓	✓	✓			✓		✗	✓	✓	✓		
Schaap P (Peter) ①	95%	✓	✓				✓						✓				✓	✓	✓	✓	✓			✓		✓	✓	✓	✓		
Schmeltz L (Laurentz) ①	95%		✓	✓			✓						✓		✗	✓	✓	✓	✓	✓	✓			✓		✓	✓	✓	✓		
Schoneville J (John) ①	80%		✓				✗						✓		✗	✗		✓	✓	✓	✓			✓		✗	✓	✓	✓		
Slikkings PG (Peter) ①	90%	✓	✓				✓						✓		✗	✓		✓	✓	✓	✓			✓		✗	✓	✓	✓		
Stultend A (Arjan) ①	95%	✓	✓				✓						✓		✗	✓		✓	✓	✓	✓			✓		✓	✓	✓	✓		
Tanger KJ (Kees) ①	80%	✓	✓				✗						✓		✗	✗		✓	✓	✓	✓			✓		✗	✓	✓	✓		
Ymker K (Klaas) ①	65%	✓	✓				✗					✗	✗	✗	✓		✓	✓	✓	✓	✗		✓	✓	✗	✓	✓	✓	✓		

Outdated example

Opening (Introduce LDB)

Fokker Training & Authorization

AMS / LMS (History until Status)

Questions

Questions???

