

# ALTRAN Portugal

## Shaping together the talent of tomorrow

Rodrigo Maia  
CTO – Altran Portugal



Evento APDC “Nearshoring & Human Talent - “Portugal as an attractive services hub”

*Lisboa, June 25<sup>th</sup> 2019*

# EURASHE | JUNE 2019 – AGENDA

1.

## ALTRAN at a glance

World Leader in Eng. and R&D



2.

## The Ecosystem

Context and Ambition



3.

## Our Approach

Leveraging the Ecosystem



4.

## Our Actions

Technological message & Interaction





# 1.

## **ALTRAN**

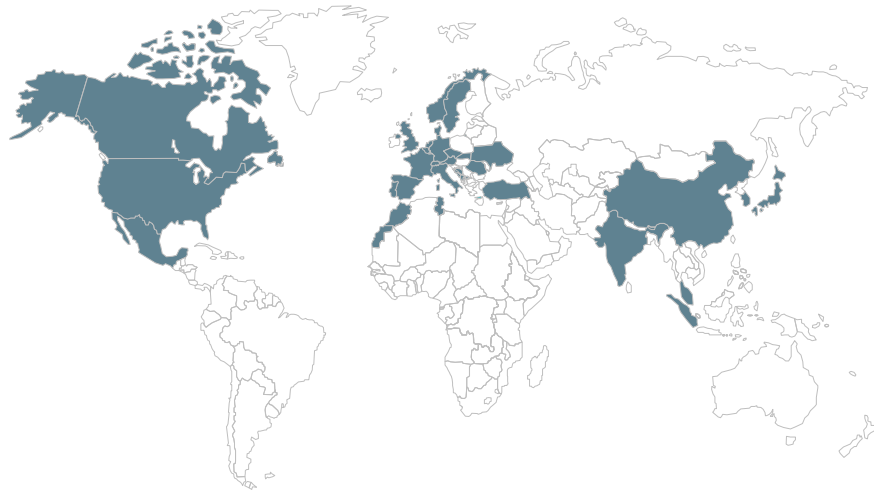
World Leader in Engineering and R&D

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# ALTRAN IN THE WORLD



We create solutions and innovations in **10 areas**



- **Global leader in Engineering and R&D services (ER&D)**
- **Work with 300 of the top 500 companies in the world.**
- **Active in many different industries**, allowing us to have second to none insights and cross fertilization capabilities.
- Ranked as **Strategic partner by more than 50 companies.**

**47,000+**  
EMPLOYEES

**€2.9 bn**  
2018 REVENUES

**30+**  
COUNTRIES



# ALTRAN PORTUGAL





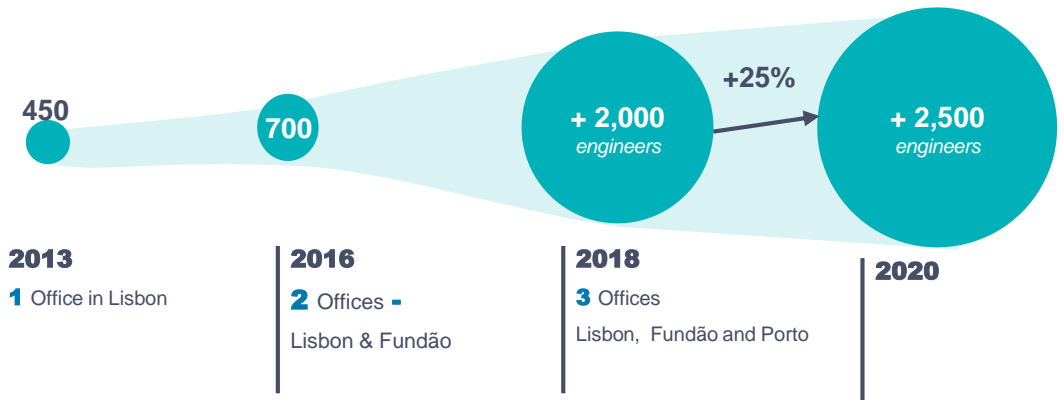
# ALTRAN PORTUGAL



## CONTINUOUS SUSTAINABLE GROWTH...

- Fostering **global opportunities linked** to clients' transformation
- **Supported by strong cooperation's** with public authorities and academic partners
- Drive **standardization** & software **automation** towards next level of industrialization

### CERTIFICATIONS





# 2.

## The Ecosystem

Context and Ambition





# CONTEXT



## > Talent Shortage

Facing hiring difficulties?

Global Average



China



Japan



Portugal







# CONTEXT



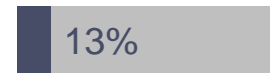
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# CONTEXT



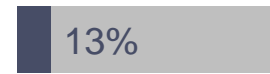
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## > Higher education offer vs. demand



# CONTEXT



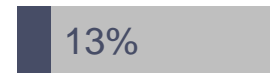
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## > Higher education offer vs. demand

Lack of applicants is the Top Driver





# CONTEXT



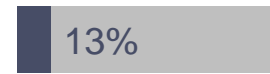
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## > Higher education offer vs. demand

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## > Skills Gap



# CONTEXT



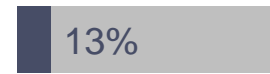
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## > Higher education offer vs. demand

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## > Skills Gap

**27%** of employers say applicants lack either the *hard skills* or *human strengths* they needed to fulfill their roles



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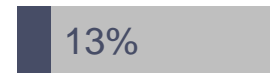
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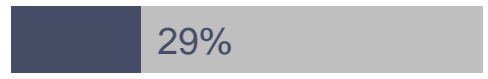


Portugal



## > Higher education offer vs. demand

Lack of applicants is the Top Driver



## > Skills Gap

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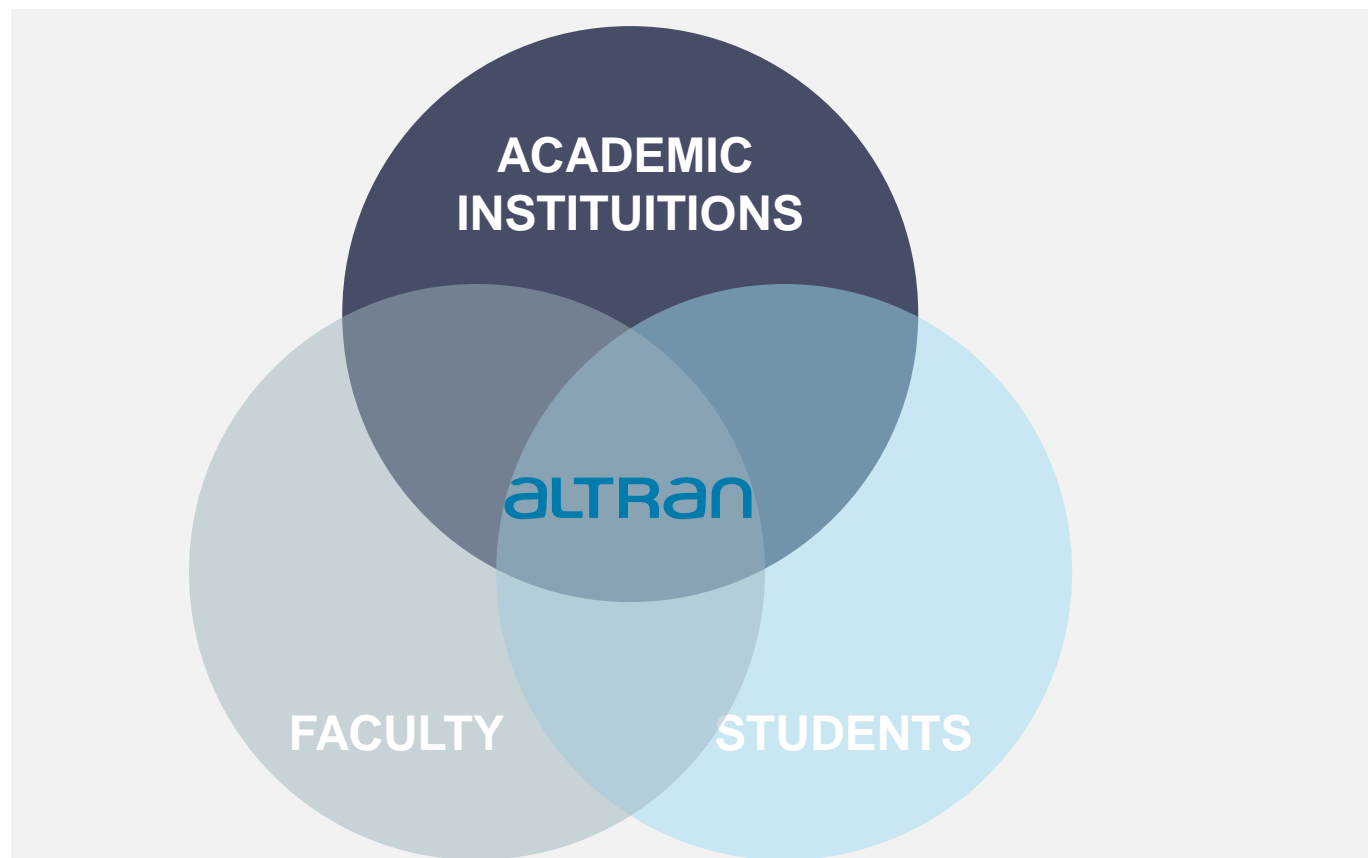
**Traditional approach is not enough!**



# OUR AMBITION

## POSITION AS A REFERENCE IN ACADEMIC INSTITUTIONS

### BUILD COOPERATION MODEL BETWEEN ALTRAN AND UNIVERSITIES



### KEY GOALS OF COOPERATION

- 1 Recruitment:**
- Privileged access to talent
  - Spontaneous applications

- 2 Research:**
- Faculty experience and specialized skills
  - Faculty supervision of projects
  - Hire specialized resources
  - Research on cutting edge technologies
  - Highly specialized support to projects

- 3 Technology Transfer:**
- Faculty experience and specialized skills
  - Qualified faculty below the market prices
  - Specialized training
  - Cutting edge technologies to projects
  - Improve internal skills
  - Specialized support to projects



# 3.

## Our Approach

Leveraging the Ecosystem



STRATEGY & KEY PLAYERS

KEY SUCCESS FACTORS

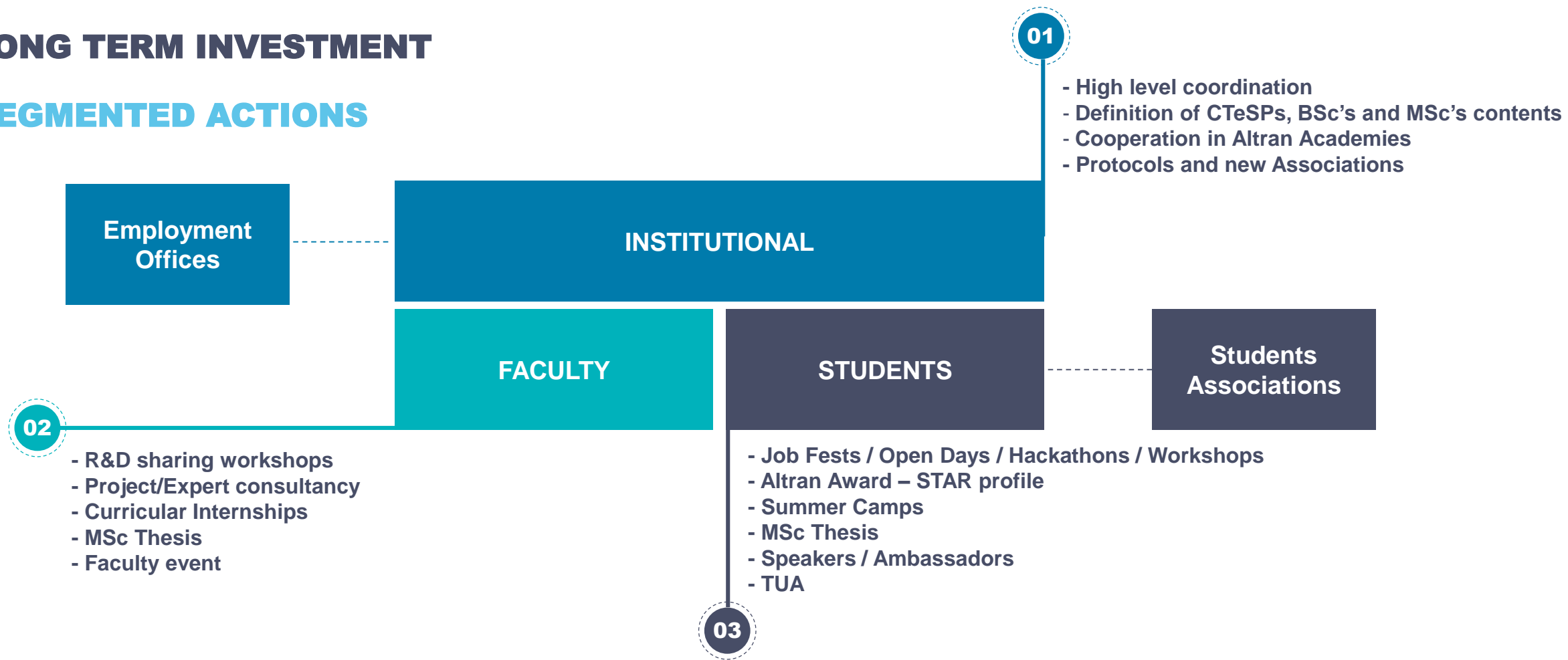


# THE ACADEMY ECOSYSTEM

## FOCUS ON PRIORITY INSTITUTIONS

## LONG TERM INVESTMENT

## SEGMENTED ACTIONS



# 4.

## Our Actions

Technological message & Interaction

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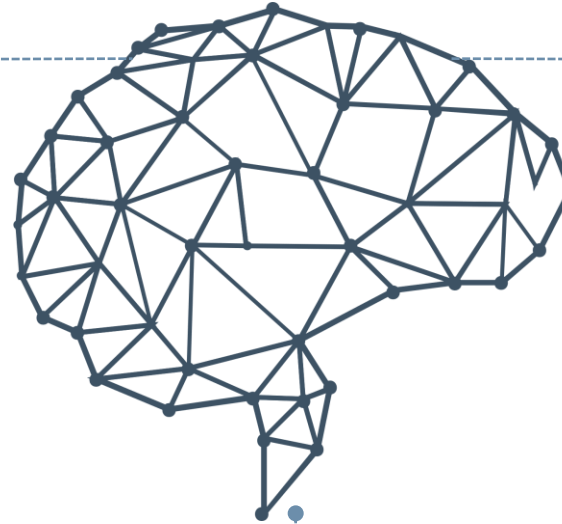




# AIFABI | ASSOCIATION FOR INNOVATION AND ADVANCED TRAINING OF BEIRA INTERIOR

## SCOPE

Promotion and cooperation in national, regional and sectoral development actions in the fields of Innovation and Advanced Training



## INICIATIVAS

### UBI2Interface

Technology Transfer and Industry Innovation

### UBI Executive

Advanced Graduate and Postgraduate School





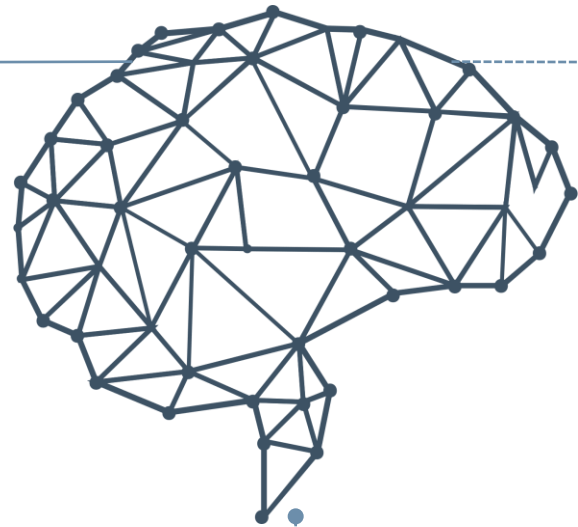


# PROFESSIONAL TECHNICAL COURSES

## SCOPE

Developed in partnership with Altran and Polytechnic Institutes of Castelo Branco and Guarda

Duration of 2 years including 6-month internship at Altran



## INITIATIVES

### IPCB – EP Fundão | CTeSP Mobile Communication

Specify, design and run tests throughout the software life cycle. Analyze and validate requirements and follow the functional analysis of the client’s business

### IPG | CTeSP Testes de Software

Supervise and carry out sizing, installation, testing and maintenance of telecommunication equipment and networks, with a special focus on mobile cellular networks.

### IPCB – EP Fundão | CTeSP Comunicações Móveis

1st Edition – 15 Students



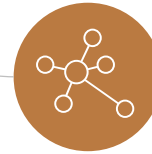
### IPG | CTeSP Testes de Software

1st Edition – 15 Students  
2nd Edition - 10 Students  
3rd Edition – 15 Students



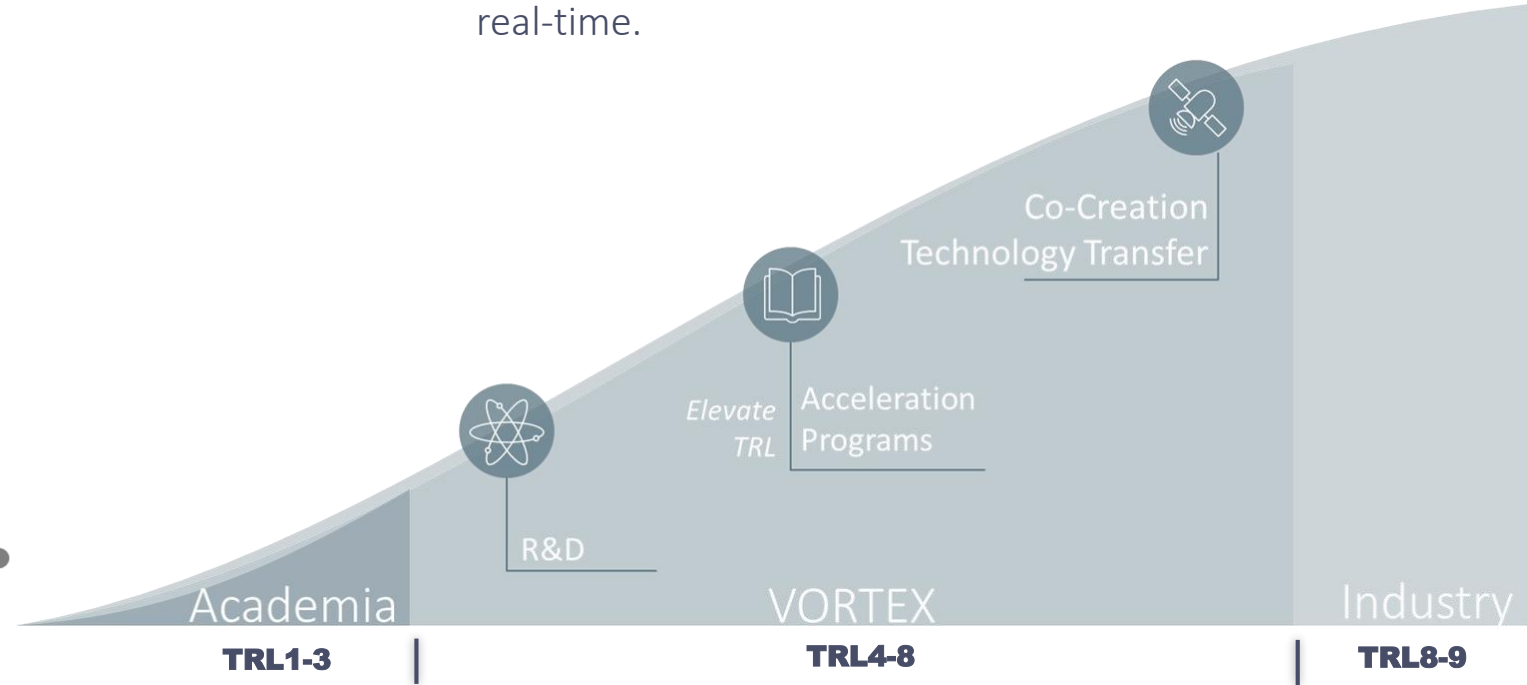
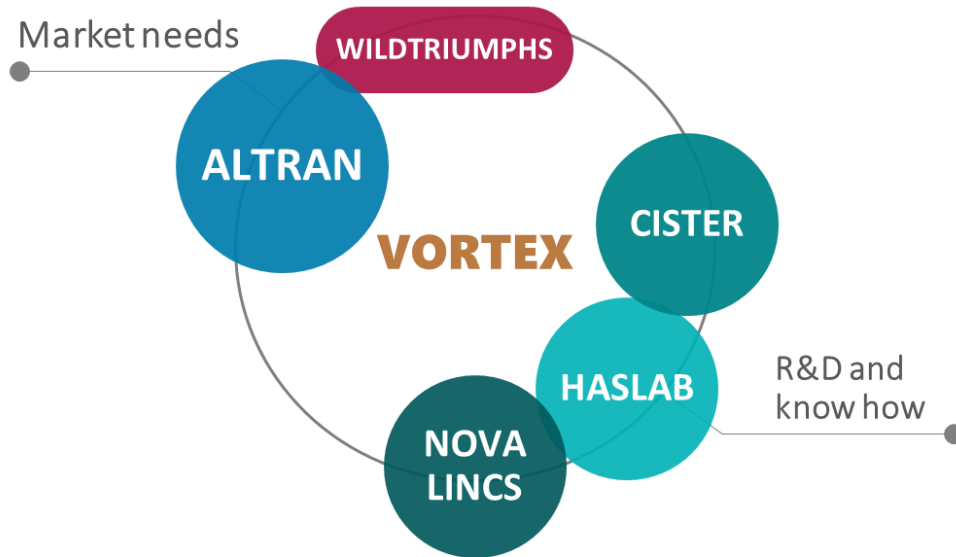
## AMBITION

Create an **Applied Research Institution** to explore and develop CPS technologies to address concrete market domain challenges.

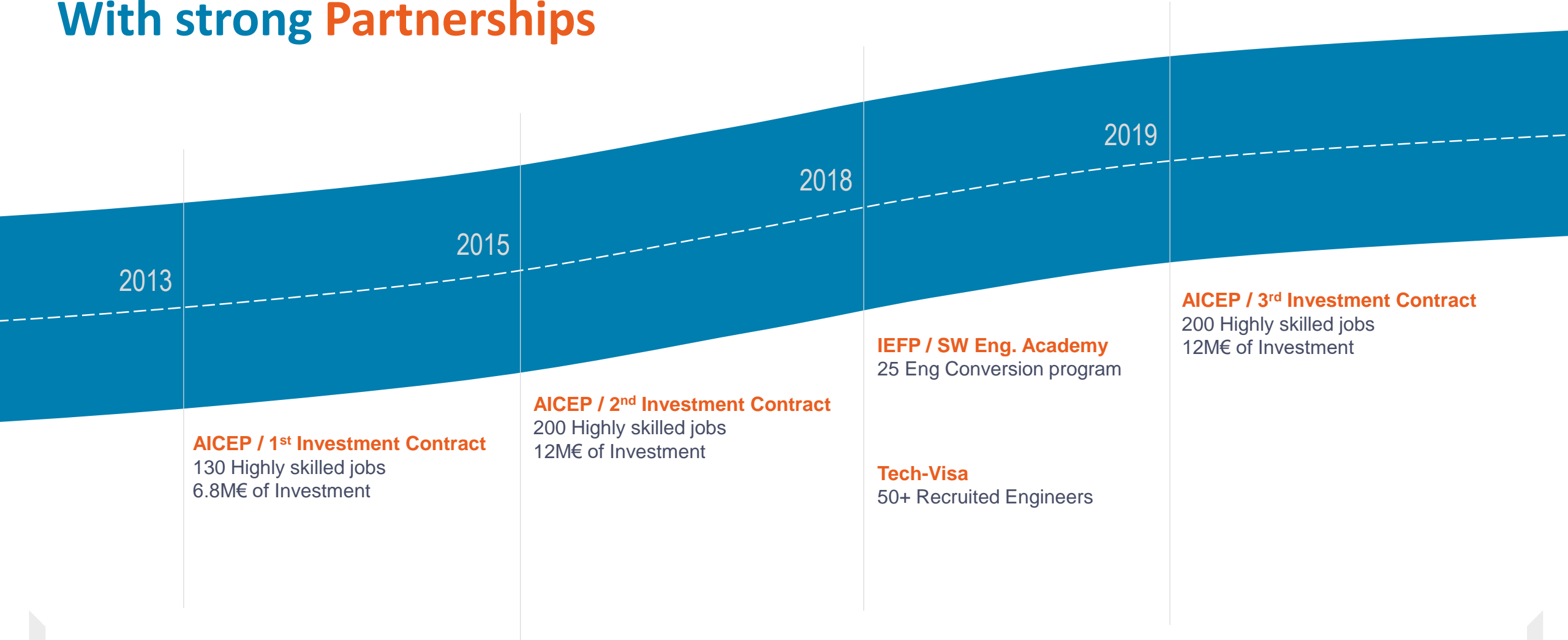


## PURPOSE

To quickly translate cutting-edge research into tangible cyber physical products, providing competitive advantage to clients who want the most advanced solutions with reliability, correctness, and in real-time.



# Supporting growth With strong Partnerships





**ALO | 2019**