

Letter of endorsement

Dear industry representative,

The quest for a qualified workforce is one the key challenges of the European defence industry in its effort to ramp up its capacities to cope with strongly increased demand, amid a dramatically changed security landscape in Europe.

It is therefore essential to better understand the perception of young students and graduates about the defence industry as a potential employer and the opinion of employees with work experience in the industry. Gaining better insights into these aspects is the main goal of the surveys conducted by RAND and Verian on behalf of the European Commission's DG DEFIS. The results will help better understand what aspects are crucial for qualified personnel to work (or not to work) for our industry and how to concretely address these issues.

As Secretary General of ASD, I would therefore like to express my strong support for this initiative and encourage you to participate in the survey and spread it widely among your network to ensure a meaningful outcome.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'Jan Pie', written in a cursive style.

Jan Pie, Secretary General, Aerospace, Security and Defence Industries Association of Europe (ASD)