



# ENGINEERING SPECIALIZATION PROGRAM - EMBRAER CELEBRATES ITS 20TH ANNIVERSARY

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One of the longest-lived programs for intellectual and technological development in Brazil, the Embraer Engineering Specialization Program, achieves its 20th anniversary. Conceived from a strategic vision to accelerate the learning process for recently graduated professionals in various areas of engineering to work in aeronautical technologies, the program combines a professional master's degree from Brazil's Aeronautics Institute of Technology (ITA) with a course to prepare engineers to work in multidisciplinary teams at Embraer. The program includes courses taught by ITA professors, experienced company professionals and hired consultants.

Over two decades, the Engineering Specialization Program has been constantly evolving to adapt the specialization of professionals to the needs and challenges of the company. More recently the program has also started to cover courses such as Industry 4.0, Data Science and Project Prototyping in 3D Printer, among others. More than 1,600 professionals have already gone through the program that has become the main gateway for engineers who want to work at Embraer.

“Diversity, innovation and a genuine desire to build a sustainable future are some of the differentials of our Engineering Specialization Program, which has become a reference in knowledge management and has strengthened Embraer's holistic, flexible, creative and collaborative engineering culture,” said Luís Carlos Affonso, Embraer's Senior Vice President of Engineering, Technology and Strategy. "Embraer's recognized technical and technological capacity is part of our DNA of innovation and will continue to be developed through partnerships and initiatives for training and qualification of new talents, stimulated to create the future's most innovative products in the industry”.

The innovative program has provided the company with greater availability of highly qualified professionals, aligned with the business growth strategies in recent decades. At the same time, the initiative's success balanced directing the training of people, according to the needs of technological readiness, vision of the future and planning for the natural replacement of company professionals.

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