



Aerospace and Defence Human Resources Partnership of Nova Scotia

May 2010

NEWSLETTER

www.hrpartnership.ca

WORKFORCE FORUM 2009 – ONE YEAR LATER

It's hard to believe that it has been a year since the last HRP Workforce Forum – appropriately titled “Flight 100 - Tomorrow's Workforce Takes Off Today”. Last year was the centennial of manned flight in Canada which we celebrated and acknowledged at the Forum. The most significant result of the Forum, to me at least, was the complete and unequivocal confirmation of what we in the HRP are trying to achieve on behalf of industry here in the province. The HRP mandate as laid down in our Charter remains valid – “to address the human resource needs of the Nova Scotia Aerospace and Defence sector by bringing together in a synergistic and formal collaborative relationship all those organizations and individuals directly or indirectly contributing to the province's economic prosperity in this sector, and to facilitate the development and maintenance of careers and career paths for Nova Scotians”. This caused us to move ahead in our activities with renewed commitment and enthusiasm.

Of the major recommendations that came out of the Forum, the most significant was the requirement to progress the overall awareness activities of the HRP both in terms of how we as an organization are seen within the sector itself and also of how the sector is seen and recognized as a major contributor to economic growth in Nova Scotia. We have completed a detailed communications audit of the HRP which confirmed that those who are aware of the HRP acknowledge and recognize of the value being provided. There is also the other side where in some cases there was little or no knowledge of what the HRP is and what it has been doing. We are following on from this audit by engaging Davidson Greenwood Communications to start the active awareness work that came out of the communications planning suggestions included in the audit. Initially this will give us the necessary tools to help us tell the HRP story and, more importantly, showcase the industry to Nova Scotians. A big part of this is creating awareness around the viability of careers in aerospace and defence in the province. In addition we have engaged a social marketing expert, Mediabadge, to determine where aerospace and defence is being discussed on the social networks (Facebook, Twitter, etc.) in Nova Scotia. It is important to understand where this conversation is taking place before implementing an effective strategy to get our story out to those regular users of social media.

Another key finding of the Forum was that industry must be on the team that helps determine education content and desired outcomes. This is the approach we have taken in the development of the new Industrial Engineering Technology (IET) program in cooperation with NSCC. Industry has been actively involved from the beginning helping determine tasks and competencies required as well as providing subject matter experts for detailed course design. More details on the IET program are covered elsewhere in this newsletter but suffice to say it has been a successful, cooperative effort between industry and NSCC. And in keeping with one of the themes of the Forum, prior learning and experience will be recognized on acceptance to this program.

The Forum identified the usefulness of having industry playing a more active role in the education process. Companies should be involved in the learning process by sharing expert knowledge and becoming more involved with students. During the Canadian Aviation Maintenance Council's Annual General Meeting last fall we managed to coordinate the visit of 250 high school students to the DND CF-18 cockpit simulator which from the Halifax Regional School Board's point of view was a huge success. We continue to talk with the School Board on the issue of getting the students more direct and hands-on experience with industry. If you have ideas in your company for an industry day (more like an hour or two) please let me know. We

know these suggestions are welcomed by the School Board and we should be able to coordinate a successful visit.

We will be looking at the possibility of another Forum – either in 2011 or 2012. We are also considering a shorter one-day type of event more narrowly focused on the HR people in your organizations. The idea is to look at things like the overall labour market in the province, the hiring and lay off process including the hiring of immigrants, the diversity of the aerospace and defence workforce, and perhaps the question of

outsourcing of administrative and financial services for smaller companies. I would certainly appreciate any feedback you might have on this suggestion - and also any ideas at all you might have concerning the way ahead for the HRP.

David Cogdon
Executive Director
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PROVINCE INVESTS \$2 M - ADDS 250 SEATS AT NSCC

On 13 April, Premier Darrell Dexter and Minister of Education, Marilyn More, joined Joan McArthur-Blair and Daurene Lewis at the IT Campus to formally announce the addition of 250 seats to NSCC.

The additional seats will help meet the demands of the province's labour market.

"Nova Scotia prides itself on being a learning province, and this will allow more students an opportunity to benefit from the world-class training Nova Scotia community college provides," said Ms. More. "These students will create a stronger, more competitive labour market in Nova Scotia."

Included in the new programs is the Industrial Engineering Technology, at the Centre for the Built Environment, Waterfront Campus, Dartmouth which was promoted by our HRP

"Demand for advanced skills training at NSCC continues to grow as more people recognize college education as the pathway to better career opportunities and an improved quality of life," said NSCC president, Joan McArthur-Blair.

[Click to read more http://www.nsc.ca/News_Events/Media/2010/04-14-10-00.asp](http://www.nsc.ca/News_Events/Media/2010/04-14-10-00.asp)

NEW INDUSTRIAL ENGINEERING TECHNOLOGY COURSE

The development of the Industrial Engineering Technology program is proceeding on track and the first course will commence in September of this year. NSCC has commenced marketing the program and is accepting applications now.

It is important to note that this program was initiated by the HRP. Industry in our sector and industry involvement has been key to the progress to date. Please start thinking about industry cases for the program as NSCC will be calling for them shortly. This is a project-based and modular learning program so on-going industry commitment is key to its success. NSCC plans on inviting industry members to the new Centre for the Built Environment at the Waterfront Campus for a detailed briefing on the program and a tour of the new Centre.

Status:

- Program outcomes / course outcomes are completed
- Work plans ("Lesson plans") for year one courses has commenced
- NSCC marketing commenced with ads in the Coast, Career Beacon, university newspapers, as well as a brochure with details. Online marketing includes homepage "news" item on program
- Simulation software finalized (Flexsim) and purchased
- Product Life Cycle software (Gabi) obtained.
- Enrolment to date is 6 students, with a number of other applications in progress
- Year 1 Text book selection completed
- Presentation at NSCC Tech Showcase on IET program April 22nd

Next Steps:

- Obtain some industry cases / projects / opportunities to work on in class for year 1 courses to ensure students experience project based learning.
- Attend Flexsim / Gabi training course
- Continue to develop course work plans
- Move to Waterfront Campus in Dartmouth in June
- Invite subject matter experts / advisory committee (that's you!) to new Waterfront Campus Center for the Built Environment and provide update on program.

Longer Term:

- Follow-up with Dalhousie IE Dept when course outcomes are completed to discuss potential for credit if NSCC students want to complete degree program.
- Continue to develop program in line with CTAB accreditation requirements. Application for CTAB cannot commence until first graduates have completed program.

[Click here](http://www.nsc.ca/News_Events/Media/2010/04-01-10-00.asp) to read more. http://www.nsc.ca/News_Events/Media/2010/04-01-10-00.asp

ADIANS AND HRP MEMBERS VISIT NAUTEL



Members of the aerospace And Defence Industry Association of Nova Scotia and representatives of the HR Partnership visited Nortel Industry Ltd at Hackett Cove at the end of March look at their industrial processes and see their people at work. Interesting stations and exchange ideas were the order of the day. It was a great visit and indicative of the innovative and entrepreneurial nature of some Nova Scotia SMEs. Founded 30 years ago, Nortel is a global leader in the innovative design and manufacture and support of high-power radio frequency products for AM and FM broadcast, navigation, industrial and space-based applications. See more at www.nautel.ca

Pictured above are: Group at left - Jim King - President of the HRP CFN, Bruce Stover -Advanced Precision, Perry MacIsaac- Alloy Concepts Inc., Catherine MacDonald ADIANS Managing Director, Blake Mann-ACOA and Ross Ross - R.M. Ross & Associates Consulting Limited.

Group at right: Murray MacGray - CFN, Nate Tynes - Advanced Precision/Precise Design, Albert Doubleday IMP Avionics (Hammonds Plains Facility), Alan Parslow - Deep Vision, Hal Davies- Past President HRP, PerformPlus and Host James Craig, Nautel.

APEC RELEASES GUIDE TO HIRING IMMIGRANTS FOR ATLANTIC EMPLOYERS

Halifax, NS -- The Atlantic Provinces Economic Council (APEC) launched its "Hiring International Workers in Atlantic Canada: An Employer's Guide", which is available free on the APEC website www.apec-econ.ca/hireinternational in both French and English.

This detailed, step-by-step guide is designed to help employers through the entire hiring process, including recruitment and selection, obtaining Canadian work permits and integrating new international employees and their families into the local workforce and community.

"Hiring international workers can be an effective way to address labour shortages, while also increasing diversity and building connections to international markets," said David Chaundy, APEC senior economist. "Companies that have hired international workers in Atlantic Canada are generally very pleased with the outcome, even after taking into account any additional time and resources required."



READY FOR TAKEOFF - ATLANTIC CANADA AIMS TO BE AEROSPACE HOTBED

Nova Scotia's aerospace industry is banking on an initiative called the Aerospace and Defence Human Resources Partnership to prevent a looming shortage of skilled workers, reports the Ottawa Citizen.

"Most firms are finding it difficult to find and keep young people in these highly skilled jobs," says Jim King, president of the Partnership known as HRP, a joint effort of the Federal and Nova Scotia governments, Educators, and the private aerospace and defence sector. "Their concern is will the workforce of the future be there?"

"We needed to get the aerospace organizations, government and educational institutions on to the same page. In this industry, technology is moving very quickly... What that means is that in order for the educational system to be relevant, be able to train the right things to the right people at the right time, you need close relations with industry and government."

Training requires high-level educational programs, and at the moment — unlike Manitoba, British Columbia, Quebec or Ontario, all aerospace industry hotbeds — no university in Atlantic Canada offers students an aerospace engineering degree. The HRP is hoping to change that, in part to draw more young Nova Scotians, including women, aboriginals and recent immigrants into this stimulating and financially rewarding field. *(With thanks to Canwest News Service Paul Barker 31 March 2010)*

COMING EVENTS OF INTEREST TO HRP FOLK



Canadian Society for Training and Development

National Symposium 27 – 28 May 2009 Click here for full info www.cstd.ca

The 2010 CSTD Calgary Symposium will bring together training and development professionals from a wide variety of backgrounds to learn new strategies, connect with peers and industry experts, and share ideas. Join your workplace learning colleagues during this 2-day event and take advantage of a compelling program focused on three themes, Adult Learning Theory and Its Application in Practice, Best Practices in Training and Development Strategy, and Learning Technologies..



Canadian Apprenticeship Forum
Forum canadien sur l'apprentissage

Canadian Apprenticeship Forum

National Conference 6 – 8 June 2010

This Conference will include:

- keynote addresses and presentations by Canadian champions of apprenticeship
- showcases and demonstrations
- opportunities to reach decision-makers in the Canadian apprenticeship community
- networking activities with approximately 450 delegates from across the country
- breakout sessions focusing on the latest developments in key areas
- networking activities with approximately 450 delegates from across the country.

For more information [click here](http://www.caf-fca.org/en/conference/2010/program.asp) <http://www.caf-fca.org/en/conference/2010/program.asp>

This Newsletter is published bi-monthly by the Aerospace and Defence Human Resources Partnership (HRP) of Nova Scotia. The HRP is incorporated as a not-for-profit society under the Nova Scotia Societies Act. It serves all who are part of the workforce constituency, be they workforce members or would-be members, companies who employ them, educators and learning institutions who imbue members with skills and knowledge, and government agencies who support the A & D sector. It is not membership fee based. It aims to enhance career opportunities for Nova Scotians and the competitiveness and well-being of the province.