



Aerospace and Defence Human Resources Partnership of Nova Scotia NEWSLETTER

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HRP PRESIDENT'S END OF YEAR MESSAGE

As the year nears its end it's useful to consider what's been accomplished; most importantly to help decide where to go from here. In the HRP's sixth year of operation, again we did a lot with little.

In April, we had our third successful Work Force Strategy and Careers Forum at the new NSCC Aviation Institute. The process and the resulting feedback has been a source of ideas and support for our work and we are already working towards the next Forum, time still to be decided.

Working with the NSCC and Industry, we have made significant progress in the introduction of the new Industrial Engineering Technology program which will be available in September next year. To quote the NSCC, this program "... will develop a high-calibre student, equipped to innovatively lead using a comprehensive toolkit that will enable Nova Scotian businesses to operate at the leading edge of industry practice and technology."

We have continued work on investigating the feasibility of introducing an aerospace engineering

degree here in Nova Scotia and are making good progress. 2010 should allow us to proceed.

Finally, we have developed the basis for the launch of a major awareness program to start next year. In the meantime, we continue to keep abreast of education, labour and skills-related developments through continual dialogue with the Community College, government and industry.



President Jim King

So, I commend the hard work and enthusiastic support of our volunteer Steering Committee and the sterling efforts and leadership of our Executive Director, David Cogdon. Together we look forward to moving ahead with our NSCC, Government, and Industry and Defence partners in 2010.

Industrial Engineering Technology Program

NSCC has recently hired a new faculty person, Susan Campbell, to oversee the development, introduction and running of the new Industrial Engineering Technology (IET) Program which is scheduled to commence in September of 2010.

Much work has been completed and it will soon be time to call upon industry to provide subject matter experts to ensure course content will meet the requirements of industry. The NSCC objective for this course is to develop and deliver a powerful and relevant IET program that meets or exceeds the needs of organizations, business and industry and strives

for excellence in teaching and learning through continual improvement, and on-going dialog and collaboration with all stakeholders. Detailed work on the graduate IET profile has been completed as has the program overview under the subject areas of operations, quality management systems, leadership and foundation.

The fourteen key skill requirements identified during the industry workshops held over the past eighteen months are included in the program. This program is very much project-based so that students intending to follow the aerospace stream will be doing their hands-on training on aerospace projects. This course will be fully certified so that graduates will be fully mobile and able to apply their skills anywhere in Canada. NSCC intends to commence marketing the new program early in the New Year and fully expects to have a full slate of twenty students ready for the September commencement of the first course.

Industry involvement remains essential in pulling all of this together over the next few months to ensure the success of this program. This program will develop a high-calibre student, equipped to innovatively lead using a comprehensive toolkit, including problem solving, implementation, relationship building, analytical and continuous improvement skills to enable Nova Scotia business, and specifically the aerospace industry, to operate at the innovative edge of industry practice and technology – and most of the graduates will be Nova Scotians!

NSCC AVIATION PROGRAM RECEIVES US\$250,000 BOEING INVESTMENT

Dartmouth, NS – Nova Scotia Community College (NSCC) on 8 September announced it had received a US\$250,000 investment from The Boeing Company to develop training aids and test equipment for the new two-year Aircraft Maintenance Engineering (Avionics) diploma program. The program began this month at the Aviation Institute in Dartmouth.

“The funds provided by Boeing will enhance the student learning experience and allow us to purchase the latest training aids to teach students the essential skills needed to work in this industry,” said NSCC President Joan McArthur-Blair.

The investments are in line with Canada’s Industrial & Regional Benefits policy and have been credited to Boeing’s reinvestment plan associated with the in-service support program for the four C-17 Globemaster III multi-mission transport aircraft delivered to the Canadian Forces.

“Boeing is pleased to support NSCC’s new Avionics Program,” said Gwen Kopsie, Director of International Industrial Participation and Alliances for Boeing Integrated Defense Systems. “The high-quality, hands-on education the students receive will

prepare them for future employment opportunities in the Canadian aerospace and defence industries. Boeing is committed to creating partnerships that will result in long-term, high-value jobs for Canadians, and we believe this opportunity provides an excellent complement to that endeavor.”

The aerospace and defence industries employ approximately 6,000 skilled and experienced workers in Nova Scotia and generate approximately CAN\$600 million in revenue.

“This industry is an important economic driver in our province,” said David Cogdon, Executive Director of the Aerospace and Defence Human Resources Partnership. “The investment made by Boeing is a real indicator of the potential this industry has to expand and grow in Nova Scotia.”

The Aircraft Maintenance Engineering (Avionics) diploma is the latest program to be added to NSCC’s Aviation Institute. The program offers hands-on instruction and uses actual aircraft to develop skills for the repair and maintenance of complex aircraft cockpit instruments, avionics and aircraft

electrical systems. Other aviation programs offered include Aircraft Maintenance Engineer (Mechanical) and Aircraft Maintenance Engineer (Structures). Graduates are qualified to start work immediately with various airlines, aircraft manufactures, and repair/overhaul facilities in Nova Scotia and throughout North America.

NEWS ABOUT PEOPLE.

Akerley Campus Has New Principal

Following Graham MacDermott's retirement, Nova Scotia Community College announced the appointment of Gerald (Gerry) Clarke (shown right) to the position of Principal at NSCC's Akereley Campus. Gerry began his new role on Wednesday, August 26th.



Dennis Cochrane Education Deputy Minister moves to St.Thomas University in Fredricton as President. Mr Cochrane, DM since February 2000 has accepted an appointment at St.Thomas University. During the period leading up to the formation of the HRP, and in its early years, Mr Cochrane was particularly supportive and encouraging. His understanding of the relationship between the Workplace and Learning has been helpful.

NSCC Awards Honorary Diplomas. As part of its annual spring convocations, NSCC awarded Honorary Diplomas to seven Nova Scotians who show a passion for giving back to their communities, their industries and the province. Included in this years honorees were former Premier John Hamm, The Hon Jane Purves former minister of Education, and Hal Davies, the moving force behind the formation of the HRP. You can read more at http://www.nsc.ca/News_Events/Media/2009/06-04-09-00.asp

Atlantis Eduplus has new leader. Carl Daniels, formerly senior manager at Eduplus, and for five years manager in Defence and Security at X-Wave (now part of CAE) has returned to Atlantis Eduplus where he succeeds Guy Jeffery in the "corner office" Eduplus has a staff of 41 highly skilled and experienced people, and when additional work is assigned in the recently awarded Hercules C130J contract will hire an additional 15 people. Read about this in the 27 Nov issue of allnovascotia.com.

Manitoba Aerospace Human Resources Co-Ordinating Council. D'Arcy Phillips, long time Executive Director of MAHRCC, friend to many in Eastern Canada, and founding member of the Canadian Alliance of Aerospace HR Associations has retired in favour of other initiatives.

HRP COMMUNICATIONS AND AUDIT PLAN DELIVERED!

Davidson and Greenwood Communications completed the communications planning and audit project at the end of October and presented it to the President and Executive Director at that time. The report is posted on our website ([click here](#)) or go to <http://www.hrpartnership.ca/images/2009/commauditnov09.pdf>. There is much food for thought in the document. You are all encouraged to read it and provide advice or suggestions as you see fit to our Exec Director. Much of what is recommended can be done for little or no cost; and much will require a significant infusion of new funding. Below is a summary of the Davidson and Greenwood findings.

The HRP is highly regarded by stakeholders who are aware of the organization and understand its function. The primary issue is a lack of skilled labour and the need to foster a labour pool in Nova Scotia. The labour pool is further dwindling and we

need more trained people and more skills development to foster the industry. The HRP will face a major skills gap in the next 4-6 year as a result of retirements and it is felt that these skill shortages will get worse before they get better.

There is a war for talent going on in this province. Work is being done with high schools to make them more career-oriented and the leaders understand but have difficulty implementing programs. The HRP needs to clarify what it is they want the schools to deliver – the skills and the outcomes.

Canadian citizenship and the very restrictive ITAR requirements that are driven by the United States. ITAR rules restrict certain information, which might be considered strategic in relation to security, from being shared with immigrants who are not Canadian or American citizens. The industry would like to bring in skilled immigrants but are prevented from doing so. This is the single largest limiting factor in finding skilled people.

Most stakeholders believe that the HRP is doing a good job but faces so many limitations, and realize that they cannot do it alone. They are doing a great job with very limited resources. What the consultants have concluded is there is a high level of support for the work of the HRP. Key stakeholders realize limitations and it is therefore imperative for the HRP to get these stakeholders more engaged. They need to be partnering with

If effectively communicated over the next couple of years, this opportunity will gain momentum and will assist the HRP in being understood and supported by stakeholders.

Based on the communications audit, the HRP and ADIANS must work as a cohesive group to further educate its stakeholders. A communications plan will focus on:

- Building awareness around the work of the HRP
- Building awareness around the role of the HRP
- Building awareness amongst stakeholders around the issues facing the aerospace and defence industry, in particular, shortage of skilled labour
- Building awareness around the potential of career viability in the sector

In our next issue we will have:

A report on the “Greening of NSCC” SETTING AN EXAMPLE - The Built Environment - Going Green at NSCC <http://www.nsc.ca/sites/CBE/>

The results of a study being conducted for the HRP by The Saint Mary’s Business Development Centre

.This Newsletter is published bi-monthly by the Aerospace and Defence Human Resources Partnership (HRP) of Nova Scotia. The HRP is incorporated in NS as a not-for-profit society. 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 economy of the province.

stakeholders and become part of a bigger effort. They need more industry support. Some stakeholders feel that the HRP is not sustainable.

Most stakeholders appreciate the level of communications and efforts that are made by the HRP but overall the general consensus is there is room for improvement. They need to better define their role and do a better job at making the distinction between the HRP and ADIANS.

Most stakeholders shared that they felt that the HRP should be the voice for the industry for human resource issues. As a body of professionals who can speak for the industry, they need to address issues related to standards, and facilities for training. They also feel that the HRP should take on the ITAR issue and start communicating to government in this regard.

Stakeholders would like to better understand the strategic direction for the HRP – what are their priorities – what are outcomes that it has experienced. There is an excellent opportunity for the HRP to implement a communications strategy.