



CHARTER

AEROSPACE AND DEFENCE HUMAN RESOURCES PARTNERSHIP for NOVA SCOTIA

1 THE PARTNERSHIP

The Aerospace and Defence Human Resources Partnership (HRP) is a non-profit private sector association created by the Aerospace and Defence Industries Association of Nova Scotia and the Province of Nova Scotia through its agency Skills Nova Scotia, and the Department of the Office of Economic Development. It is registered in Nova Scotia under the Societies Act.

2 MISSION

The mission of HRP is 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 organisations and individuals directly or indirectly contributing to the province's economic prosperity in this sector.

3 MOBILISATION

HRP is an effective mechanism to mobilise this relationship and to further develop and oversee the implementation of a sectoral workforce strategy. The constituent components of this partnership include many organisations and types of organisations (public, private, federal, provincial). Included are educators and trainers, employers, entrepreneurs, influencers such as parents and guidance counselors, strategists and policy makers at various levels of government, regulators, and individuals who seek or have careers in this high value workforce.

The Government of Nova Scotia has established as a priority the importance of continuously identifying priorities and developing, monitoring and updating co-operative strategies to achieve sustained economic growth. This HRP is dedicated to that process as part of an overall Workforce Strategy.

4 WORKFORCE CONSTITUENTS

The Workforce (WF) in its broadest sense consists of constituent members who directly and indirectly work, or who play an important role in determining the quality and quantity of the workforce and related policy. They can conveniently be identified as:

1. Present workforce members
2. Potential workforce members:
 - a. Career seekers:
 - b. Career changers:
 - c. Families of the above;
 - d. Under represented groups;
 - e. Newcomers to Canada, internationally trained, educated and certified people.
3. WF Shapers and Influencers

- a. Parents/guardians,
 - b. Guidance counselors,
 - c. Educators and trainers,
 - d. Schools, Colleges, and Universities,
 - e. Private training companies,
 - f. Corporate/company training organizations and “universities “
 - g. Regulators,
4. WF Supporters
- a. Government departments, agencies, and the Armed Forces,
 - b. Industry and Industry Associations,
 - c. Professional Associations,
 - d. Unions and Non-unionized workers,
 - e. Under-represented groups’ associations.

5 MANDATE

Within the framework of a dynamic workforce strategy, the mandate of the HRP is to offer all constituents in the A & D sector an environment and a community for seeking and sharing experience, identifying needs, exploring solutions, and making recommendations to satisfy the challenges of the present and to prepare for the demands the future will make on Nova Scotia’s ability to continue to grow economically and to compete in the world marketplace. Included in the mandate is the responsibility to provide better opportunities for Nova Scotia’s to acquire and maintain the skills necessary to support the economy and to ensure their preparedness to participate in the prosperity of the province through well paying careers. Specifically, the mandate includes:

1. Further developing, implementing and monitoring the Workforce Strategy for this industry sector,
2. Advising the governments on matters relevant to the industry and human resources matters,
3. Enabling better networking among education and training providers involved in Aerospace and Defence related training,
4. Liaising with other organizations to share experiences, resources, training and human resources related programs, and to achieve economies of scale.

While this Partnership evolved from a challenge facing Nova Scotia, and is initially focused provincially, an important objective is to see it expand and become part of a regional activity in the same way that the Aerospace and Defence Industries Association participates and contributes regionally through the Atlantic Alliance.

6 GUIDING PRINCIPLES

The development and operation of the Partnership is based on a collaborative and consultative process open to all organizations and individuals which/who are, may wish or have the potential to participate in commercial and industrial economic activity in the aerospace and defence sector, and contribute to economic growth within the provincial and regional environment.

7 GOVERNANCE

7.1 Board of Directors

In accordance with the Societies Act a Board of Directors will be comprised of stakeholder representatives responsible for policy development. This Board will be elected from interested individuals and organisations at a public meeting.

7.2 Steering Committee

Within the policy guidelines and direction of the Board of Directors a Steering Committee (SC) (functioning as an Executive Committee) will provide overall management direction to the

Executive Director and committees (ad hoc or otherwise) of the Partnership. The Chair of the SC will be elected from the members and will be the President of the HRP.

Members will include:

1. The Province of Nova Scotia will be represented by a senior Staff member of Skills Nova Scotia,
2. A Senior Staff member of the NSCC ,
3. A Senior academic or staff member of a NS University,
4. Two senior management leaders from Industry
5. A senior member of a private sector training company
6. A consultant active in the provincial aerospace and defence sector, and
7. Such other members (maximum two) as the Committee or Board shall decide.

8 WORKFORCE STRATEGY

8.1 Major Elements of the Work Force Strategy (WFS)

Within the overall context of a competitive growing Aerospace and Defence Industries sector, people make the difference. A WFS is essential for ensuring a competent and satisfied workforce as a principal contributor to economic prosperity. Such a strategy is dynamic in nature. It must reflect current economic, industry and social conditions, and anticipate change in a timely manner. The Outcomes of an effective WFS are starting points for identifying its detailed components, the elements required to develop them, and the action plans to implement them and subsequently monitor and review it.

The Strategic outcomes are:

1. Human Resources contribute to competitiveness and economic growth;
2. Workforce supply is adequate for current and anticipated business;
3. Workforce skill sets reflect current and future industry needs;
4. Workforce is flexible and available to respond to changing economic and technology imperatives;
5. Training programs, courses, and learning strategies reflect industry and individual needs;
6. Jobs exist for people within a career pathway;
7. There are viable career pathways for people,
8. Participation by under represented groups is encouraged and supported, and
9. Effective systems such as Labour Market Information Systems are available to enhance the support the HRP and constituents in HR related activities.

8.2 WFS Development

In addressing Work Force Strategy at the May 03 Forum, The Workforce Forum participants identified six primary themes relevant to a comprehensive strategy:

1. Awareness: Key influencers of youth need to be more aware of careers, within the sector;
2. Career Progression: Jobs in the sector need to be profiled as viable careers, with opportunities for advancement, promotion and personal satisfaction;
3. Collaboration between Educational Institutions: Educational institutions such as colleges and universities must work together to learn about industry's needs and find innovative ways to address them;
4. Tripartite collaboration: Industry, education and government must collaborate on meeting human resource and skill development needs;
5. Workforce Mobility: National standards for occupations, certifications and learning, including universal apprenticeship, are needed to enhance the mobility of skilled labour;

6. Enabling Systems: Accurate and timely labour market information and the adoption of national occupational standards are key elements of a workforce strategy.

The WFS Forum also identified more than sixteen HR issues which were thought critical to participating individuals and organisations.

These Themes and Critical Issues are of direct interest to custodians of the WFS, and are discussed in some detail in the WSF Forum Report downloadable from the “HR Partnership” page on www.adians.ca.

SUMMARY

The Aerospace and Defence Human Resources Partnership for Nova Scotia provides the means for ensuring that Nova Scotians and Nova Scotian Industry play a full part in the economic prosperity of the Province and the Atlantic region. Through collaborative effort and a dynamic methodology the full potential of the Province and its people can be realised.

AEROSPACE AND DEFENCE HUMAN RESOURCES PARTNERSHIP for NOVA SCOTIA Steering Committee

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