



*Aerospace and Defence Human Resources Partnership
Suite 705, World Trade Center, 1800 Argyle St., Halifax N.S. B3J 3N8.*

CHARTER

AEROSPACE AND DEFENCE HUMAN RESOURCES PARTNERSHIP OF NOVA SCOTIA

1 THE PARTNERSHIP

The Aerospace and Defence Human Resources Partnership (HRP) is a not-for-profit private sector association. 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

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 Partnership is constituency based, not membership fee based.

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, and Career changers;
 - b. Families of the above;
 - c. Under represented groups;
 - d. 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 Scotians 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 a Workforce Strategy for this industry sector,
2. Advising governments on matters relevant to the industry and human resources matters,
3. Enhancing networking among education and training providers involved in Aerospace and Defence related training,
4. Liaising with other similar organizations in Canada to share experiences, resources, training and human capital-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

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 the Labour and Workforce Development Department and the Department of Economic and Rural Development,

2. A Senior Staff member of the NSCC ,
3. A Senior academic or staff member of a NS University,
4. Two or more senior management leaders from Industry
5. Such other members (maximum two) as the Committee or Board shall decide.

8 WORKFORCE STRATEGY

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. Employment exists 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.

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.

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