



Aerospace and Defence Human Resources Partnership of Nova Scotia

December 2010

NEWSLETTER

www.hrpartnership.ca



YEAR END GREETINGS FROM DAVID COGDON OUR EXECUTIVE DIRECTOR.

With 2010 winding down and 2011 just over the horizon, I thought it might be appropriate to comment on some of the highlights of what has been another successful year for the HRP.

The most significant event of the year has been the start of the **Industrial Engineering Technology (IET) program** at NSCC which welcomed its initial intake in September. The program was initiated by the HRP and many of you in industry were key in establishing the basic skill sets required to be employable in the sector and then by providing the necessary subject matter experts for the detailed course development. The IET students are now half way through their first year and are looking for coop placements (unpaid) for the spring and then summer work placements (paid). If you need more information please get in touch with me.

The HRP also continues work on the communications and awareness issues we have been discussing the past several years. We will be rolling out a new look and feel in early 2011 and from there will revamp our website. We are in the final stages of producing short promotional video clips that will be available on the website and will be shareable through social media outlets. Those interested in careers in our sector will be able to pass these around to friends and family which should increase overall awareness of our sector as one being very desirable from a career perspective.

We have just completed our first **Seminar for the HR professionals** in aerospace and defence and had a very useful discussion. The summary report of that gathering will be available shortly on the website. Much of what was discussed at this event will be included in our 2011 workplan. We plan on continuing these sessions for HR professionals to discuss specific topics of interest across the sector.

We are planning to call on many of you early in 2011 to get your views on what we in the HRP have been doing the last few years and, more importantly, what you think we should be doing in the future. In the meantime I would like to take this opportunity to wish you all the very best of the season and look forward to continuing our good work together next year.

David Cogdon
Executive Director
Davidcogdon@eastlink.ca

CO-OP AND RESIDENCY OPPORTUNITIES FOR COMPANIES AND STUDENTS AT THREE LEVELS

DALHOUSIE MBA CORPORATE RESIDENCY PROGRAM

Dalhousie's Management School is seeking Employers who will engage graduate students for their eight month Corporate Residency program. If you are an employer who can take advantage of this program, send Dal (lynn.Cochrane@dal.ca) an identified job description. Dal will assist in identifying the most suitable students pending employer needs. All students are pre-screened for employability prior to being accepted into the program. The students need to start work early January 2011 and finish the end of August 2011. Their income expectation is in the \$20 - \$25 per hour range and is negotiable between the employer and the student. A mid-term review is done as well as a final written review.

To get more info on the Employer side as well as info on the 2011/12 class. Go to <http://www.dalmba.ca/cr>. Canada's only Corporate Residency MBA promises to provide opportunities for faster career advancement in a chosen field. Through an eight-month corporate residency, candidates will have the opportunity to work with one of Canada's leading employers in an exceptional, paid work experience. This MBA program prepares talented and committed professionals to manage with integrity and get things done. Starting in July of each year, the 22-month program integrates top employers throughout the academic process, is delivered by award-winning faculty and provides personalized, integrity-based leadership development. Join a Dal information session <http://dalmba.ca/information-sessions/> to learn what is being offered to the best and brightest. Candidate students can [apply today](#). <http://dalmba.ca/how-apply/> Follow this link for the resumes and profiles of students looking for an internship. http://sbcs2.management.dal.ca/files/2010_CRMBA_PortfolioOct7.pdf.

NSCC INDUSTRIAL ENGINEERING TECHNOLOGY PROGRAM

The first term in the Industrial Engineering Technology program is flying by! NSCC has some great students in the program and they are looking forward to getting some experience in industry. There is some discussion starting already with industry regarding hiring students for the 4 week work experience as well as summer.

There will likely be ten students eligible for work experience next year. The process for mentoring a student for their four week work experience simply involves the following:

- Employer providing appropriate contact information to faculty (Susan Campbell susan.campbell@nsc.ca)
- Faculty provide details to class
- Interested students will be organized for a discussion or interview.

Here are some important dates over the next two years:

- May 2 – May 27, 2011 (4 weeks) – 1st year student work experience (unpaid)
- May 30 – Sept 2nd, , 2011 (14 weeks +/-) – 1st year students available for work (Paid)
- Sept 2011 – April 2012 – industry Project ~7 month project with industry to be completed as a full 6 hr / wk course
- April - end of May 2012 – 2nd year student work experience (unpaid)
- May 2012 – 1st NSCC IET students available for full time work.

Obviously the students are a bit more interested in working somewhere that will hire them for the summer, if that is a possibility for any of you.

Dear Reader,

Please tell us about your current best practices, your needs, and what changes you think could make our sector more prosperous and our workforce members' careers more effective and rewarding. Collaboration, co-ordination and sharing is what we are all about. You can reach us through our office e-mail execdir@hrpartnership.ca. Our website is at www.hrpartnership.ca

SUMMER 2011 CO-OP HIRING – HIRE A DALHOUSIE SCIENCE CO-OP STUDENT

Dal Science Co-op (DSC) has provided the following info to the HRP and its constituency.

DSC is actively seeking job opportunities for our enthusiastic and outstanding Science Co-op students for the SUMMER 2011 term (May-August). Dal Science Co-op urges employers to post as early as possible. Students contribute in so many positive ways and we hope you will consider including students in your summer work force! *Dal Co-Op process is QUICK and EASY. We are here to help save YOU time and effort AND find the best person for YOUR job!*

Why hire a Science Co-op student from Dalhousie University?

Science Co-op is an “Elite” program at Dalhousie University in which students are required to maintain a high academic standing in order to apply and remain in the program. Science Co-op students are high achievers who are forward thinkers, energetic and understand the importance of relevant work experience.

For the SUMMER term (May-August), DSC has the following students available:

Biochemistry and Molecular Biology, Biology, Chemistry, Earth Sciences, Economics, Environmental Science, Marine Biology, Mathematics, Microbiology & Immunology, Physics and Atmospheric Science, Statistics

Students bring fresh perspectives to your project/workplace that can help with short term projects. Ensure your selection from among the best and brightest, don't delay, email us your job posting OR post your job online at www.sciencecoop.dal.ca

NSERC (INDUSTRIAL) FUNDING AVAILABLE

Are you an NSERC eligible company? Take a minute and see if you are eligible to tap into these underutilized funds! For more information on eligibility criteria, forms, and instructions, please visit the following link:

http://www.nserc-crsng.gc.ca/NSERC-CRSNG/eligibility-admissibilite/org-org_eng.asp

(links are also noted on our employer page at <http://sciencecoop.dal.ca/employer.html>)

EMPLOYER CONNECT NEWSLETTER Here is the link to the fall edition.

http://sciencecoop.dal.ca/employers/Employer_Connect_FALL_2010.pdf



WHAT'S GOING ON DOWNUNDER?

NEW ZEALAND'S MOBILE LEARNING (mLearning)

New Zealand is a unique, innovative country tucked away in the corner of the Pacific Ocean. Given perhaps the longest supply chain, it has survived by coming up with remarkable solutions often ‘show stoppers’ by world standards. These extraordinary contributions range from Bruce McLaren cars, Burt Monro on the World's Fastest Indian, John Britten creator of the greatest motorcycle of all time, The America's Cup challengers, the amazing All Black rugby team, the YikeBike, the Martin Jetpack, and countless other things made from No.8 wire. Ernest Rutherford apparently once said “we had no money so we had to think harder”.

Given the topic of how we deal with mobile telephony (Smart Phones and the like) specifically in schools and universities, the reaction is predictably a conservative view to ban their use in the classroom and an enthusiastic acceptance to exploit its

potential. One teacher, Nathan Kerr can be followed on www.channels.com as he describes mLearning within schools. (He was named the most innovative teacher in the world at Microsoft's international awards ceremony in Hong Kong, November

2008.) A thumbnail of his accomplishments may be found by searching 'mLearning' 'Nathan Kerr' to read the [NZ Herald](#) article and others. The New Zealand Ministry of Education commissioned Professor Noeline Wright to report on e-Learning and the implications for New Zealand schools. This 50 page document, published this year is online at:

<http://www.educationcounts.govt.nz/publications/ict/77614>

An academic at UNITEC, Auckland New Zealand is widely published on the topic of mLearning. His paper, "Exploring mobile learning success factors" provides evidence of the power of this technology. <http://ltxserver.unitec.ac.nz/~thom/#publications>

In my own practice I ask the students to use their mobile phones to provide peer ratings of their colleagues' presentations in real time via a text string that identifies the reviewer, the

student being reviewed, and a numeric rating (1-3) across a five point rubric. Student peer reviews are accurate and have a major impact on the recipient.

In summary, from this corner of the world, mobile telephony is here to stay, the form and features are evolving from minute-to-minute, and it's up to our educators to keep "up with the play", adapt and apply them in our teaching and learning.

This information was provided by Dr. Don Sheridan, Associate Professor at the University of Auckland, NZ at which, he is Director of Innovative Learning. A Canadian leader in innovation and learning, he was the introducer of on-line learning in the Navy's Fleet School in 1983, was Head of Computer Based Training at Decuples, and for many years Associate Professor at Dalhousie University.

He can be reached at d.sheridan@auckland.ac.nz



New Project: **Skilled Workforce for the Future II**

CAMC is particularly proud of its ongoing youth initiative program (YIP), which has been in place for 15 years. To date, CAMC has completed four multi-year youth skills-development programs and is now set to begin a fifth, called **Skilled Workforce for the Future II**.

One of the most successful and important components of YIP is the CAMC high school curriculum, the Aviation Maintenance Orientation Program (AMOP). Since its inception in 1995, the AMOP program has grown to include 24 schools across Canada.

Another consistent component over the years has been the Youth Initiatives Advisory Committee (YIAC), which was established to help guide the program and to assist with the development and review of new materials. The YIAC committee comprises all the AMOP instructors and has representation from the Air Cadet League and DND's Directorate of Cadets as well.

More recently, this program has fostered a successful partnership with the Air Cadet League of Canada.

Some of the objectives of this latest program and products that will be developed are as follows:

- ◆ Expand the AMOP program
- ◆ Update the AMOP curriculum (both the instructor guide and the on-line learning materials)
- ◆ Update the youth web site, and add information for parents and non-AMOP teachers
- ◆ Update CAMC's CareerLink database
- ◆ Expand the content of the *Faces of the Future* DVD ■

More information about the project is available from Project Manager Theresa Davis-Woodhouse at 1-800-448-9715, ext. 247 or at tdaviswoodhouse@camc.ca.

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.