



June 2009

“BEST YET” SAY FLIGHT 100 WORKFORCE STRATEGY AND CAREERS FORUM PARTICIPANTS



More than 100 people from all parts of our A&D workforce constituency were active participants in Flight 100. They were joined for much of the Forum by as many as 100 Aviation Institute and High Schools. Students. Their consensus is that this is the best of the series which began in 2003.

This year's event was held in the NSCC Aviation Institute's new home in Dartmouth. The College took the opportunity of opening this new home with an official ribbon cutting,

and test drive by the Premier of Nova Scotia of a recently donated Cockpit Trainer – the gift of Bombardier Aerospace Inc of Montreal. Shown here are David Jurkowski VP Bombardier Aerospace, Premier MacDonald, NSCC President Dr. Joan McArthur-Blair

The Flight 100 program began with the Premier's opening remarks, followed by the Keynote industry speaker, Mr David Jurkowski, Vice President of Bombardier Aerospace, followed by speakers discussing Labour and Workforce Development and Economic and Rural Development policy frameworks at several levels of government. Other sessions involved active debate on Diversity issues, a discussion of initiatives being conducted in other provinces and regions. Dr Michael Bloom, Vice President of the Conference Board of Canada gave us a review and look ahead at economic factors affecting Human Capital in our industry sector. A full report will be available on our website shortly, but in the meantime here are some of the highlights.

- The Three Presidents panel discussing the relevance of re-evaluating the centuries old models for learning in a session titled “Tinkering or Transforming”. The discussion was lead by three speakers, Dr. Joan McArthur - Blair, President of NSCC, Ray Ivany, President of Acadia University, and Dr. Colin Dodds, President of Saint Mary's University and also President of the Atlantic University Presidents Council. Provocative and innovative ideas were introduced and discussed by speakers and discussants from the floor including some from the many NSCC Aviation Maintenance Engineering students participating. Many felt it important that this discussion continue with a view to developing a new paradigm in which industry would play a more significant

part, and outcomes of learning structures assume more relevance.

- The final session, “Priorities for Tomorrow” was lead by Dr Bloom, Hal Davies, Forum organizer, and Jim King President of the HRP. The continuing issue of “Awareness”, of the industry sector and its future, the opportunities for great careers, and the rewards of a challenging career path featured in this discussion. Also of significance was the feeling that “experiential learning” at the

secondary education level and the collaboration with industry could go a long way to informing students about possible career paths and provide industry with a better means of “putting their money where their mouth is!” A number of other priority issues were ventilated and will be published in the final report.

- A strong recommendation that we not wait three years before holding the next WSC Forum.

JOHN CODY CHAIR HR PARTNERSHIP BOARD OF DIRECTORS SAYS FLIGHT 100 “BEST YET”

Our Workforce Forum, Flight 100 has now come and gone. It was by all accounts an extremely successful event. This was the third in this series of forums and served to review our progress to date and to highlight actions that require further energy. My general thoughts were that the format and speakers were excellent and they by and large stayed “on topic” and wasted little of the participant’s time. The content was well balanced and again for the most part very well presented. It held my interest from start to finish and provided some useful insights as to the “way ahead” for the Partnership. The panel discussions in particular were a highlight of the symposium. Where do you ever get 3 University and College Presidents debating the educational issues of the day in one place at one time. I couldn’t help but think that their comments were germane to a large number of organizations, and that it was really a shame we couldn’t capture their energy and ideas and spread them farther and wider.

There is a bottom line. Our HR Partnership remains relevant in today’s climate. I had thought that our work may be coming to an end, but I now think that we have barely scratched the surface of the potential good that remains to be done. There remains the challenge of

engaging previously disenfranchised members of society in an as yet to be identified strategy which will bring them into tailored programs of relevance to them and industry, which has the potential to solve many of our workforce challenges. This will be difficult work perhaps, but worth a try in my view. There is precedent as we learned at Flight 100 and shame on us if we do not try to adapt other successful models we heard about to try to solve our key shortages. And we are left with the challenge of assisting government and academia to find a new funding formula so that these programs which are so good remain affordable for the students of tomorrow.

Flight 100 was in my view the most successful of the three that have been held to date. It was encouraging to hear the progress that has been made in so many areas, and it was a delight to see the new facilities which have arisen in the old Moirs chocolate factory which is now the new home of the NSCC’s Aviation Institute. There is a lot of hope running around on the faces of many young and not so young students in these new and first class facilities. It was nice to see.

My thanks to the organizers of this first class symposium. There remains work to be done.

John Cody, Chair (NSCC photo)



John Cody at Flight 100

LOCKHEED MARTIN EXPANDING WORKFORCE WITH NAVY SYSTEMS CONTRACTS



Lockheed Martin Canada, one of the world's largest defence companies is expanding in Nova Scotia. It plans to create up to 100 new jobs within the next five years and hopes to fill half of them by the end of this summer. The new positions will range from software engineers to computer systems analysts. Lockheed Martin is the prime contractor for a \$1.4-billion contract to upgrade the Canadian Navy's combat management

and control systems on 12 Halifax-class frigates. It currently employs about 80 people in the HRM.

The province, through Nova Scotia Business Inc., is supporting the company's growth with a payroll rebate of up to \$1.8 million.

"The defence and aerospace sector is, and will continue to be, an important part of Nova Scotia's economy. Lockheed Martin's growth is further proof of Nova Scotia's reputation as a destination of choice for the world's best companies." *Quote Premier Rodney MacDonald on 1 April 2009*

Premier shown at left with Thomas Digan, Lockheed Martin's president and general manager, and Stephen Lund, President NSBI

DOWNTURN TAKES AN UPTURN IN AEROSPACE AND DEFENCE **By Allen Dillon .**

THE ECONOMY is on everyone's mind right now — it's on the front page of our daily papers and it's the topic of conversations around the water cooler.

That's no surprise. We are in the midst of a global economic downturn, after all. Companies are closing their doors and people around the world are losing their jobs. There's no question that times are tough.

But in challenge there is opportunity, and the aerospace and defence sector is no exception.

This sector has a rich history in Nova Scotia, beginning in 1909 with the flight of Alexander Graham Bell's wooden aircraft, the Silver Dart. Building on that history, this province is now home to 35 per cent of Canadian military assets, with a predominance of Canada's naval and maritime air assets.

A proud history and a strong foundation have positioned Nova Scotia as a competitive player in the global

aerospace and defence sector. By the same token, it has also positioned the province to better weather the economic storm.

Nova Scotia's business case for aerospace and defence is compelling. Access to talent — the single most important factor in a company's success — has played a significant role in attracting aerospace companies. In this province in particular, the partnership between academia and industry is strong and has led to some interesting initiatives like the development of customized training programs to match new graduates with the jobs of tomorrow. The A & D Human

Resources Partnership is one of the most important catalysts which helps stimulate the development of a tremendous resource – our Human Capital!

Investment from both industry and government continues to provide lasting opportunities and high-paying jobs for Nova Scotians. And in this economy, our ability to harness real opportunity will continue to drive our economic growth — today and in the future.

Full article in 1 April 2009 Halifax Mail Star Business Section page 1

Don't miss CAMC's Event of the Year! To be held in Halifax

The 18th Forum & AGM focuses on "Human-Resource Solutions," offering positive, practicable and innovative ways to address the issues, difficulties and shortages facing our corporations and work

force. Forum presentations, moderated panel discussions, and interactive and educational workshops always inspire animated discussions. Thursday's Career Forum will bring in 150 local aviation students for a day of learning and interaction with Forum delegates. Get off to a great start at Wednesday evening's Welcome Reception aboard the *Tall Ship Silva*, enjoying great food, local entertainment and a spectacular view of Halifax from the harbour in this refurbished three-masted schooner. October 21 – 23, 2009 at The Westin Nova Scotian Halifax, NS.

More info? Contact Gail Vent at 1-800- 448-9715, ext. 223 or gvent@camc.ca.

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



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 economy of the province.