



Aerospace and Defence Human Resources Partnership of Nova Scotia

March 2010

NEWSLETTER

www.hrpartnership.ca

PRESIDENT JIM KING'S MESSAGE FOR MARCH

As we move ahead into the New Year it's clear that the HRP's two greatest challenges remain the awareness of its efforts and its acceptance throughout industry. In many ways, resolution of the first will lead to the solution to the second.

Accordingly, the Partnership will this year concentrate heavily in increasing our awareness. We will do this by becoming smarter about explaining ourselves through the use of modern communications tools and by making a greater effort to promote ourselves through direct interaction with key decision-makers in industry and government.

It's not that we haven't been active. If you are reading this you are aware of our web-site and our newsletter; but we know that there are still too many who are not. Moreover, what other means of communicating our key messages are we missing and whom are we not reaching? It's also not that we haven't thought about this before, it's just that we've been in operation now for six years and can more clearly see where we have to go and what we have to do to get there.

Of course this will take both money and, as importantly, the largely volunteer time of our colleagues and contributors in the partnership of government, industry and the Nova Scotia Community College. Our success to date has been the engagement of those three partners and, with continued efforts to make all more aware of what we are doing, it will continue to be so. Watch us and keep reading.

CAMC: MORE THAN MAINTENANCE

by Robert Donald, Executive Director, CAMC

As its name suggests, the Canadian Aviation Maintenance Council's original mandate was human-resource (HR) development for a segment of the aviation industry, i.e. maintenance. Several years ago CAMC expanded its HR activities to include aerospace. CAMC has done some good work in this area, including a sector study and new occupational standards for the aerospace industry, but more needs to be done.

The Board of Directors has recently agreed that CAMC should be working with all segments of the industry, including areas in which the Council has not previously been engaged. Examples of this new direction are a study of commercial pilots (in partnership with the Air Transport Association of Canada [ATAC] and the Helicopter Association of Canada [HAC]), the development of occupational standards for commercial pilots, and a study of Canadian

airports (in partnership with the Canadian Airport Council [CAC]).

Over the last six months CAMC has met with numerous national and regional associations, which represent for CAMC both new and current segments of the industry, exploring ways in which we can all cooperate on HR development. The first regional engagement meeting was held last October following CAMC's Forum & AGM in Halifax. Since

then, two such meetings have been held in Vancouver and one in Toronto. The Council is looking for an early date for a follow-up meeting in the Maritimes.

CAMC is also conducting workshops on implementing its two new QA Occupational Standards (Quality Assurance Manager and Quality Systems Auditor). To date, QA workshops have been held in four regions and more are scheduled, **including one in Halifax, March 10th and 11th.** (Editor's Note : for more info, call Rose Legge 902-491-4937)

Robert Donald pictured above speaking at our Flight Forum last April, can be reached at 1-800-448-9715, ext. 222 or by e-mail at rdonald@camc.ca. More information about CAMC's workshops, regional industry meetings, initiatives and projects is available on-line at www.camc.ca.

PEOPLE NEWS

General Dynamics Canada

Dave Ibbetson is the new General Manager and Vice President of GD4S (GD's (C4 Systems Command Control Communications and Computers)). Dave will continue to work out of Ottawa with new responsibilities to their US parent company, GD4S in Scottsdale, Arizona.

Mike Greenley is now Vice President for Business Development and Strategic Planning. Mike who makes his home in Ottawa will continue his work reorganizing their business model and pursuing new avenues of business for the company

Closer to home John Cody continues as General Manager of GD Canada's Software Support Centre of Excellence in Dartmouth until 31 December 2010, when he will retire.

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

Information about CAMC's workshops, regional industry meetings, initiatives and projects is available on-line at www.camc.ca.

CAMC's over-arching objective is to ensure that the funding provided by government actually provides value to the industry. Achieving this objective will be helped considerably by obtaining input from all stakeholders through the information sessions and workshops being held across the country in 2010. I sincerely hope that readers will contribute to the discussions.

New Brunswick Aerospace And Defence Association

Joanne Hawkyard has taken over from Cheryl Woods as Executive Director of NBADA. Her e-mail is joanneh@nb.aibn.com

Nova Scotia Government Appointment

Premier's Of Premier Appoints Tim O'Neill to Help Strengthen Nova Scotia's University System

Economist and former Bank of Montreal executive vice-president Tim O'Neill will provide advice and recommendations to government on how to further strengthen Nova Scotia's world-class university system.

"Nova Scotia's universities are critical to the economic and social development of the province and it is important to strengthen how we deliver education at the university level, particularly in a time where demands of the workforce and the economy are changing so rapidly," said Premier Darrell Dexter. To view the terms of reference, visit <http://gov.ns.ca/PPO/>

INDUSTRY AND COLLEGE NOTES

MARITIME HELICOPTER PROGRAM (Provided by General Dynamics)

GDC has recently delivered and set to work the first of two Mission Simulators for the training of MHP aircrew. Efforts are now underway to synthesize it with the first Flight Simulator which is also being installed at the MHTC in Shearwater. By all reports this is causing quite a stir at Shearwater as the community gets ready to commence its initial cadre training later this summer.

NSCC AVIATION INSTITUTE

The NSCC Aviation Institute is pleased to advise that the first AME(Structures) class graduated 26 February. This group of 26 students accomplished the course in 10 months and are now keenly pursuing employment principally with IMP Aerospace. If you are interested in setting up interviews with our graduates please contact Peter Bing, Academic Chair at 491-4988 or e-mail peter.bing@nsc.ca

AME(E)

September 2009 was the beginning of NSCC Aviation Institute offering of a 2-year program for AME(Avionics). With the donation of a Challenger 600 Cockpit Procedures Trainer and numerous avionics components, the College was well equipped to begin this training.

Paint Booth

The Aviation Institute continues to expand to meet industry demand. A new paint-booth is being installed at the Institute. This will allow students to accomplish stripping and painting exercises in a controlled environment.

Composites

The Aviation Institute just finished a training program in aircraft composite materials fabrication and repair. Composites Atlantic generously contributed an instructor to the program to accomplish a 2-week module for composite fabrication. In reciprocation the Institute will help CAL in sheet metal riveting training exercises.

Skills

The AME(Mechanical) students will be competing in the Skills competition this year which is preparatory to the nationals which are being held in the fall and internationals which are being held in October 2011.

Lake Amphibious Aircraft



During the summer of 2009, students of the Aircraft Maintenance Engineer program traveled to Shelburne, NS to dismantle and transport a Lake Buchanner aircraft. This amphibious airplane was owned by P.G. Comeau and PG had not flown the aircraft for some time and felt it would have a great amount of value for the students of NSCC. It took 2 days for the group of students and instructors to get the aircraft out PG's back yard as it had sunk deep into the ground and the wings and engine needed to be taken off the aircraft in order to transport it to the Aviation Institute in Dartmouth. The aircraft is now in the process of being brought back to "like new" and will be a great training aid with retractable landing gear and a runnable engine.

THE LEGACY OF WOMEN AND LEADERSHIP IN THE CANADIAN NAVY, 1910-2010”

The focus of the Women leading in Defence Conference **being held 20-21 April 2010** at Canadian Forces Maritime Warfare Center (Theater C3 Building S-32) CFB Halifax, Halifax, Nova Scotia
Read more about this significant event at <http://www.cda.forces.gc.ca/conf/index-eng.asp>

There is no charge for this event, but registration is important. Open to service and civilians alike.

SETTING AN EXAMPLE - The Built Environment - Going Green at NSCC

NSCC is now starting construction on a second building dedicated to trades and technology called the Centre for the Built Environment (CBE). Opening in 2010, the new building will link Pleasant Street with the existing building at the Waterfront.

The CBE will look and feel unlike any other trades and technology building in Nova Scotia, or the rest of Canada. In addition to its minimal ecological footprint, the CBE will provide a unique learning experience for students in 13 programs within the School of Trades & Technology, representing a huge step forward in sustainable design. Embedded in the curricula will be the ecological theme that goes hand-in-hand with the College's environmental goals.

It will be home to all construction trades and technologies as well as several others, including the new Industrial Engineering Technology Program. The building is being constructed with a focus on project-based learning to the extent that the building itself is a learning tool. It is almost 100 per cent self-sustaining in terms of energy, heat and water with geo-thermal wells and solar and wind energy systems. .

Read more at <http://www.nsc.ca/sites/CBE/>



COMING IN OUR NEXT ISSUE – FLIGHT 100 – ONE YEAR LATER

It is nearly a year since we saw more than 200 people attend and participate and attend our Workforce Strategy and Careers Forum – Flight 100. It is time to revisit and look at what has happened to the conclusions and outcomes many of us subscribed to. You will find them on our website at <http://www.hrpartnership.ca>

Your opinions are invited (contact your editor at haldavies@aol.com.)

Here is a brief list of the principal items identified at the Forum:

1. *Develop and Maintain an HRP Strategic Plan*
2. *Develop and Implement a Broad Awareness Program*
3. *Recognize Prior Learning and Experience*
4. *Communication and information exchange*
5. *Sow some new seeds*
6. *Let's not wait three years for our next Forum*

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.