



## AEROSPACE AND DEFENCE HUMAN RESOURCES PARTNERSHIP OF NOVA SCOTIA NEWSLETTER

May 2007

[www.hrpartnership.ca](http://www.hrpartnership.ca)

### **EXCITING NEW INITIATIVE – Composite Materials Fabricator Technician**

The need for skilled employees in the composite materials industry is a concern for all companies throughout Canada. The solution for Composites Atlantic Limited (CAL) to that situation has been to develop (the Composites Fabricator Technician program with the Nova Scotia Community College. The program was launched in October 2006. This program is expected to fulfill the requirements of two new National Occupational Standards (NOS) recently released by the Canadian Aviation Maintenance Council, Composites Fabricator and Structures Assemblers Assembler

CAL and NSCC have teamed to design a program that meets the industrial needs and respects the spirit of those standards. It is expected that the Composites Fabricator Technician training program will be certified to one or both of these NOS.



The Composites Fabricator Technician program, delivered at the Lunenburg campus is production oriented (30% academic, 70% hands on).

The main target is to prepare the new work force for the very challenging world of composites fabrication. The structure of the course is based on two principal outcomes:

- Develop a good

knowledge of the composite materials and the processes of transformation used in the aeronautic industry (Prepreg lay-up, RTM, Infusion, Autoclave cure...)

- The techniques used for the assembly and finishing of the composites parts and complex structures, with special attention to safety, quality and continuous improvement.

Started in October 2006, the first 8 students are rapidly advancing through their course. They have received theory and hands-on lab instruction, and participated in industry visits and small projects. In February the students got their first real taste of the manufacturing world, spending a two week practicum at Composites Atlantic Limited facilities in Lunenburg. Here they got a chance to compare their academic exposure with hands-on production of aircraft parts.

**This initiative creates the skilled workforce now in short supply, AND offers career seekers a highly rewarding career path with great present opportunity and a promising future for those who meet the challenge.**

**NEW PROGRAM – See Page 3  
FOREIGN CREDENTIALS  
REFERRAL OFFICES –**

The first group of students will graduate in June 2007 and **the next class is accepting applications now**, with a start in September. Composites Atlantic Limited and NSCC are working together to consolidate a solid Nova Scotia

work force that demonstrates its competitive strength in a challenging and global industry.

## NEW HRP PROJECT Women In Aerospace and Defence

The focus of the project is the active application of recruiting and retention strategies for women in the aerospace and defence industries. In addition there is an opportunity to link the project to the Options and Opportunities program of the Department of Education.



Related to the Women in Trades and Technology Initiative, the NSCC Aviation Institute hosted 24 participants in the Women in Trades and Technology on May 03rd. It was a very successful day for the women as we had industry representatives lecture during the morning and then the group was divided into 4 sub-groups to accomplish various hands-on tasks. The venue took up the entire day and as you will see by the attached photo, they had a good time. For more information, contact [peter.bing@nscc.ca](mailto:peter.bing@nscc.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](mailto:execdir@hrpartnership.ca). Our website is at [www.hrpartnership.ca](http://www.hrpartnership.ca)*

### Immigration Initiative

The HRP's "Handbook" and Guide to employers and would-be members of the workforce. Has been developed in collaboration with the Nova Scotia Office of Immigration. The final document should be published on our website this month. (March 07) The Nova Scotia Department of Immigration is conducting a promotional visit to Europe this month. The object is to promote the province, its industries, and career opportunities. We have provided their recruiting team with matériel on opportunities for career in our sector.

### GREETINGS FROM THE CHAIR OF OUR HRP

John Cody of General Dynamics Canada, the Chair of the HRP has been quite busy of late. Shown in the picture is General Dynamics Canada's new Software Support Facility for the Maritime Helicopter Project which he is responsible for.

The building is currently taking shape on the Caldwell Road in Dartmouth. The facility will be state of the art and is designed to carry out all the software support for the new helicopter commencing as soon as the aircraft arrives at Shearwater. It is conveniently located right behind 12 Wing Shearwater. The project is unique in that it is being built by the Millbrook First Nation on Millbrook land, and it will be a virtually turn-key operation for GD



Canada. GD Canada has entered into a long term lease for the building with Millbrook in this first of its kind project.

Of interest to our HR community - General Dynamics Canada will hire locally as many of the Systems and Software Engineers and support staff as possible for their facility. While some senior staff will have to be brought in from its Calgary and Ottawa facilities, many of the junior level engineers will be new hires from the Maritimes. The building will be "substantially complete" by 1 October 2007 when the final fit-up and balancing of building systems will commence. There are 30 local GD Canada employees who will move to the new facility by Mid December 2007, after which time the additional staff required to run the facility will gradually start moving in over the course of the next few years. It is expected that when all is said and done, there will be 110 personnel working out of this new General Dynamics Canada facility supporting the MHP Project.

Having said that, it is time to turn our attention to matters at hand affecting the good work of the HRP. I encourage all members of the board to attend the next meeting at the Akerley Campus of the Nova Scotia Community College at 10 AM on the 12th of June. Much very good work has gone on over the winter particularly in the area of Immigration Policy which we will hear about. Our Executive Director has done an excellent job of focusing on this project with very commendable results.

See you all at the Board meeting on the 12th of June at Akerley campus.

## **NEW PROGRAM - FOREIGN CREDENTIALS REFERRAL OFFICES**



On Thursday, May 24, 2007 Ottawa announced the opening of six foreign credential referral offices in major cities across Canada, in an effort to help immigrants find work in their area of expertise. The \$18.8-million program was announced by Natural Resources Minister Gary Lunn. Six new offices will be located in Vancouver, Calgary, Montreal, Halifax, Winnipeg, and Toronto and will help internationally trained

immigrants and potential employers get their credentials assessed and recognized more quickly. "Together, the new credentials referral office and the FCR program will improve the efficiency of Canada's labor market, the new offices will provide accurate information on foreign credentials and the labour market".

### **ABOUT THIS NEWSLETTER**

*The Aerospace and Defence Human Resources Partnership of Nova Scotia produces this Newsletter every month or so for all members of the Workforce constituency – employers, educators and trainers, policy makers, all members of the workforce, and importantly, career choosers of all ages.*

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The FCR program will assist prospective immigrants determine how to secure Canadian accreditation and what they would have to do to gain employment in Canada. Later this year the program will be available at 320 Service Canada outlets where in-person advice will be available.

The program is part of the citizenship and immigration department and a new online service [www.credentials.gc.ca](http://www.credentials.gc.ca) will also carry pertinent information.

## **----- Coming events -----**

### **Sharing the Flame: Recognizing Excellence in Learning**

**Join the Canadian Council on Learning (CCL) to celebrate and learn about innovative and effective practices from across the country at "Sharing the Flame: Recognizing Excellence in Learning", a national conference being held in Ottawa, June 12-13, 2007**

**Find out more at <http://www.ccl-cca.ca/ccl>**

## The Canadian Institute Presents “Atlantic Workforce Shortages”

Information  
provided by  
the Canadian  
Institute)

### **Are you losing skilled workers to Western Canada?**

To ensure your organization’s future economic stability, human resources managers must look at the impending demographic shift in the labour market as a structural change to the economy. Companies need to create comprehensive strategies for attracting and retaining a viable workforce – while working to assist in the building of communities that will not only serve basic need, but also enhance quality of life.

**WHAT:** Get up-to-the minute critical information on:

- Working with Provincial and Municipal governments to forge mutually beneficial plans for sustenance and growth
- Strengthening worker loyalty and confidence by developing retention tools and sound people practices
- Building your workforce through innovative and ambitious recruitment processes:
  - Utilizing foreign workers to fulfill skilled job vacancies
  - Partnering with educational institutions to implement new academic initiatives that will feed your workforce’s growth
  - Improving the employee experience to attract the next wave of employees

**WHEN:** Jun 11 - 12, 2007 **WHERE:** Radisson Suites & Hotel, Halifax, Nova Scotia

Register today at 1-877-927-7936 , or online at [www.canadianinstitute.com](http://www.canadianinstitute.com)

## Invest in Youth

### The Business of Mentoring

Nova Scotia's youth are one of your greatest resources. They are your future workforce.

You have a chance to start building this workforce. Share your knowledge, experience, and skills by visiting a school on career day, hosting a co-op student, hiring a youth apprentice, and more.

Commit to 'Invest in Youth' today and introduce youth to the exciting possibilities that exist, right here in Nova Scotia.

#### INVEST IN YOUTH SUMMARY

Nova Scotia's education system offers many opportunities for employers to share their knowledge, experience, and skills with youth who are eager to be part of the labour market:

- . Visit a school on career day
- . Participate in a career fair
- . Host workplace tours and job shadows
- . Host a co-op student
- . Participate in the new Options and Opportunities program ([www.ednet.ns.ca/O2](http://www.ednet.ns.ca/O2))
- . Hire a youth apprentice ([www.workitns.ca](http://www.workitns.ca))

The level of commitment is up to the employer; however, the key factor to the success of any of these programs is employers who are willing to mentor students in their industry. In order for employers to engage with their local schools, they have to be aware of the opportunities that exist.

To help raise awareness, the Skills and Learning Branch the Department of Education has launched a new initiative called *Invest in Youth*.

To find out more, go to [www.investinyouth.ca](http://www.investinyouth.ca)

