

Manitoba Aerospace Workshop

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Panel 3: Work Force Development

Presented by: Kim Alexander

Director Human Resources

Magellan Aerospace, Winnipeg



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Recommendation 15:

“Federal programs be used – in collaboration with industry academia, unions, and provinces – to promote science, technology, engineering, and mathematics studies generally, and aerospace and space careers specifically, among youth; to help college and university students acquire relevant expertise; to bridge new graduates into the aerospace and space workforces; and to bring skilled aerospace and space workers from abroad when efforts to develop labour supply in Canada do not keep up with demand.”

- **General Feedback**

We support this recommendation.

- **Opportunities**

We are working with federal and provincial governments and academic institutions we participate on advisory committees where we have a voice in curriculum development. Participating with advisory committees improves communication between Industry and Academia to ensure development of necessary skill sets and to remain competitive in the global market. This includes the Manitoba Aerospace Liaison Group (MALG)



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- **Opportunities Continued**
 - To promote careers in aerospace, we participate in student engagement activities at elementary and high school levels (AIM Day, Ambassador Program).
 - Work with technical, vocational and post secondary institutions to develop customized and accredited training programs (AMT Aviation Manufacturing Technician, AMMOP Aerospace Manufacturing and Maintenance Orientation Program and JSF composite training).
 - Participate in joint initiatives with the federal and provincial governments (federal the LMO Labour Market Opinion) and provincial (PNP Provincial Nominee Program) to source skill sets not readily available in national areas and to facilitate the immigration of skilled tradespersons and professionals.



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- **Challenges**
 - The inability to disclose or release controlled data and technology to support the development of curriculum.
 - Stringent security clearance requirements prior to recruitment activities.
 - High demand for small resource pool of professionals.
 - Attracting and retaining educated professionals in the province of Manitoba.



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Emerson Report Recommendation 16:

“Mechanisms be developed to support the efforts of aerospace companies to keep their workforces technologically adept and adaptable through continual up-skilling.”

- General Feedback
 - Concur with this recommendation.
- Opportunities
 - Work in partnership with Manitoba Aerospace Human Resource Council (MAHRC), where their purpose is to assist industry and educational institutions in developing and delivering training for both existing and prospective employees in the Manitoba aerospace industry , consistent with current and projected demands for skills.
 - Engage with liaison groups to ensure graduates are prepared for work in industry and have acquired the fundamental skill sets.
 - Participate in Co-op / work experience placements where students have an opportunity to work in industry and industry has the opportunity to evaluate the transferability of the students classroom skills to the manufacturing environment.



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- Challenges
 - The ability to transfer knowledge from an aging demographic to new employees. We are rehiring retired employees on a part time contact basis to mentor and transfer their knowledge to new employees.



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Emerson Report Recommendation 16:

“The government co-fund – with industry, provinces, and academic and research institutions – the purchase and maintenance of up-to-date infrastructure required for aerospace training and research purposes.”

- General Feedback
 - Agree with recommendation.
- Opportunities
 - The CNDI facility (Centre for Non-Destructive Inspection) is an example of collaboration between government, education and industry, and is located at Magellan Aerospace.
 - The technology available at this facility is crucial to enhancing productivity in one of Manitoba’s key manufacturing sectors. The investment in this facility plays a major role in helping local companies operate more efficiently and remain competitive in their industry.



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- Opportunities Continued
 - At Magellan, CNDI is integral in meeting the demanding production schedule and quality requirements for the manufacture of the composite components that comprise the F-35 aircraft. The benefits provided through this technology are considerable in terms of efficiencies to both cost and schedule.
- Challenges
 - The cost and maintenance of such infrastructure is high.

