



Manitoba Aerospace Association

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Boeing Canada Winnipeg

Fabrication Division

Commercial Airplanes

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Content

- Demographic Realities
- Our Approach
 - Skills Team Framework
 - “Attract”



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Our Employees

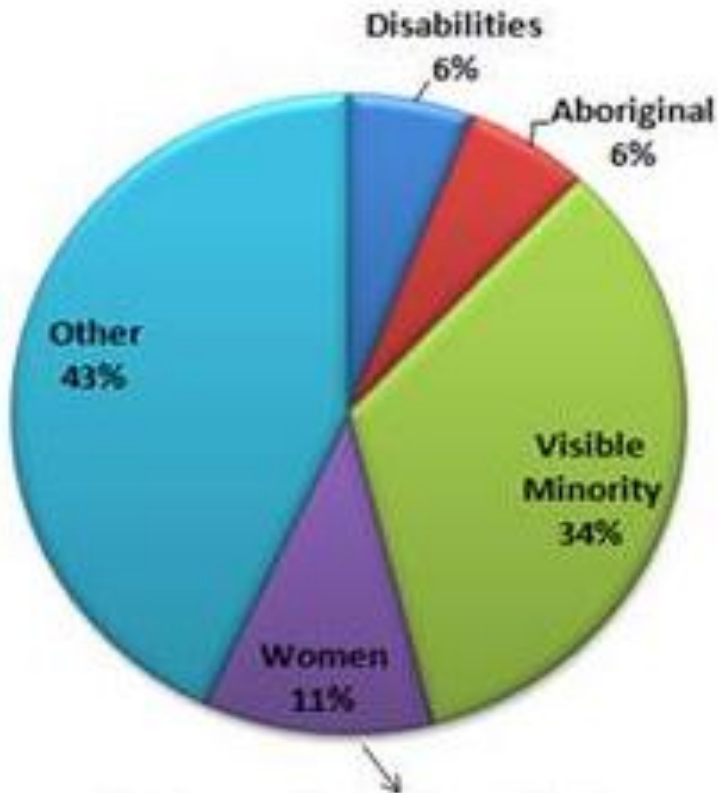
- **1550 people***
 - Average years of service: 15
 - Average age: 47
 - 1102 Bargaining Unit
 - 448 Non-Bargaining Unit

*Open and Inclusive, Respect for our Community, Diversity,
Employee Involvement and Development*

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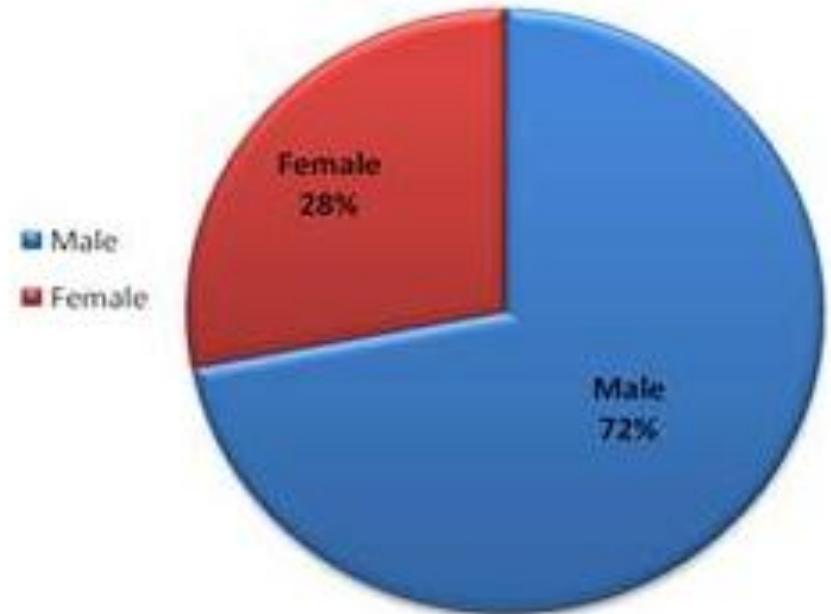
Our Diversity

Boeing Winnipeg: Diversity



Women who did not disclose themselves in any other category.

Boeing Winnipeg: Demographics



*rev Mar 2012

Manitoba

Demographic Realities

“The Conference Board of Canada has announced, “**Canada could experience a one million worker shortage** by the year 2020, but for some sectors, shortages already exist”

“**Growth in the number of births in the province [Manitoba] will weaken after 2010–11** as the baby boomers move out of their prime child-bearing years.

A fertility rate below the replacement rate will further compound the issue. Manitoba’s women are assumed to give birth to an average of 1.86 children per woman over her lifetime— one of the highest fertility rates in Canada, but still well short of the replacement rate of 2.1.”

(Provincial Outlook Summer, 2010).

The projections for Manitoba provided by the Manitoba Bureau of Statistics forecasts the **growth of the older adult population (65+ years of age) to increase by 60%** by the year 2028 as compared to a projected growth rate of 22.1% for age 0 – 14 and 19.9% for ages 15-64 for the same period

“Beginning sometime in the middle of the next decade for the first time in at least a hundred years, the number of people willing and available to work in Canada will be smaller than the number of jobs potentially available for them, Dalhousie University Professor Emeritus Dr. Jim McNiven stated ...”

(Benoit, 2009).

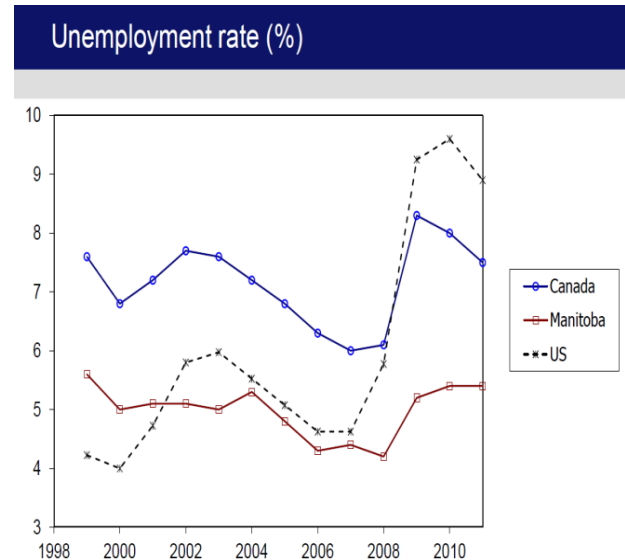
Manitoba

Demographic Realities

“According to population projections released by Statistics Canada in, Aboriginal peoples could account for a growing share of the young adult population over the next decade. By 2017, **Aboriginal peoples aged 20 to 29 could make up 24% (of the population) in Manitoba...**” (Statistics Canada)

Current Unemployment rate for Manitoba 5.7%. Projected **Unemployment rate for Manitoba to remain relatively flat** at 5.2% for next several years.

International immigration is targeting a gain of 10,000 people for Manitoba annually. In 2010, immigration for Manitoba reached 15,809 . The Philippines was the largest single source country for Manitoba immigrants (5,384).

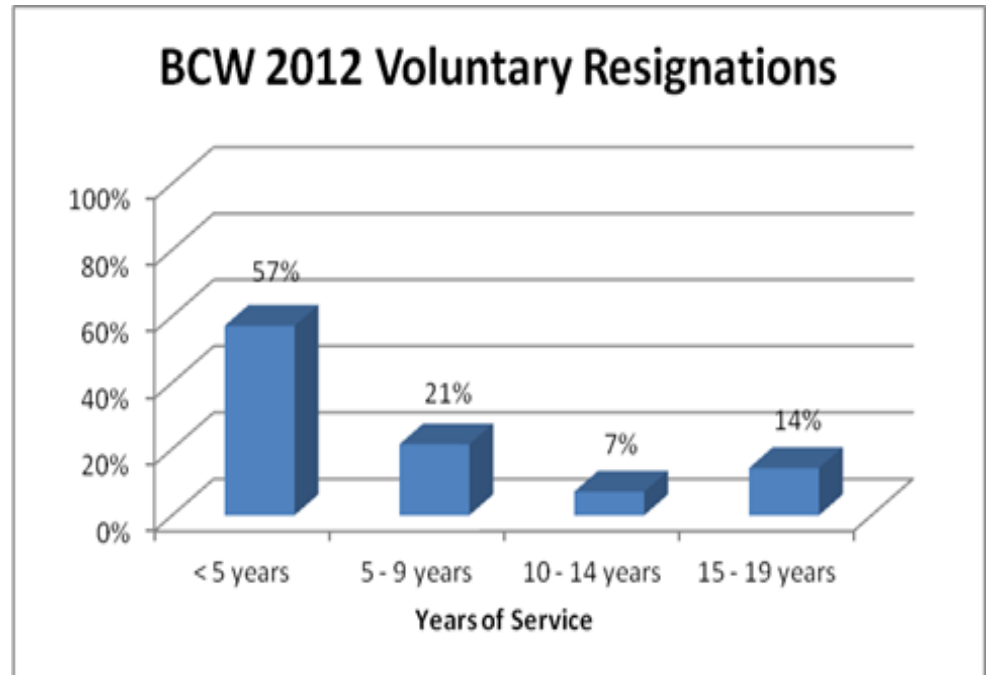


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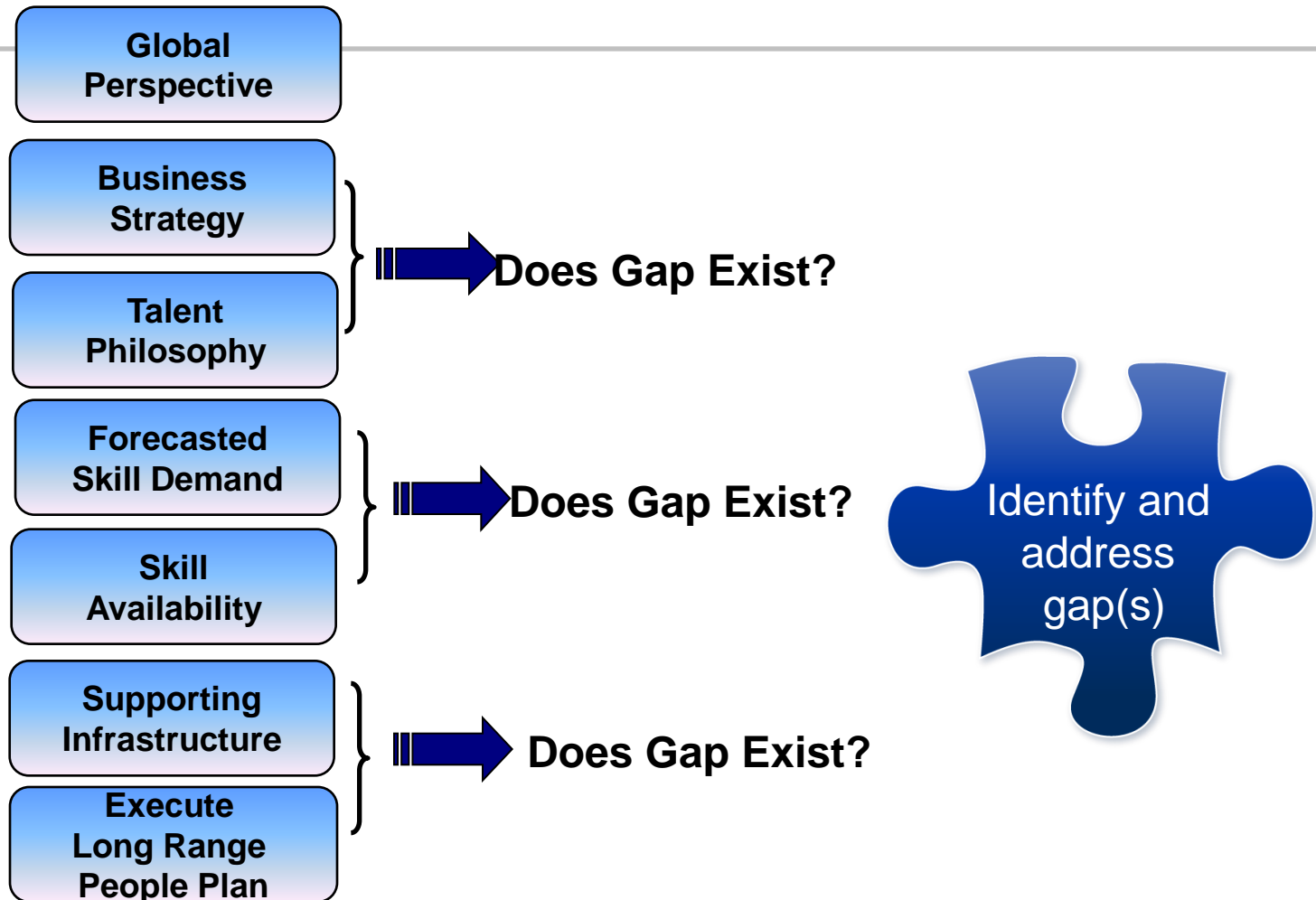
Our Attrition

Week Ending: Sep 13, 2012

Attrition	
All Up Attrition	
Divisional	2.0%
NBU	3.8%
BU	1.4%
Voluntary Resignations	
Divisional	0.9%
NBU	2.7%
BU	0.2%
Retirements	
Divisional	0.8%
NBU	0.9%
BU	0.2%



Strategic Workforce Planning Framework



Proactive workforce planning will lead to the development of strategies that are designed to ensure that the workforce will meet the skill needs to support future business strategy.

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Our Approach

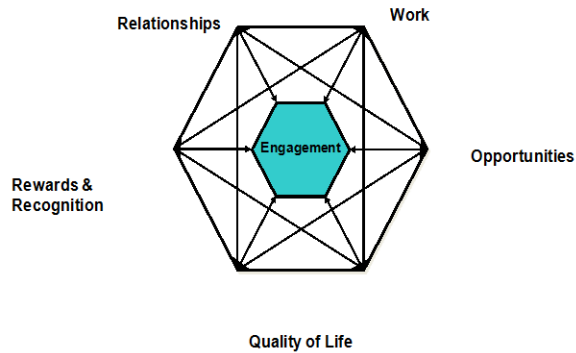
Office, Administrative, Technical, and Management (NBU)

- **Utilize “Skill Teams” to work through a defined road map**
 - Engineering
 - Manufacturing Management (oversight for manufacturing)
 - Project Management
 - Supplier Management and Materials Management Organization

Manufacturing (BU)

- **Partnerships with local educational institutions and organizations**
- **Internal development**
- **Raise awareness and visibility in the Community**

Boeing Canada Winnipeg Engineering Skills Team Road Map



1. Attract

- Employment Equity Strategy**
 - Increase representation
- Internal Pipeline Strategy**
- Job Fair Strategy**
- Partnerships**
- University Relations**
- Youth Strategy**
 - Local Elementary/Middle /High Schools Partnerships (mini university/summer program)
- Student Recruitment Strategy**
- Needs Assessment/Forecast**
- Professional Affiliations/Associations**
- Critical Skills Recruitment Strategy**

4. Retain

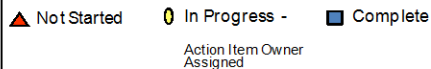
- Attrition Review**
- ESO Review**
- Demographics Review**
- Communication**
 - Newsletter
 - Surveys
- Corporate Citizenship**
- Recognition**
 - Level Promotions
- Work / Life Balance**
 - Part time Work
 - Step-down Retirement
 - Flex Time

3. Allocate

- Lead Assignments**
- Project Team Charter Assignments**
- Temporary Assignments**
- Vacancy Allocations**

2. Develop

- Education**
 - Training Pyramid
- Job Rotation**
- External Opportunities**
- Critical Skill Development**
- Mentorship**
- Integration with BCA Skills Team**
- Skills & Training (incl hands on exposure) Matrix**
 - Gap Analysis



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Our Approach – “Attract”

- **Manitoba Aerospace Association**

- **Manitoba Aerospace Human Resource Council**

- “To assist industry and educational institutions in developing and delivering training for both existing and prospective employees in the Manitoba aerospace industry”

- **Aerospace & Aviation in Manitoba (AAIM) Day**

- Designed to let Grade 6 students participate in hands-on activities that focused on four major aspects of the aerospace and aviation sectors: Repair/Overhaul, Manufacturing/Composites, Space and Flight.

- **Aerospace Outreach Programs**

- Junior High and High School students
 - Winnipeg Tec Voc High School
 - Aerospace Manufacturing and Maintenance Orientation Program (AMMOP)

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Our Approach – “Attract”

- **(CAHRD) Centre for Aboriginal Human Resources Development**
 - **Non-profit, human resource development organization that delivers Education, Training and Employment services to the urban Aboriginal population of Winnipeg.**

- **Workplace Education Manitoba**
 - **(CAM) Connecting Aboriginals with Manufacturing**
 - aimed at increasing the supply of skilled workers needed across Manitoba’s manufacturing sector.

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Our Approach – “Attract”

- **University of Manitoba**

- **Aerospace Engineering Liaison Group**

- Cultivate relationships between Industry / Faculty / Students
 - Produce Industry ready Graduates
 - Foster relevant Research Collaboration

- **Student Group Sponsorship**

- Society of Automotive Engineers
 - Canadian Satellite Design Challenge
 - ¼ Scale Tractor

- **Engineering Access Program (ENGAP)**

- a program designed to provide persons of Aboriginal ancestry with access to university studies leading to a Bachelor of Science Degree in Engineering

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Our Approach – “Attract”

- **Partnerships with Red River College / Stevenson Aviation**
 - **Long standing training partner for Manufacturing**
 - Plastic Technician
 - Assembly Technician
 - Trim Technician
 - Core Trim Technician
 - Composite Painter
 - Composite Repair
 - Quality Inspector
 - CMM
 - Materials / Special Processes
 - CNC Operator
 - Sealant / EB&G Certification
 - Manufacturing Orientation Program
 - Tool Technician (Plaster and Plastic)
 - Autoclave Technician
 - **Collaboration programs in:**
 - Advanced Materials & Bonding
 - Imaging & Automation
 - Vision Systems & Simulation

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Summary – Training Solutions

- **Create a culture and environment where people want to come to work**
- **Invest in the development and well being of all employees**
- **Find the right partners for recruitment, training, and preparatory education**
- **Support and represent the communities in which we live**

