

Value Streams

Calendar Programs

- Feeder to workforce – HQP
- Funded
- Comprehensive offerings (certificates, diplomas, degrees)

Lifelong Learning CE / DL

- Up-skill, credit and non-credit
- Established courses offered

Apprenticeship

- Effective workforce development for HQP

Industry Training

- New Hire, Up-skill and Gap Training
- Customized to an organization or off-the- shelf
- Technical and Non-Technical

Applied Research & Innovation

- Availability of Interns, students and Research professionals to work on applied research projects
- Feed new techniques/material/technology skill back into Calendar Programs – continuous improvement

Other Learning Capabilities

Recognition of Prior Learning

- Centre of Excellence at RRC

Quality Systems

- Regulatory/accreditation bodies/quality audits

Learning Systems & Innovation

- Effective use of new learning technologies

Curriculum Development

- DACUM Process
- Customized to Industry requirements

Train the Trainer

- Transfer of knowledge/best practices

Emerson Recommendation #15

Federal programs be used – in collaboration with industry, academic, unions, and provinces – to promote science, technology, engineering and math studies generally and aerospace and space careers specifically, among youth;

- Continue to support as fully as possible
- Join nationally proposed panel

Help college and university students acquire relevant expertise;

- Across all value streams and in collaboration with industry – what is relevant, how can we stay nimble to address point-in-time needs
- Need a national education strategy supporting aerospace
- Partner with other institutions / build on strengths
- More opportunities for aboriginal cohorts
- Laddering/articulation opportunities (Red Seal, Technology Grads, etc)

Emerson Recommendation #15

To bridge new graduates into the aerospace and space workforces;

- Apprenticeship Programs to provide workplace specific relevance and also consider re-evaluating/updating the construct of “Apprenticeship Programs” (specifically aerospace & manufacturing)
- Increased support from Federal Programs to hire Interns, Co-op students and engage students in Applied Research Projects

Bring skilled aerospace and space workers from abroad when efforts to develop labour supply in Canada do not keep up with demand;

- Recognition of Prior Learning investment
- RPL for retiring air force and DND personnel
- Valuing skilled workers in the immigration policies
- Work with licensing bodies for skilled trades to recognize foreign workers

Emerson Recommendation #16

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

- Flexible & Nimble to meet short term and longer term requirements
- In areas of high specialty (NDI for example), consider leveraging expertise from within organizations or work release to teach others
- Partner to succeed
- Train for growth

Emerson Recommendation #17

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

- Further leverage Centre for Aerospace Technology & Training (CATT)
 - Technology validation site
 - Model
 - Partnership

- Think next generation
- Establish a national database of equipment available & needs
- Consider alternate technologies (example nGrain)
- National strategy for IRB's to support infrastructure in education

In Conclusion

- Support not only new and emerging technologies but traditional ones
- Build on existing strengths & address critical gaps
- Have to be flexible and responsive
- Industry directed – collaboration
- Working in collaboration/in partnership with industry and other academic institutions, colleges can ensure they are in the best position to support industry
 - Expertise, technology, equipment, Controlled Goods Program Registered
- Support a continued national dialogue as suggested by the working group – national forum