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A *DBP* Company

## Panel 3: Manitoba Priorities - Workforce Development

### **StandardAero Commentary**

Jan 2013

# Who are partners?

- Province of Manitoba
  - apprenticeship branch within government
- Industry
  - single or multiple organizations, sector specific
- Academia
  - high school, college, university
- Federal
  - HRSDC, sector council support
- New employee
  - new to the workforce, youth, aboriginal

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- commit to training wage
  - » 190 K per class in wages for training (28 weeks)
  - » commits to a structured intake process
  - » 3 intakes per year, 1 GTRO Apprentice class, 2 Aboriginal GTRO intakes through Bridging Program

## Academia

- deliver competency based training as per Occupational Standards
  - » CCAA currently has 28 OS available for Aerospace
- authorized to deliver apprenticeship programs
- well developed working relationship

## Governments

- fund apprenticeship
- mechanism for trade certification
- Provincial Advisory Committee (PAC) for oversight

# StandardAero's Apprenticeship Program



## Competency Based (product specific)

- GE-CFM56
- GE-CF34
- PW100

## Current technology

- tech data (electronic)
- tooling, fixturing

## Partnerships

- Red River College
- Province of Manitoba
- Industry leadership

# 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.

# Recommendation 16

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

# 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.



# Selected Recommendations

Support the continued development of a highly **educated and skilled workforce**

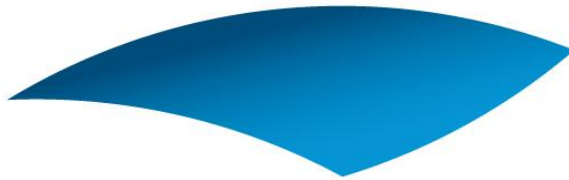
Establish a National Aerospace Forum/Consortium of stakeholders to coordinate human capital

Support the Forum in developing and implementing a **competencies-based, outcomes-driven** approach to workforce management in Canada

Support the Forum in forging stronger **partnerships** between **industry** and **academic institutions**

Support, through the Forum, development of an aerospace labor market information database





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