

Manitoba Aerospace Workshop

*Manitoba's Response to the Recommendations of the
Aerospace Review Report – Building the Aerospace
Workforce*

Workforce Development – Promote science, technology, engineering & mathematics studies generally and aerospace careers specifically.

MAHRC's Career Awareness Projects:

- AAIM Day - Grade 6 Students
- Career Trek - Phase 1 - Grades 5 & 6
- Career Trek - Phase 2 - Grades 8 & 9
- Aerospace Ambassadors - Grades 7 - 9
- Manitoba Adventure Camp - Grades 9 -11
- Women in Science and Engineering - U of Manitoba K-12
- Engineering Access Program (ENGAP) - Canoe Project

Workforce Development – Promote science, technology, engineering & mathematics studies generally and aerospace careers specifically.

Career Development Programs:

- Aerospace Technology @ Tec Voc High School - Grade 10 -12
- AMMOP @ Tec Voc High School - Post Secondary School
- Student Teams - U of Manitoba Faculty of Engineering
- Aboriginal Aerospace Initiative – Neeginan College of Applied Technology
- MAA Student Endowment Fund – Bursaries
- Meet and Greet mixer – Aerospace companies & Student Teams

Workforce Development – Promote science, technology, engineering & mathematics studies generally and aerospace careers specifically.

Educational Partnerships:

- Aerospace Engineering Liaison Group – U of Manitoba
- Strategic Council Stevenson Campus – Red River College
- AMMOP Advisory Council - Tec Voc High School
- Neeginan College of Applied Technology
- Faculty of Business & Economics – U of Winnipeg.

Workforce Development – Promote science, technology, engineering & mathematics studies generally and aerospace careers specifically.

Challenges:

- Yes, more needs to be done
- (1) Additional resources required to manage / coordinate activities
- (2) Career awareness programming does not fit into any provincial government departments mandate

Opportunities:

- There are plenty of Educational Partners willing to work with us – need to find resources and funding support
- Conduct a research study to determine what are the factors that influence young people when they make decisions about post secondary educations / careers
- Establish more opportunities for hands on competitions (SAE Teams)
- Encourage companies to participate in co-op programs

Workforce Development – Mechanisms be developed to support companies investing in their workforces – technology up-skilling

Industry Workforce Development Funding – MB. Gov

- Company Specific Training – cost sharing
- Multi-Company Training – cost sharing
- Competitive Edge Supplier Development Program – cost sharing

Industry Expansion Program – MB. Gov

Workforce Development – Mechanisms be developed to support companies investing in their workforces – technology up-skilling

Challenges:

- Funding
- Resources

Opportunities:

- Establish a network of Mentors / Coaches – i.e. recent Retirees from industry who want to give something back to their community. Allow others to benefit from their years of experience
- Establish a competency based resource available to industry to develop the required infrastructure to document their current workforce requirements

Workforce Development – Government co-fund the purchase and maintenance of up-to-date infrastructure required for training and research

Partnerships currently established:

- Standard Aero & Red River College - Centre for Aerospace Technology & Training (CATT)
- Magellan Winnipeg & Red River College - Centre for Non-Destructive Inspection (CNDI)

Donations of Aero-engines:

- Standard Aero to Neeginan
- Standard Aero to Red River College - Stevenson Campus

Workforce Development – Government co-fund the purchase and maintenance of up-to-date infrastructure required for training and research

Challenges:

- Linking industry with the appropriate government department / agency to support their idea

Opportunities:

- Tie university Research Grants more closely to Industries R & D priorities. This will increase collaboration between education and industry

Working Group recommendations related to Workforce Development

- Support the development of a highly educated and skilled workforce:
 - Links with Aboriginal Community
 - Utilize Foreign Trained Professionals

Challenges:

- Need to establish a system to assess their capability, determine the gap training to address short comings to Canadian Standards in order to fast track them into the workforce

Working Group recommendations related to Workforce Development – Establish a Forum

- Establish a National Aerospace Forum of stakeholders to coordinate human capital
- Support the Forum in developing and implementing a competency based – outcome driven curriculum
- Support the Forum in forging stronger partnerships between industry and academic institutions
- Support, through the Forum, development of an aerospace labour market information database
- Support outreach strategies through the Forum

Working Group recommendations related to Workforce Development – Establish a Forum

Challenge:

- National and Provincial jurisdictions
- Partnerships between Industry and Education on a national basis

Opportunity:

- Utilize existing organizations – Canadian Council of Aviation and Aerospace partnering with Aerospace Industry Association of Canada
- This joint partnership works with the Provincial aerospace association to share best practice

Working Group recommendations related to Workforce Development

- Realign NSERC programs to target aerospace
- Support regional aerospace centres of excellence