Industry Partnerships

Helping to build the future workforce for Aviation and Aerospace Sector

Strategic Direction - *ACES*

ACES
Air Cadet Employment Stream

Enhance or provide new skill development and training to support youth and industry goals and objectives.

Develop and deliver programs and services that engage and link industry and Air Cadets through training, career development, education and employment pathways in key professions and occupations.

Key Issues

ACES
Air Cadet Employment Stream

Addressing Significant Issues

High levels of unemployment & underemployment for youth (aged 15-29)	Gaps in skills/people in sector areas and for many occupations across Aviation/Aerospace	Shortage in current and forecasted workforce *and* industry education/training programs

Delivering the Air Cadet program

ACES
Air Cadet Employment Stream

Under Department of National Defence

Independent, Charitable Corporation

Paid Officers

- National Cadet Headquarters
  - Regional Cadet Unit
  - Squadron (officers)

- National ACL of Canada
  - Provincial ACL Committee
  - Local Sponsoring Committee

Citizen Volunteers

Air Cadets & Air Cadet program

Demographics

ACES
Air Cadet Employment Stream

- 27,000 Air Cadets Annually, aged 12-19
- 450 Squadrons across all 11 provinces/territories
- 4-6,000 senior graduates each year (aged 17-19)

  - ➢40% of Air Cadets are female
  - ➢Broad diversity of ethnic, cultural, religious backgrounds
  - ➢Follow all Government of Canada policies on diversity and non-discriminatory practices

Skill Development & Career Focus

- Core program - comprehensive training and skill development
- Some programs allow for recognition of high school credits, some for PLA recognition in college courses

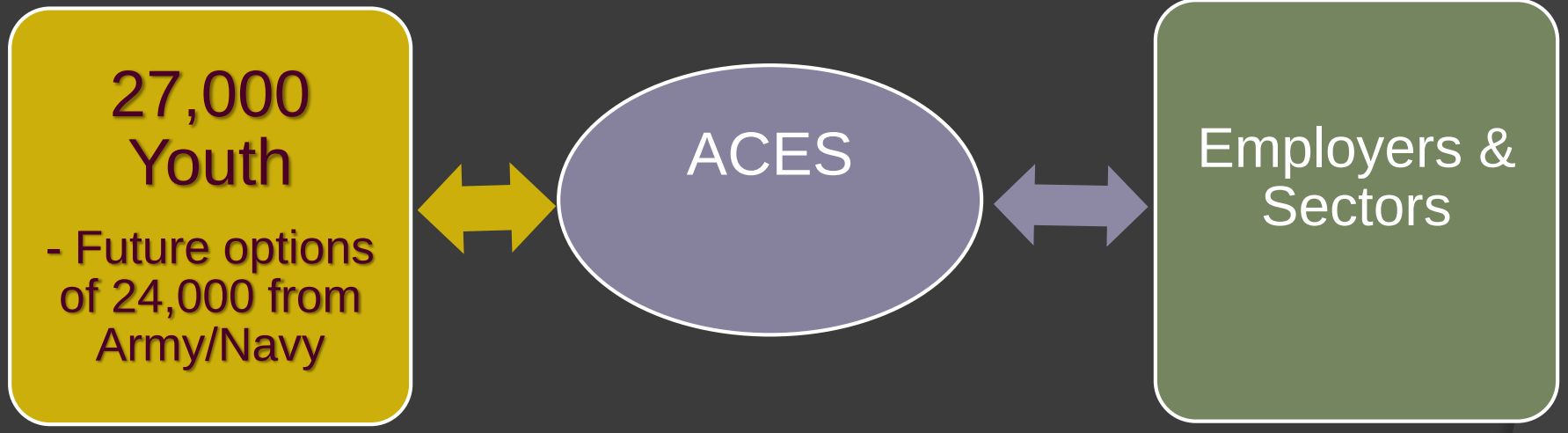
- ***Power & Glider program – Transport Canada private pilot licence***
- *Basic Leadership*
- *Basic Aviation*
- *Basic Aviation & Aerospace*
- *Basic Survival*
- *Basic Fitness & Sports*
- *Basic Musician*

- ***Advanced Aviation Technology- Airport Operations & Aircraft Maintenance***
- *Advanced Aerospace*
- *Drill & Ceremonial Instructor*
- *Survival Instructor*
- *Air Rifle Marksmanship Instructor*
- *Fitness & Sports Instructor*
- *Intermediate & Advanced Musician*

Overview of ACES

ACES
Air Cadet Employment Stream

Linking * Brokering * Coordinating



Overview of ACES

ACES
Air Cadet Employment Stream

Bridge between ACL and
Education, Industry Training & Employment

Air Cadets & Existing programs, skill development, career exposure

Enhanced program and new options for work experience, pre-employment training, education and career services

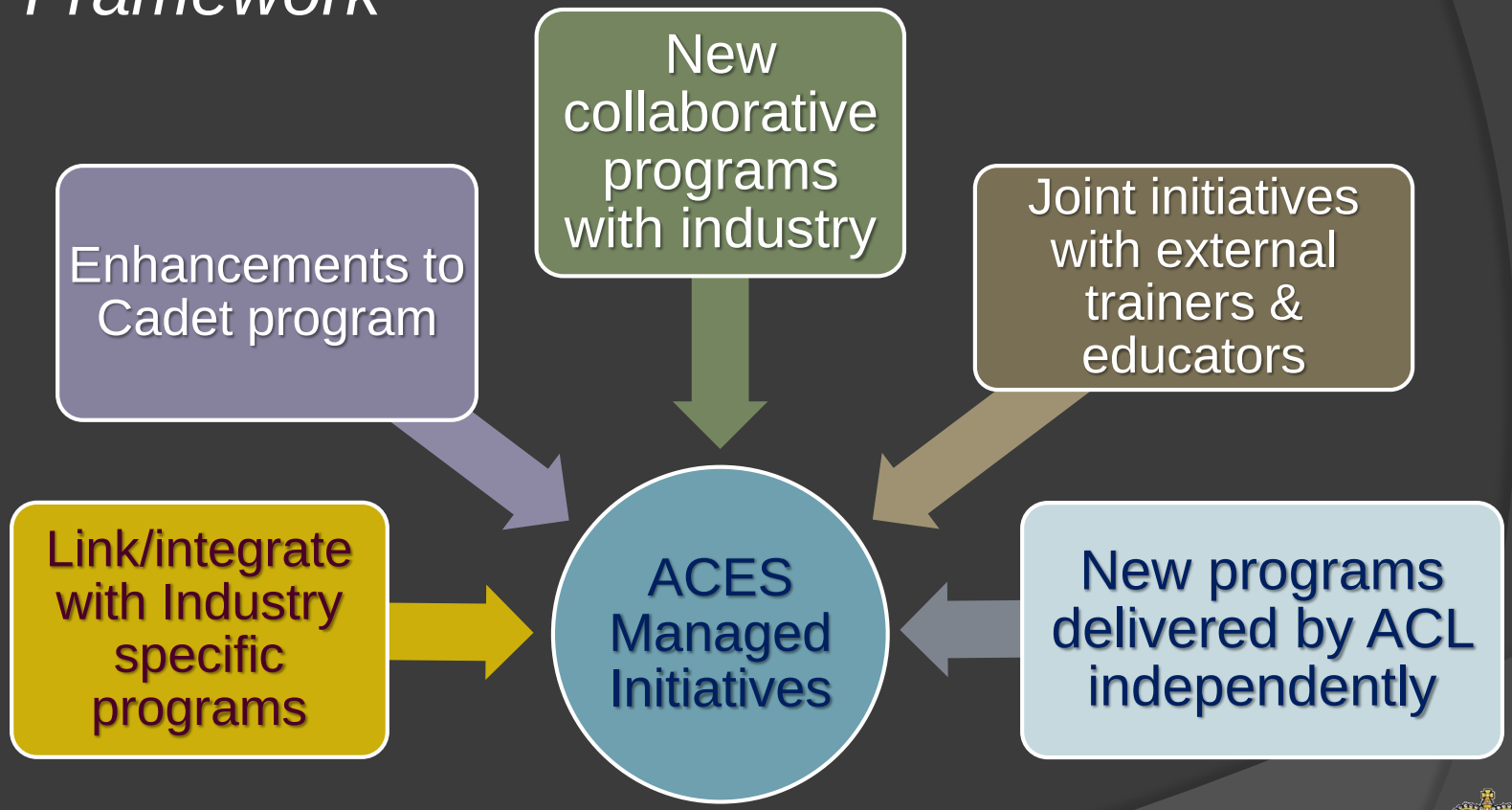
Employers & Industry Sectors

- Industry sponsored training & certifications
- Occupation specific training
- Work experiences, pre-employment and on-the-job options

Industry Partnerships

ACES
Air Cadet Employment Stream

Framework



Service Areas for ACL

ACES
Air Cadet Employment Stream

- Career Development
  - Site tours/visits, Career Expo's, Webinars, Co-op placement, Squadron visits by industry.
- Skill Development & Education
  - Summer Employment, PT Employment, Education pre-requisites, secondary school courses/credits, post-secondary assistance (*scholarships!*).
- Training and Employment
  - Industry training courses, workplace learning, industry or recognized certifications, mentoring and apprenticeship models, on-the-job training models.

Industry Partnership Examples

ACES
Air Cadet Employment Stream

Proud partner/ Fière partenaire AIR CANADA EXPRESS

- Air Cadet Pathways
  - New Air Cadet Scholarships
  - Initial goal: building education and training options for pilots, AME, Dispatchers, Flight Att.

CIVIL AIR SEARCH AND RESCUE ASSOCIATION
CASARA

- Occupations & Career
  - Exposure to occupation options, directions and requirements
  - Introductory orientation, e.g. famil flights with CASARA

AIR CADET LEAGUE OF CANADA
LIGUE DES CADETS DE L'AIR DU CANADA

Industry Partnership Examples

ACES
Air Cadet Employment Stream

CAE

- ITB (Industrial & Technological Benefits)
  - Support and guidance on ITB
  - Advocacy to *Innovation, Science & Economic Development Canada*
  - Goal: Air Cadet League recognized as a supplier for *Skill Development and Training*; **multiplier!**
- Addressing Pilot Instructor Shortage – and future pilots!
  - Identify options for collaborating on delivery for Air Cadet flying program
  - Options such as joint RFP to DND for flying/gliding admin.

ATAC
Air Transport Association of Canada
Association du transport aérien du Canada

Current Activity & Thrust

ACES
Air Cadet Employment Stream

Activity	Partnership Opportunity
Triple AAA Career Expo Planning series across Canada • Ottawa (October 14); Mississauga & BC (2019)	▪ Partner, Corporate Sponsor and Exhibitor packages
Incubator Hub • New model with industry/educators to pilot, test, evaluate new training initiatives • Develop and deliver training to youth to meet industry & market demand	▪ $ Contributions ▪ Training Expertise ▪ Steering Body Membership ▪ Workplace Delivery ▪ Industry & Education

Current Activity & Thrust

ACES
Air Cadet Employment Stream

Activity	Partnership Opportunity
ITB • Ability to meet 2 Key Requirements with Industry: ➢ *Skill Development & Training* ➢ *Gender & Diversity Plans*	▪ For ITB Contractors: • Letters of Support to Policy Division • If successful – joint *Value Proposition* projects
Industry Partnership Committee • New steering committee for Air Cadet League to guide, support and pilot ACES initiatives	• Geographic and Sector representatives

Current Activity & Thrust

ACES
Air Cadet Employment Stream

Activity	Partnership Opportunity
YIPEE • Youth Industry Portal for Education and Employment • *A 24/7 virtual Career Fair to link Industry and Educators with Cadets across Canada*	▪ Contributions & Membership to support grant applications ▪ Information, resources, career information for companies, jobs and education courses
Grant Applications • Various applications to support training, education and employment for youth to meet industry demand	• Letters of Support • Direct contributions and partnership arrangements

Current Activity & Thrust

ACES
Air Cadet Employment Stream

Other Partnership Types

- Scholarships and Bursaries
- Sponsoring national programs – *National Effective Speaking Competition*, *International Air Cadet Exchange*, *Music Competitions*
- Flight Simulator Time
- Donations to Fundraising Programs – e.g. Online Auctions