

Canadian Council for **Aviation & Aerospace**



For a skilled workforce

National Labour Market Strategy Update

Change Process

Need

Define what needs to Grow / Change / Isn't Working / Needs to be established

Strategy

Create Solutions to address the needs and Vision

Action

Implementation plan is put in motion;
Vision clearly articulated

Review

Measure results against objectives,
adjust strategy if necessary

Need: Crisis What Crisis?



More than [3000](http://www.aerocareer.ca) positions are available on www.aerocareer.ca in the areas of engineering, production, maintenance and operations!

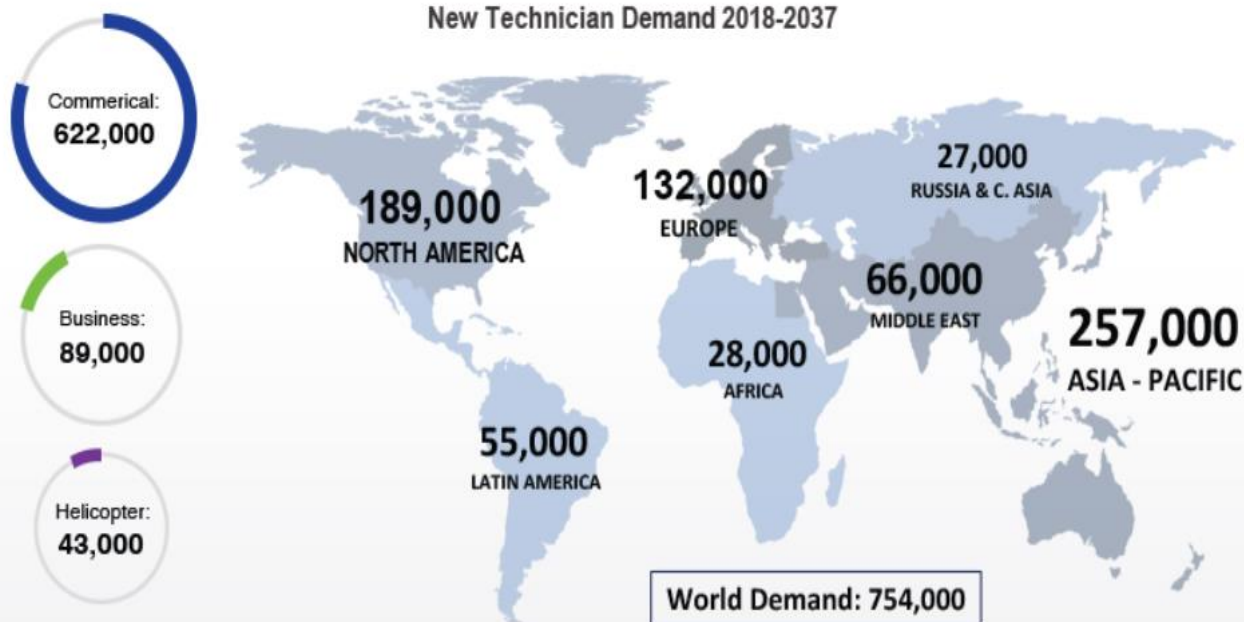
[Consult career opportunities](http://www.aerocareer.ca)

Need: Quantifying the key issues

Global & Local Issue

Boeing Technician Outlook: 2018 - 2037

Technician Outlook by Region Map



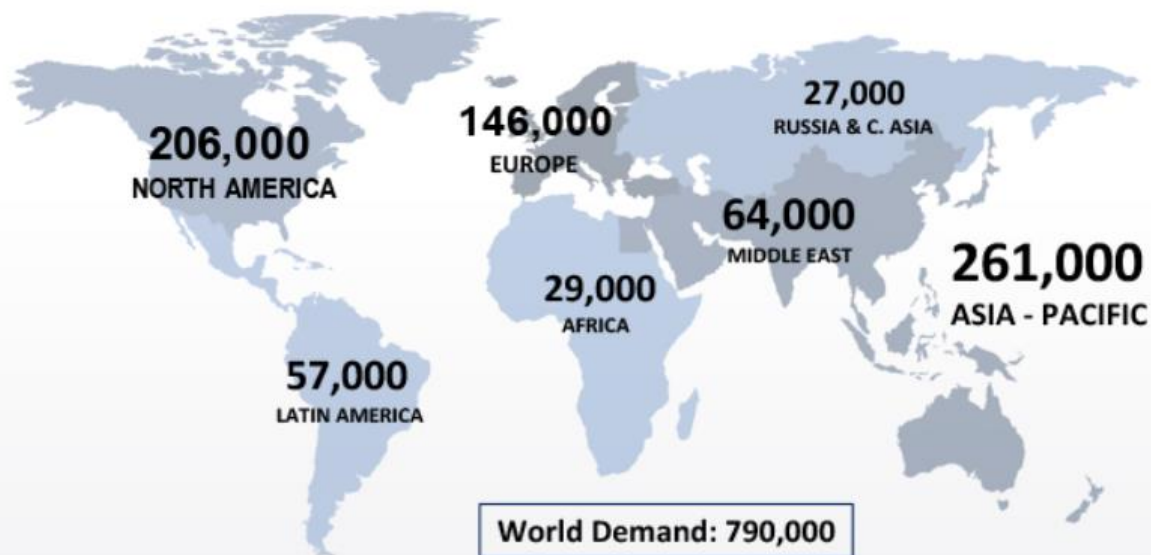
Need: Quantifying the key issues

Global & Local Issue

Boeing Pilot Outlook: 2018 - 2037



New Pilot Demand 2018-2037



Need: Quantifying the key issues

Global & Local Issue

Hiring Requirement by Industry, Canada, 2017-2025

Aviation and Aerospace industries need to hire a total of **55,000** workers from 2017 to 2025 across the three sub-sectors.

Hiring Requirement by Industry, 2017-2025



Source: CCAA Aviation & Aerospace LMI Outlook report, 2017

Need: Critical Shortages - Canada

Pilots:

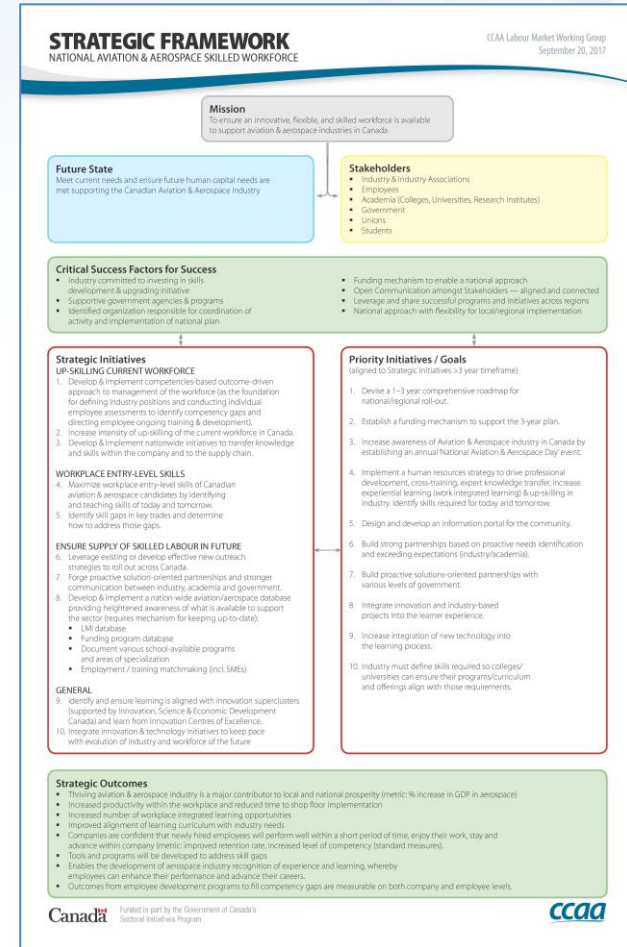
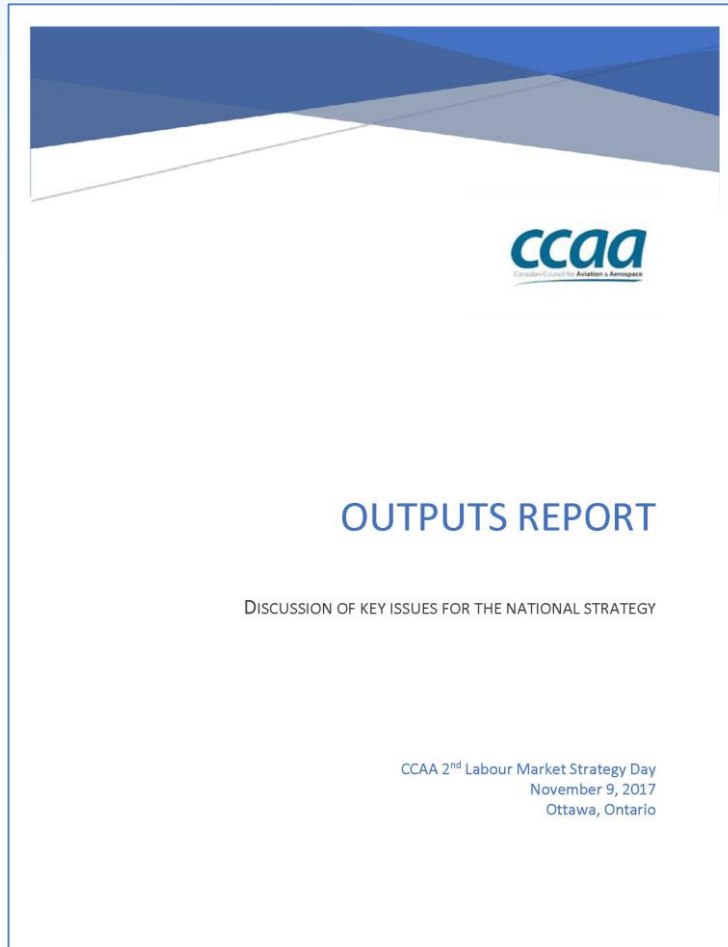
- 7,300 new pilots needed by 2025
- Less than 1200 new commercial pilot licenses each year
- 45% of these go to foreign students
- Approximately 70% go to work in the industry
- Shortage of close to 3,000 pilots by 2025
- 7% female participation

Aircraft Maintenance Engineers - Maintenance:

- 5,300 new AMEs needed by 2025
- Approximately 77% of graduates go to work in the industry
- Shortage of 1200 or more by 2025
- 6% female participation in maintenance and related occupations

Source: CCAA Aviation & Aerospace LMI Outlook report, 2017

Strategy: Developed through NLMS I and II



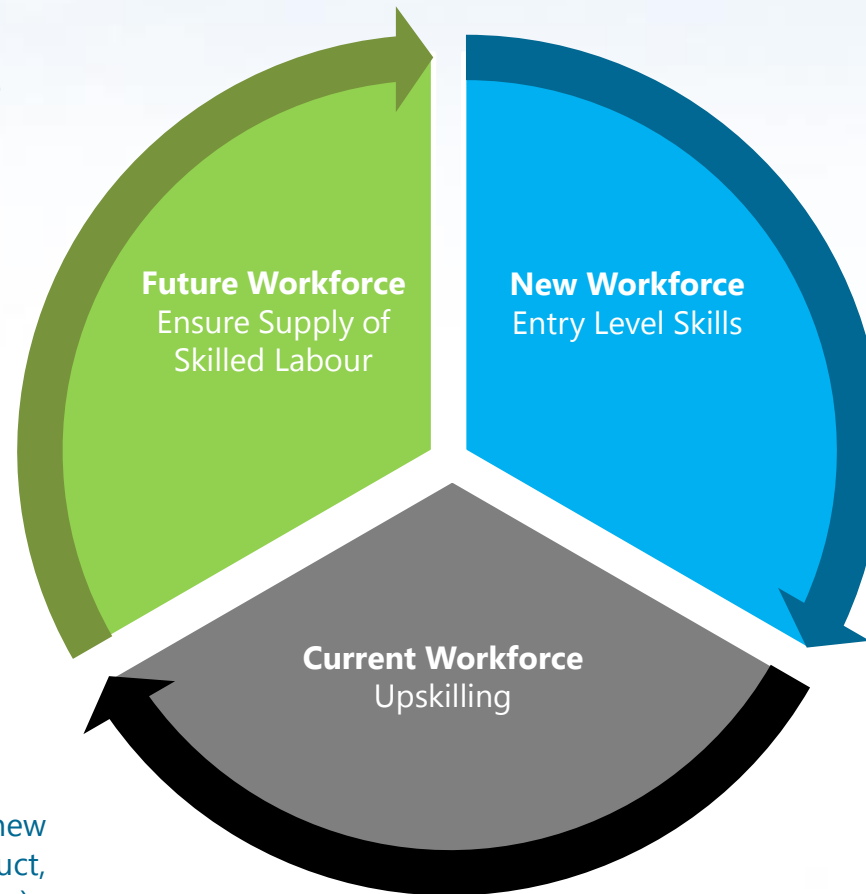
Strategy: Identified 3 Critical Issues for Industry / Stakeholders

Includes but not limited to:

- Outreach
- Planning for skills of future
- Recruitment
- New programs / product
- Consideration of New Technology

Includes but not limited to:

- New hires
- Education programs



Includes but not limited to:

- Upskilling (company specific, new skills, cross training, new product, supporting new technology etc.)
- Knowledge transfer / Succession planning
- Soft Skills
- Mentorship Skills

Strategy:

CCAA Working on 4 Key Projects to Support Implementation

- Labour Market Intelligence
- Accelerated Skills Assessment, Alternative Careers and Job matching for Aviation & Aerospace
- Student Work Placement for Aviation & Aerospace
- Occupational Standards 2.0

Labour Market Intelligence

4 Key Areas of Activity

Data Collection & Dissemination

- New LMI reports
(supply side data/changing nature of work/new skill-sets)
- Industry job board and job-matching service (*Magnet*)
- Evergreen databases of industry outreach best practices and industry funding Opportunities

Outreach

- Updated and new online career materials
- Report on gender and Indigenous participation with suggested actions to increase both

Gender Distribution

69.8% of the industry's workforce is composed of male workers

This percentage is 48.8% for the total Canadian workforce

Gender	% Share in Aviation and Aerospace Industry	% Share in Total Workforce
% Male	69.8%	48.8%
% Female	30.2%	51.2%

- 7% female participation in Pilots
- 6% female participation in maintenance and related occupations

Source: CCAA Aviation & Aerospace LMI Outlook report, 2017

Under-Represented Groups – Indigenous Persons

Indigenous people are Canada's most underleveraged human resource asset

% Share in Aviation and Aerospace Industry	% Share in Total Workforce
3%	4%

Source: CCAA Aviation & Aerospace LMI Outlook report, 2017

Labour Market Intelligence

4 Key Areas of Activity

Data Collection & Dissemination

- New LMI reports
(supply side data/changing nature of work/new skill-sets)
- Industry job board and job-matching service (*Magnet*)
- Evergreen databases of industry outreach best practices and industry funding Opportunities

Outreach

- Updated and new online career materials
- Industry job board and job-matching service (*Magnet*)
- Report on gender and Indigenous participation with suggested actions to increase both
- An “Aviation & Aerospace Day” that provides industry and school tours to the public and increases awareness

Labour Market Intelligence

4 Key Areas of Activity

Skills Development

- Building on the original pilot project, develop further Skills-gap analysis for industry identified priority trades, develop gap closure curricula and recommended delivery methods

Strategic

- A “National Labour Market Strategy Day” that brings industry together to further develop and implement a National Strategic Plan for the aviation and aerospace industry
- An Action Plan of low cost, high impact activities that can be implemented to help grow the available workforce
- An Action Plan with strategies to increase the number of pilots and other key occupations in the aviation sub-sector

Accelerated Skills Assessment, Alternative Careers, and Job Matching for Aviation and Aerospace

- This project will produce an effective mechanism for employers to objectively assess the skills and knowledge of foreign-trained workers, and Canadian workers transitioning into aviation / aerospace from other industries
- It gives foreign workers a credible way to prove their competency against Canadian standards
- This is an industry-based recognition program, for non-regulated aviation and aerospace occupations
 - Practical testing framework and occupation exams for seven occupations
 - Online assessment for 17 occupations
 - Career guidance materials and training options for identified gaps

Student Work Placement program

- CCAA is the Employer Delivery Partner for the Aviation and Aerospace sector
- Able to place up to 1000 full-time PSE students in our industry over 4 years
- Provide wage subsidies to sector employers that offer meaningful work placements (Co-ops, internships, field placements) for students in STEM and business programs across Canada
- Drive systemic change and effectively align technical, foundational and “work-ready” skills of PSE students
- Create collaborative partnerships between employers and PSE institutions

Occupational Standards 2.0

- Update existing 29 National Occupational Standards
Industry standard framework / current technology / qualification
- Develop 5 new National Occupational Standards
- Redefine certification process for each NOS based on skills validation
- Develop a methodology to identify skills gaps, allowing workers to transfer between roles or enter the industry from complimentary trades
- Develop a digitized system that will support electronic logbooks and customized upskilling programs
- Redefine the standards for evaluators, and develop training including coaching and mentoring to deliver a robust national standard & process for evaluation and certification

NLMS Working Group continues development work

The NLMS Working Group continues to drive and shape strategy evolution with the 3 existing sub-working groups:

- Labour Market Information
- Outreach
- Aligning Education & Industry

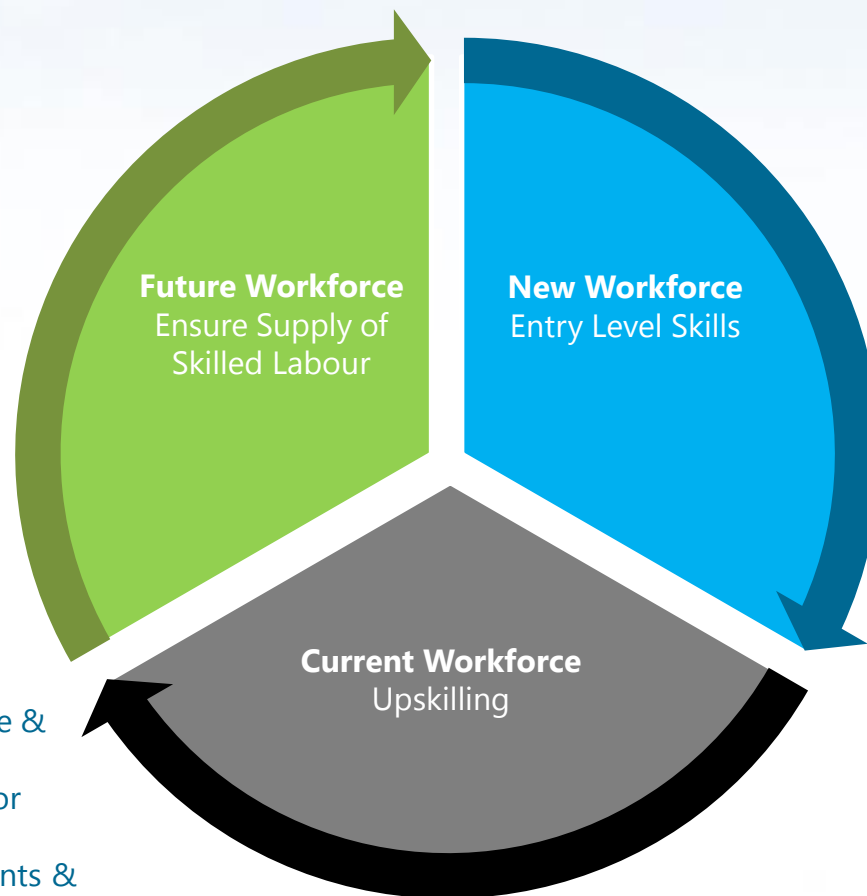
Now being joined by 3 new sub-working groups:

- Inclusion of Women in the workforce
- Inclusion of Indigenous Persons in the workforce
- Pilot Shortage

Evolution of the National Strategy

Activities:

- Indigenous Task Force
- Women's Task Force
- Pilot's Task Force
- National Aviation Day Funding
- Funding sources directory
- Magnet
- New LMI study 2018-2022
- LMI Database
- Return of AMOP
- LMSDIII – LMSD V



Activities:

- CCAA's Soft Skills courses
- CCAA's Business Skills courses
- Work Integrated Learning project & partnerships
- OSC 2.0 project to revise outdated Occupational Standards
- OSC 2.0 project to develop new Occupational Standards

Activities:

- New CCAA Mentorship course
- Revised / updated CCAA online & classroom training
- OSC 2.0 project – new evaluator process & training
- AAC Project – online assessments & practical exams
- CCAA's Soft Skills courses
- CCAA's Business Skills courses
- CCAA's Mentorship courses

Action

What We Need You To Do

- Continue Ownership of your strategy
- Participate in Development activity
- Implement
- Drive change at a Local & Regional level
- Share

What We Need You To Do Today!

- Participate
- Feedback
- Share in the Breakout Groups

Thank-you