



Update on CCAA Projects which Support the National Strategy



Current Projects

- Accelerated Assessment and Certification, AAC
- Student Work-Integrated Learning, SWILP
- Multi-Disciplinary Technician, MDT

Newly Proposed Projects

- Labour Market Intelligence
- Aviation & Aerospace Occupational Standards 2.0



Accelerated Assessment and Certification, AAC

- To create an accelerated assessment and certification process for skilled foreign workers, and underemployed or unemployed Canadians
- To build a mechanism for foreign workers to confirm their competency against Canadian standards in the aviation and aerospace non-licensed trades.
- Comprised of online skills assessment, accelerated certification process and job matching
- Offer a documented process to help individuals obtain employment which is aligned with their skills, to reduce "skills-mismatch"

Accelerated Assessment and Certification, AAC

Aerospace Materials Specialist

*Aircraft Gas Turbine Engine Repair
and Overhaul Technician

*Aircraft Interior Technician

Aircraft Maintenance Technician

Aircraft Mechanical Assembler

*Aircraft Structures Assembler

Aircraft Structures Technician

Airport Airside Worker

Electrical/Electronics/Instrument
Component Technician

*Aviation Machinist

Aviation Mechanical Component
Technician

Aviation Painter

Aviation Special Processes Technician

Aviation Welding Technician

*Avionics Maintenance Technician

*Composite Fabricator

Electrical/Electronic Assembler

*Key occupations



Student Work-Integrated Learning Program, SWILP

- Supports partnerships between employers and post-secondary education (PSE) institutions to create work-integrated learning placements – up to 1000 students in our industry over 4 years
- For students enrolled in post-secondary studies across Canada
- Focus on occupations in science, technology, engineering, mathematics (STEM) and business
- Employers offering quality work-integrated learning placements to PSE students will be eligible to receive wage subsidies through CCAA



Student Work-Integrated Learning Program, SWILP

- Employers will receive wage subsidies of up to 50 percent of the wage cost for the placement (up to a maximum of \$5,000 per placement)
- Or up to 70 percent (up to a maximum of \$7,000 per placement) for first-year students and under-represented groups including, women in STEM, Indigenous students, persons with disabilities and recent immigrants.



Student Work-Integrated Learning Program, SWILP

- Over 50 students in the program already
- Approximately 11 applications pending
- Approximately 24 spots remain for 1st year [March 31, 2018]



Multidisciplinary Technician, MDT

- Industry requires a new business model - a labour force which is more multidisciplinary - competent in more than one trade
- Development of a new curriculum which alternates school and WIL
- To include Aircraft Maintenance Technician, Avionics and Interiors
- Students will have more hands-on experience so they are productive in the workforce sooner
- Students will receive practical work experience on real world equipment, incorporating the latest technology and Original Equipment Manufacturer (OEM) technical platforms



Multidisciplinary Technician, MDT

- 9 consortium stakeholders will be involved in the design of the program
- Work terms will include structured on-the-job training, job shadowing, a mentoring program, online training as well as technical, business, leadership and entrepreneurial skills training



New Submissions to ESDC

Labour Market Intelligence

Aviation & Aerospace Occupational Standards 2.0



New Submissions to ESDC

Labour Market Intelligence

The new project will include:

- refined and updated labour market information research
- validated with employer surveys and regional focus groups, and partnerships with regional aviation and aerospace associations
- occupational forecasts
- supply side data
- information on expected changes in labour market demand due to new technology and the changing nature of work



New Submissions to ESDC

Labour Market Intelligence

- Targeted outreach and aviation day
- Implement and refine a frame work to identify skills gaps in specific trades
- Gap analysis for a minimum of 5 trades
- Industry Portal with LMI evergreen databases on outreach and industry support



New Submissions to ESDC

Labour Market Intelligence

- CCAA will also continue to work with industry to further develop the National Labour Market Strategy. CCAA will continue to lead the Labour Market Strategy Working Group and the three subcommittees that were formed in the current LMI project
- CCAA will support the ATAC committee on pilot shortages with a strategist and a subject matter expert to lead focus groups on gender participation

New Submissions to ESDC

Aviation & Aerospace Occupational Standards 2.0

- Update suite of National Occupational Standards (NOS) for the Aviation & Aerospace Industry in an easily accessible digital format.
- The existing 29 standards will be updated to reflect use of current technology
- Repurposed into an industry standard framework which supports harmonization, digitization and individual qualification/certification

New Submissions to ESDC

Aviation & Aerospace Occupational Standards 2.0

- Some existing standards may be combined, reflecting changes in industry requirements, (e.g. multi-disciplinary technician project)
- Five new Occupational Standards will be developed to reflect both the evolutionary nature of the industry and increasing demand from the manufacturing sector for national standards
- Redefine the individual certification process for each occupational standard focusing on skills validation instead of tasks

New Submissions to ESDC

Aviation & Aerospace Occupational Standards 2.0

- Develop a methodology for identifying skills gaps to enable workers to transfer between roles or to enter the aviation & aerospace industry from complimentary trades
- The new digitized system will be able to produce customized standards and logbooks to support such transitions. This new process will include the redefinition of standards for skills evaluators as well as coaching and mentoring materials to ensure application of a robust national standard for evaluation and certification