




Canadian Council for **Aviation & Aerospace**

For a skilled workforce

**ATAC AGM
Vancouver
November 2010**

**Robert Donald
Executive Director**



- 
- A Sector Council is not a Trade Association
 - Funding – from Canadian Government approximately 85% of total budget
 - Our origin - Canadian Aviation Maintenance Council
 - Training/Skills Development
 - Curricula, Accreditation, Certification, Occupational Standards etc.
 - Today – much broader than “Aviation Maintenance”
 - Demographics/critical skills shortage

Board of Directors



NATIONAL
TRAINING
ASSOCIATION



National
Defence

Défense
nationale



CFAMEA



Training Skills Development

CCAA – 26 Industry Occupations

Using technical committees of industry experts and practitioners, CCAA has developed the following national occupational standards:

- Aircraft Gas Turbine Engine Repair and Overhaul Technician
- Aviation Painter
- Aircraft Interior Technician
- Aviation Special Processes Technician
- Aircraft Maintenance Technician
- Aviation Welding Technician
- Aircraft Propeller Systems Technician
- Avionics Maintenance Technician
- Aircraft Reciprocating Engine Technician
- Aircraft Simulator Technician
- Aerospace Materials Specialist
- Aircraft Structures Technician
- Electrical/Electronics/Instrument Component Technician
- Aviation Machinist
- Aviation Maintenance Inspector
- Aviation Mechanical Component Technician
- Aviation Non-destructive Testing Technician
- Aircraft Refueller
- Aviation Ground Services Attendant
- Aircraft Mechanical Assembler
- Aviation Maintenance Manager
- Composite Fabricator
- Aircraft Structures Assembler
- Electrical/Electronic Assembler
- Quality Assurance Manager
- Quality Systems Auditor

Standards in **RED** are recognized by Transport Canada (Ref.: Airworthiness Notice C009) for personnel working in an Approved Maintenance Organization (AMO).

Transport Canada recognizes CCAA logbooks and curricula for the Standards in **GREEN**.

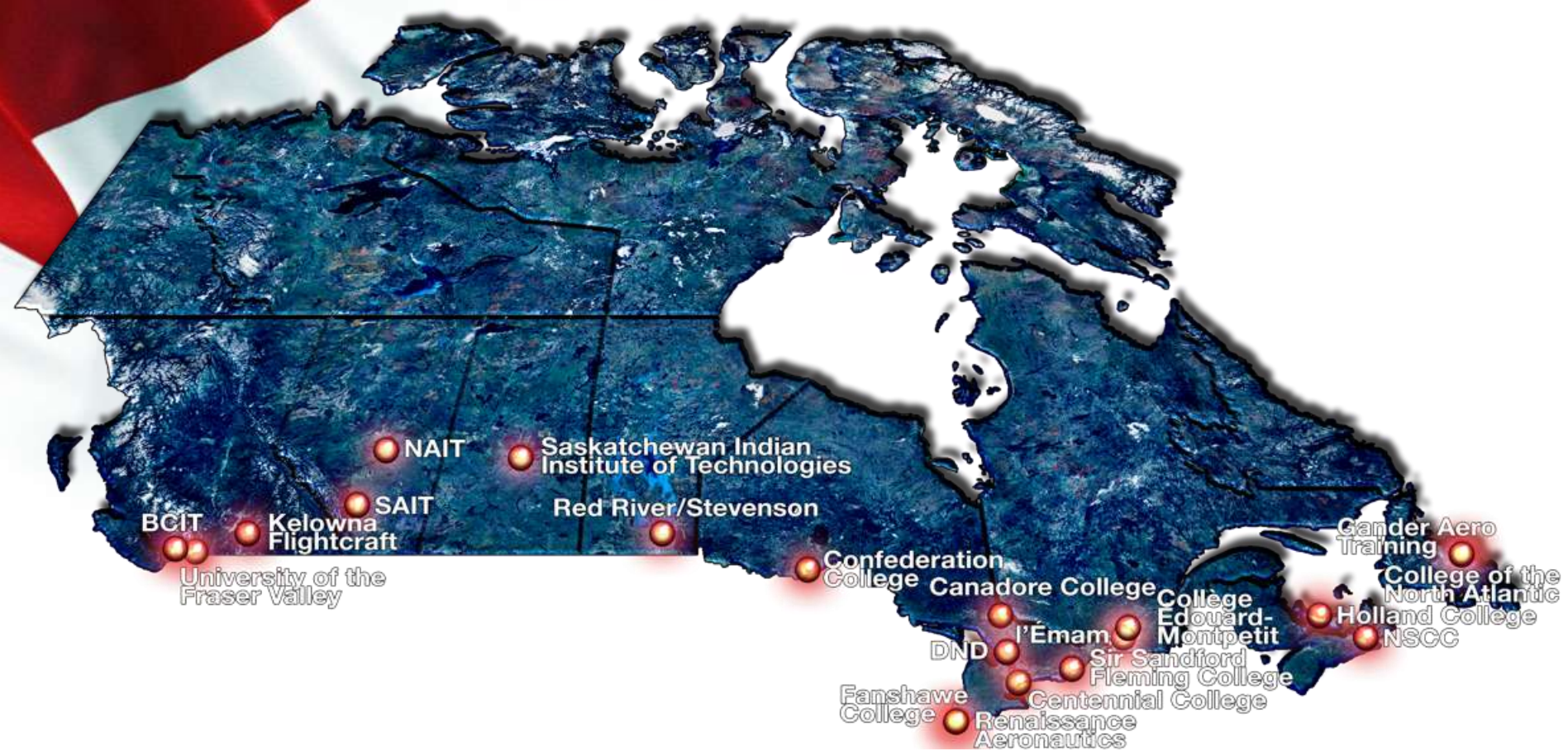
CCAA Certification of Individuals

- Provides national recognition of competencies and capabilities.
- Provides credibility, a credential and proof of qualifications.
- Enables portability of qualifications.
- Employers know what the certified individual can do – without the need for further verification.

CCAA Accreditation of Training Organizations:

- Programs built to align with Occupational Standards.
- Ensures students are learning what industry says it needs.
- Ensures Training Organizations have an integrated and standardized approach to training, which is documented in their TCM and validated by a CCAA audit.
- Every aspect of the training program is examined:
 - > Program Content
 - > Resources
 - > Facilities
 - > Administration
 - > Quality System
 - > Management and Organizational Structure
 - > Tools & Equipment
 - > Record Keeping
 - > Advisory Committee
 - > Faculty Qualifications and Evaluation
 - > Faculty Professional Development
- Employers know what students have been taught – regardless of which college they attended.

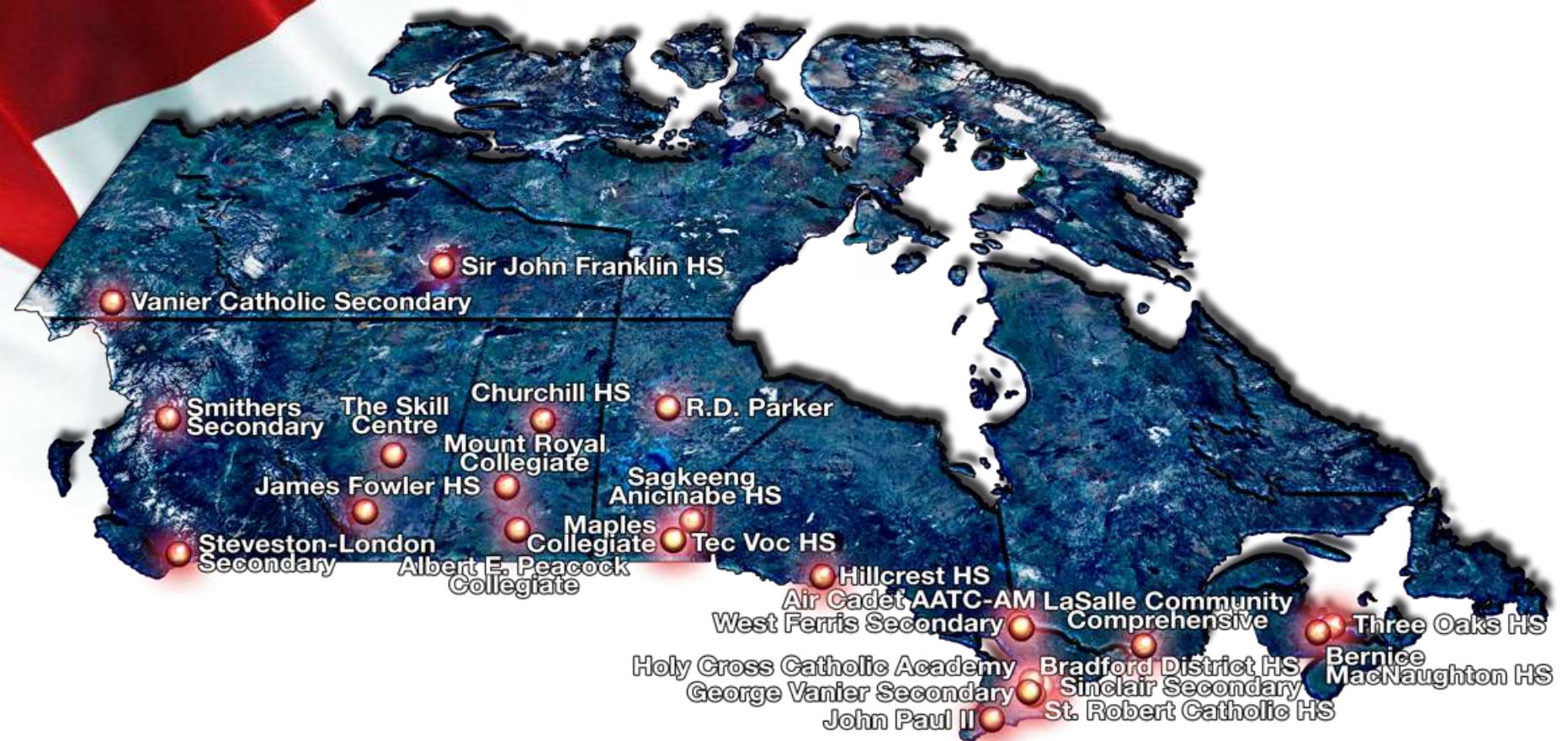
Training/Skills Development CCAA's Accredited Training Institutes Post-Secondary – 46 Programs – 23 Institutions



CCAA's Secondary School Programs

24 AMOP High Schools – 8 Provinces, 2 Territories

Air Cadet League of Canada – Across Canada



Pilot and Training demand

	2018	2026
Total new pilots (additional aircraft and retirement) needing <i>ab-initio</i> training	207,600	352,900
Total new pilots needing transition training on replacement aircraft	59,930	122,700

Maintenance demand

	2018	2026
Total mechanics needed for additional aircraft	247,100	420,000
Total mechanics including retirement	405,500	739,000

Boeing International Forecast

“Airlines will need 466,650 pilots and 596,500 maintenance personnel over the next 20 years to accommodate demand for new and replacement aircraft.”

“Boeing’s Current Market Outlook, states that airlines will require an average of 23,300 new pilots and 30,000 new maintenance personnel per year from 2010 to 2029.”

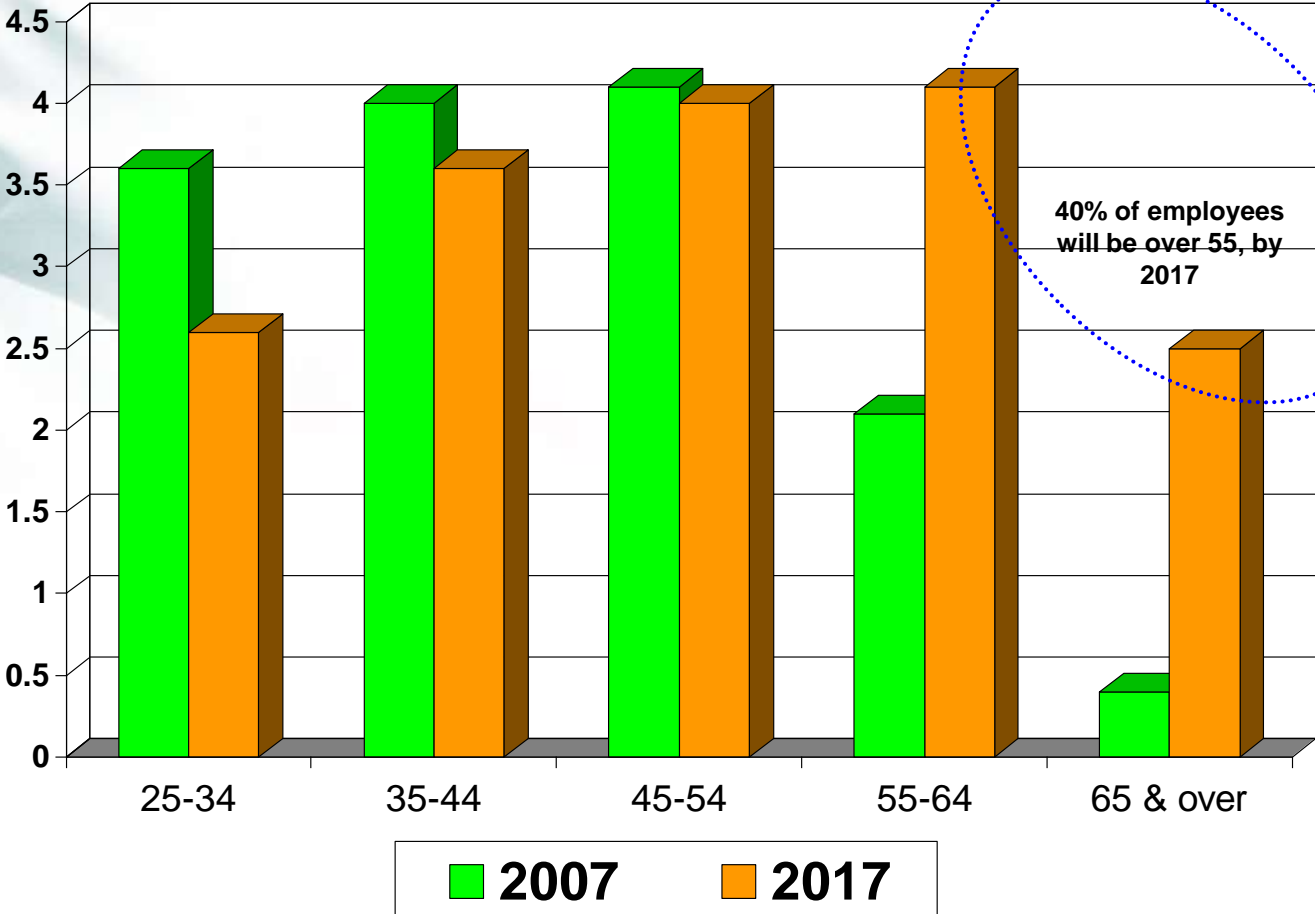
“When you add up all the numbers, you quickly understand the issues facing this industry. Our challenge is adapting our training to engage the future generation of people who will fly and maintain the more than 30,000 airplanes that will be delivered by 2029.” *CCO Roei Ganzarski*

Boeing International Forecast

	Pilots	Maintenance
North America	97,350	137,000
Europe	94,800	122,000
Africa	13,200	15,000
Middle East	32,700	44,500
Latin America	37,000	44,000
Commonwealth of Independent States (former Soviet Republics)	11,000	14,000
Worldwide	286,050	376,500

2007 > 2017 Canadian Labour Characteristics

(# of employed individual over 25 years old)



1. Working with new segments of the industry – in partnership with other associations and organizations – to develop human resources solutions.
2. Stakeholder engagement with
 - Members
 - Colleges and ATOs
 - Regional and National Associations
3. Ensure that funding provides tangible benefits to industry.

How to ensure industry obtains optimal value from HRSDC funding

- Input on industry needs – solutions – project proposals (e.g., short courses/apprenticeship)
- Input on the adequacy of current College curriculum/training
 - Identify any deficiencies
 - Identify need for new curricula
- Labour market data
 - (In order to identify projected shortages and surplus)
- Identify future trends in a timely manner
- Training needs
- Etc.

Member Meetings:

- Halifax – October 2009
- Vancouver – November 2009
- Toronto – February 2010
- Winnipeg – April 2010
- Calgary – July 2010
- Vancouver – September 2010
- Calgary – October 2010

Others will be scheduled throughout the next year.

Projects Completed in 2010

- Airport Occupation Rationalization in partnership with CAC
- Aviation and Aerospace Technician Short Course(s) Study
- CCAA/CADA Aviation and Aerospace Courses/
Programs Survey
- Skilled Workforce for the Future (Youth)
- Safety Management Systems
- Human Resources Study of Commercial Pilots in Canada




Projects Completed in 2010 Airport Occupations Rationalization Study

- National survey started October, 2009 with 31 airports completing the survey.
- Executive Committee consisted of the members of the Canada Airport's Council Operating Standards Committee.
 - Frank Scremin – Hamilton International Airport
 - Gordon Duke – Halifax International Airport Authority
 - James Hall – Kelowna International Airport
 - Wil MacMillan – Greater Toronto Airports Authority
 - Andy Vasarins – CAC – Ottawa
- This was the first such study of airports and the first time CCAA had worked with airports.
- Canada Airports Council Committee meeting was held in Victoria, May 19, 2010, where the final draft report was presented and discussed.
- As a result of this study, a series of workshops for smaller airports is being contemplated by CCAA.

Projects Completed in 2010

Airport Occupations Rationalization Study





Projects Completed in 2010 Airport Occupations Rationalization Study — Final Report, Executive Summary

- There is a certain urgency to resolve the human-resource issues determined by this study. Issues that require a fairly rapid and comprehensive response include:
- The “greying” of the airport workforce — and the challenges of recruitment (especially for smaller airports) in a competitive environment while dealing with the exodus of retirees.
- An expectation of staffing shortages and subsequent requirements for hiring (25% of respondents have this expectation).
- The lack at education institutions of specialized training in skills relating to airport operations.
- The increased demand for flexibility, with employees being expected to multi-task and work in more than one functional area.
- The growing volume of regulations placing demand on training, and the related need to find financial support and resources for training.
- The particular needs of smaller airports, which are less able to compete with other sectors for new hires, and are especially affected by the costs of training, particularly for training related to safety and security regulations.
- Increased travel from non-traditional locations (e.g., Asia) requires additional language skills and cultural-awareness training.



Projects Completed in 2010

Airport Occupations Rationalization Study

— Recommendations

Airports can work closely with educational institutions to facilitate more opportunities for apprenticeships across the sector. An “airport employee” apprenticeship and certification process that will prepare the next generation of airport employees, who will be required to adapt to an ever increasing complex environment, is worthy of serious consideration.

Also for consideration is stronger coordination amongst airports to create a mentoring or “buddy system” to share knowledge across the sector.

Airports can work with CCAA to identify a series of training modules suggested for specific airport occupation functional areas.

Airports can work with institutions or organizations to develop an online curriculum, as a suggested foundational course to fulfill the duties of each functional area/airport occupation.

CCAA can be the governing body that evaluates the quality of each online/web-based course and affirm that each course meets any new Transport Canada regulations and guidelines.

CCAA can work with airports to evaluate airport occupations and access training needs annually so that it could respond to the changing needs on the aviation industry.

The sector can develop a more coordinated effort to develop and deliver training. Industry partners — such as the CAC, CCAA, ACI-NA, IAAE, AAAE — can collaborate as partners to develop and deliver effective training modules, in a variety of methods to the sector.



Projects Completed in 2010 Airport Occupations Rationalization Study — Next Steps

- Inter *VISTAS* developed a Human Resources workshop for smaller airports. Given at the CCAA Forum, September 28, 2010.
- Report is being analyzed with CAC to determine initiatives that would be most helpful to the airport community.



Projects Completed in 2010 CCAA / CADA Aviation and Aerospace Courses / Programs Survey

- Partnership project between the Canadian Aviation Maintenance Council, CADA and Red River College for the ACCC Sector Council Liaison Unit.
- Survey was released on November 30, 2009.
- Collected data on the 2009/2010 training year.
- Of the 22 colleges and training organizations offering training in the 2009/2010 year, 21 provided student enrolment numbers.
- 17 training organizations (16 colleges and a composites training organization) provided comments on the general college questions.



Projects Completed in 2010 CCAA / CADA Aviation and Aerospace Courses / Programs Survey

Totals

- 22 colleges and training organizations across Canada are offering courses longer than six months' duration in the current 2009/2010 training year.
- There were 2,103 first-year students registered in these programs (including 150 in the maintenance apprenticeship/journeyman program and 60 in the gas turbine apprenticeship program).
- The average attrition rate reported was 10 to 15%; however, the attrition rate for French programs was much higher.
- In addition, four colleges and training organizations are setting up programs that will start in the next two years.
- 53% of respondents indicated that they would be interested in offering apprenticeship programs.



Projects Completed in 2010 Skilled Workforce for the Future

Duration: June 2007 – March 2010

New Tools Developed:

- Essential Skills Workbooks – set of four
- Faces of the Future DVD
- PowerPoint Lesson Plan to complement DVD
- Sector Awareness Brochure
- Best Practices Binder for AMOP Instructors
- Updated Careers in Aviation and Aerospace Guide
- Interactive Booth Activities



Projects Completed in 2010 Skilled Workforce for the Future, cont'd

Aviation Maintenance Orientation Program (AMOP)

Additional schools:

- The Skills Centre, Edmonton
- A.E. Peacock, Moose Jaw
- Mount Royal Collegiate, Saskatoon
- Sagkeeng Anicinabe HS, Pine Falls, MB

In discussion with:

- Abbotsford, BC
- Newfoundland

Education profile of an AMOP school in each *AviNation* magazine



Projects Completed in 2010 Safety Management Systems Skills Development Program

Project Background

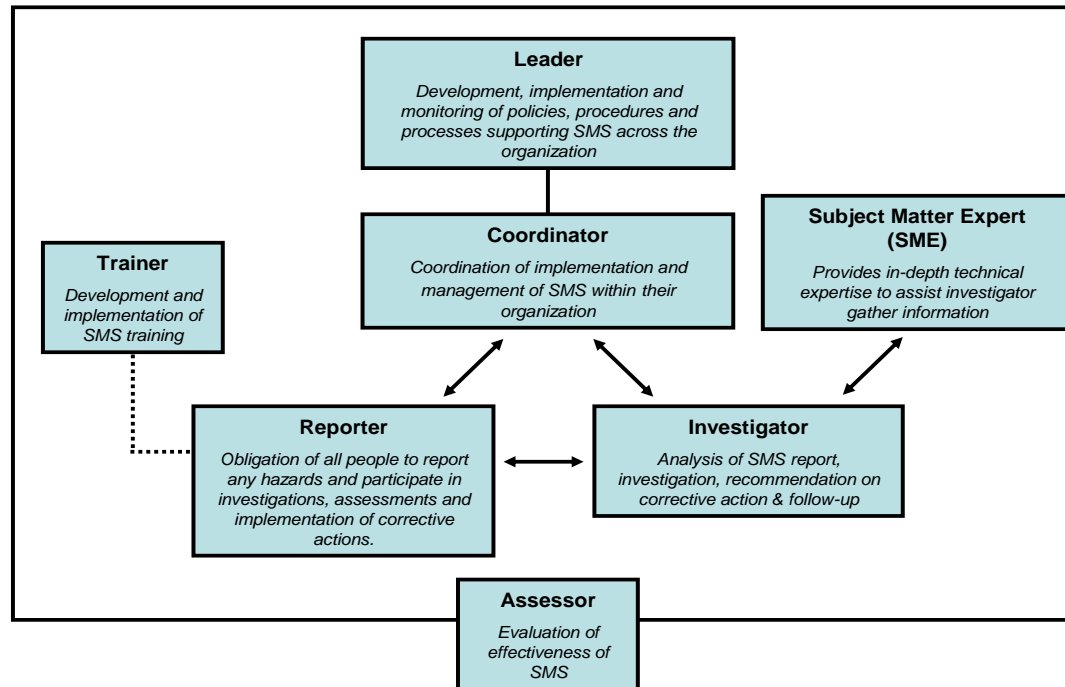
CCAA was awarded a contract in 2007 to develop a suite of SMS learning and facilitation tools to be completed in three phases in approximately 36 months.

The objective of this project is to aid in the establishment of an enhanced safety culture across the industry by introducing new knowledge, skills and attitudes for current as well as future employees.

Projects Completed in 2010

Phase One Conducted a Gap Analysis and Skills and Competencies Profile

SMS Functional Chart



Projects Completed in 2010

SMS Implementation Needs Survey

ISSUE	ATAC NATA	Industry BCAC	SAC	MAC	HAC/Heli	CAC/ Airports	CBAA/ BA
Information Sharing	X	X	X	X	X	X	
National HR/SMS Committee	X		X	X		X	
SMS Specialized Training:	X	X	X	X	X	X	X
Quality Assurance	X	X	X	X	X		X
Emergency Response Planning		X	X	X	X	X	
Fatigue Risk Management System		X	X	X	X	X	
Program Validation	X		X	X			
Message Delivery	X Workshops		X Convention workshop	X Convention Workshop	X Remote ops-distance learning	X Online learning	

Key Findings from Phase One:

- **Communications to all employees** regarding roles and responsibilities as they pertain to SMS, sharing of results and information across the organization, progress made, etc.
- **Training** of all employees so that they understand SMS, its purpose and goals, how it works and how it benefits the organization.
- Between January 7 and March 5, 2009, 408 Aviation and Aerospace industry members attended 20 workshops that were held across Canada.
- It was from the surveyed data and cross-referenced with the focus group remarks from the Human Resource Study of the Commercial Pilot in Canada project that identified the elements to be developed under Phase 2 and 3 of this project.

Projects Completed in 2010

- **SMS Project Phase 2:**
Design and development of SMS learning content for working-level employees and middle managers
- **SMS Project Phase 3:**
Development and production of SMS learning and evaluation tools for all levels of employees

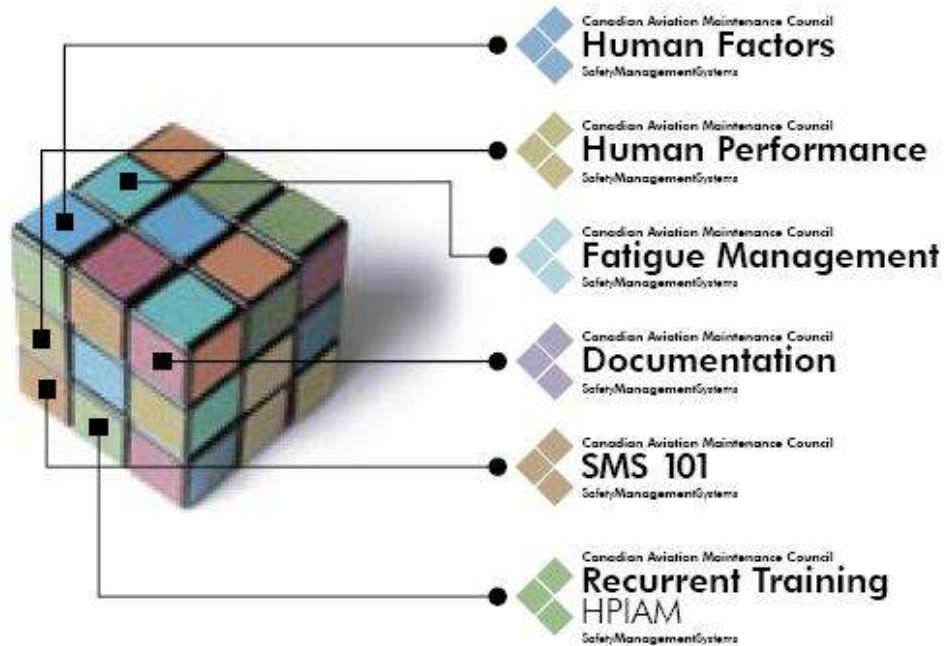


Projects Completed in 2010 Initial SMS Steering Committee Members

- Carol Kavish, Porter Airlines
- Robert MacMillan, Air Canada
- Bruce Dwyer, Algonquin College
- Savik Ramkay, Contractor
- Karen Digenova, Aerospace Welding Inc.
- Sean Darcy, WestJet
- Mike Doiron, Moncton Flight College
- Dave Ronson, StandardAero
- Dennis Doersam, Red River College
- France Labelle, Exeltech Aerospace
- Andy Vasarins, Canadian Airports Council

Projects Completed in 2010

CCAA's Suite of SMS Products and Services



Projects Completed in 2010

Basic SMS Orientation for AMOP High Schools



Background

- Need for an introductory program was identified through focus groups associated with the *Human Resource Study of the Commercial Pilot in Canada*.
- Young people entering the Canadian workforce need to be more aware of safety concepts
- This series of programs support government efforts to reduce the number of workplace fatalities (approximately 1,000 per year, majority in the 18-24 year old demographic.)

Projects Completed in 2010 CCAA SMS Workbook



Completed Projects in 2010

National SMS Training and Education

Best Practices Survey and Report

Recommendations:

- Develop a standardized course outline with suitable learning outcomes and make it readily available to FTUs.
- The standardized SMS course should be developed using the current best practice of bundling it with other courses that also cut across all areas of an operation that lend themselves to student practice, and are integrated into daily flight training activities.
- Collect examples of real life, practical experiences, and make these examples available to FTUs for SMS training.
- Research airline methods of testing SMS knowledge.
- Collect examples of practical testing that increases the likelihood of knowledge retention and application.
- Follow up with SMS instructors to further identify which specific courses they took to qualify them to teach SMS.
- Develop a “train the trainer” curriculum, and a standardized program that would allow SMS instructors to become certified SMS trainers.
- Develop a process for sharing existing SMS resources through a central repository.



Best Practices In Teaching
Safety Management Systems
(SMS)

FINAL REPORT

Prepared for:
The Canadian Aviation
Maintenance Council (CAMC)

Prepared by:
R.A. Malatof & Associates Ltd.
And
Oasis Consulting Services

March 2010

Projects Completed in 2010 Safety Starts at Day One

- "Safety Starts at Day One" — New media learning and application project to help flight schools teach SMS.
- Associated "Aviation Safety Data Bank" will be used by flight training units to share best practices.
- <http://www.aviation-safety-bank.com/index.html>
- Developed on request from ATAC.



- Intro for reviewers
- Gen Y
- Teaching SMS Concepts
- Catalogue of tools
- SMS Resources
- SMS & Culture Change
- SMS Video

The Aviation Safety Bank - a Bank of Resources for SMS Trainers

Why start up an aviation safety bank website now?

- SMS implementation is on the horizon for flight schools
- Commercial operators want applicants to be trained in SMS prior to applying
- Recent Canadian aviation studies support the fact that SMS trainers and flight schools need more resources for teaching SMS
- Sharing SMS teaching resources is more efficient than each school re-inventing the wheel



Who can use the safety bank?

Resources in this bank are freely available for any SMS trainer who wants to "withdraw" them. By the same token, we hope that over time many people will "deposit" their own tips and resources.

What's in the vault of the bank so far?

If you are teaching Safety Management in flight training units, or about to, please browse through the aviation safety bank.

Here's what you'll find in the vault:

- [A lesson plan for teaching a basic SMS course introducing SMS concepts, \(with video aids\)](#)
- [Why SMS requires a culture change](#)
- [A description of Gen Y and their characteristics, the target age group of](#)



Projects Completed in 2010 Industry Best Practices Review and Evaluation Tools Development



- Several surveys and encounter sessions identified there were scarce evaluation resources.
- A data bank of 200 questions was developed on the components and elements of Safety Management Systems.
- This data bank will be made available in an online forum to create custom examinations.



Projects Completed in 2010 Quality Systems Auditor Occupational Standard Implementation Workshops Test Project

With the requirement for aviation organizations to implement Safety Management Systems, and Quality Assurance one of the six components of SMS; it was decided that a useful service to the aviation and aerospace industry was a series of workshops based on CCAA's Quality Systems Auditor Occupational Standard.

This OS is generating considerable interest as companies want personnel that can show evidence of a standard being attained through training, experience, testing and certification.



Projects Completed in 2010 Quality Systems Auditor Occupational Standard-SMS Implementation Workshops

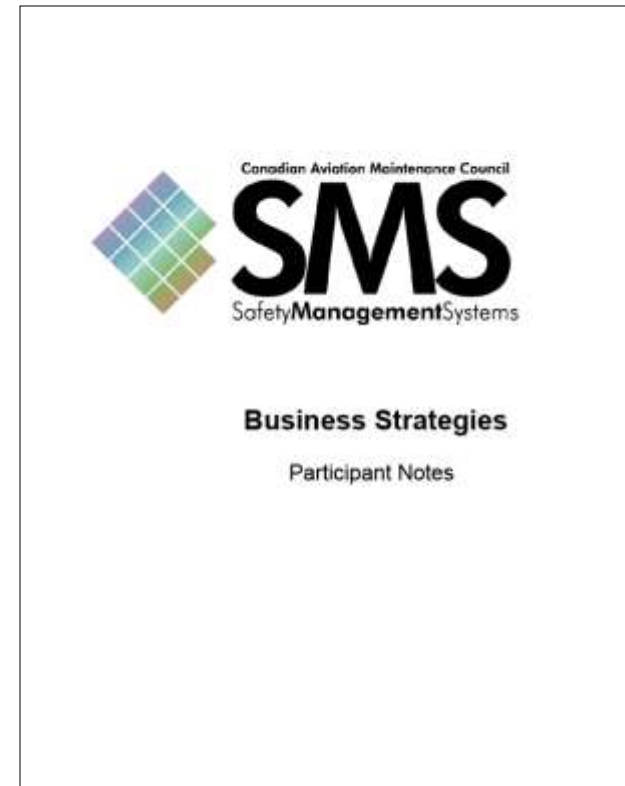
- Ottawa, December 3-4, 2009, in partnership with **First Air** (Beta Test)
- Winnipeg, January 12-13, 2010, in partnership with **MAC**
- Saskatoon, January 14-15, 2010, in partnership with **SAC**
- Halifax, March 9-10, 2010, in partnership with **Nova Scotia Community College**
- Whitehorse/Yellowknife, February 15-16/18-19, 2010, in partnership with **NATA**
- Hamilton, February 24-25, 2010, in partnership with **Cargojet**
- Quebec City, April 11-13, 2010, in partnership with **HAC**
- Brampton, Ontario, June x-x, 2010, in partnership with **Brampton Flying Club**
- Vancouver, May 19-20, 2010, in partnership with **BCAC/BCIT**
- Buttonville/Toronto, June 9-10, 2010, in partnership with **AvAd/Toronto Airways**
- Dawson Creek, BC, June 19-20, 2010, in partnership with **Northern Lights College**
- Ottawa, August 10-11, 2010, in partnership with **Transport Canada**
- Montreal, August 23-24, 2010, in partnership with **CQFA** (translated workshop)
- Calgary, August 24-25, 2010, in partnership with **SAIT Polytechnic**

Projects Completed in 2010

Quality Assurance Management Workshops

Risk Assessment Workshop for Managers

- This workshop was designed for owners or senior managers of aviation organizations with the responsibilities to assess risk and establish standards. It would be useful for accountable executives, as well as persons responsible for maintenance or for flight operations. It is based on the Quality Assurance Manager Occupational Standard, this workshop was presented in Toronto, August 24-25, where the student material and examination validated satisfactorily.



Projects Completed in 2010

Fatigue Risk Management System Implementation Workshop

- One of the goals of the SMS Project was to harmonize with Transport Canada's efforts in the implementation of the components and elements that comprise a Safety Management System. This was also a "missing" workshop from CCAA's Suite of SMS products, so the development of this workshop was timely and appropriate.

Designed in three modules:

- A two-hour intro that could be offered to potential corporate partners;
- A half-day workshop based on Transport Canada's developed material;
- And a full-day Train-the-Trainer program for companies that are large enough to require in house training capability.

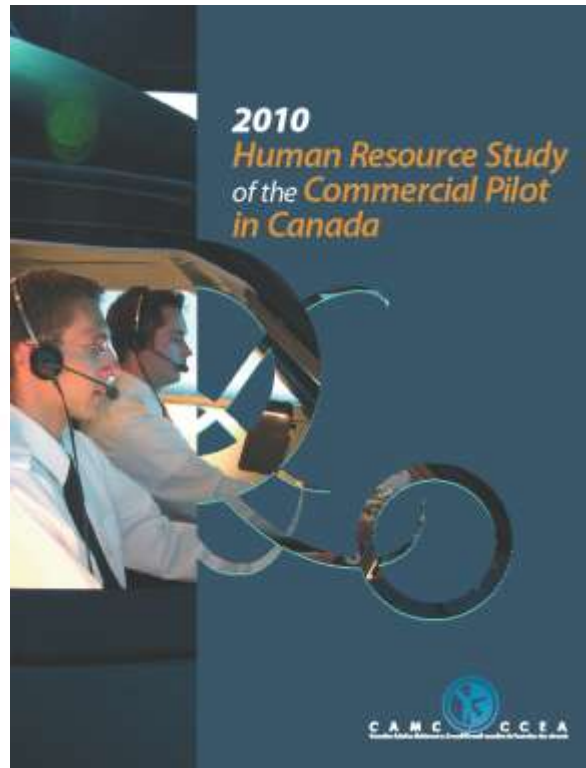
LESSON TITLE AND NUMBER		Fatigue Risk Management Module 1
Lesson Title and Number: Fatigue Risk Management Module 1	Date Prepared: July 30, 2010 Date last updated:	
Terminal Objective: Without reference or assistance the candidate will be able to define fatigue and list consequences of unmanaged fatigue		
Enabling Objectives: EO #1 Without reference or assistance the candidate will define fatigue EO #2 Without reference or assistance the candidate will explain why fatigue is an issue in today's work environment EO #3 Without reference or assistance the candidate will explain the potential consequences of not properly dealing with fatigue		
Total Training Time:	Theory: 35 min	Application: 0 min
Equipment and Aids: Screen Computer PowerPoint presentation	References: <ul style="list-style-type: none">• Fatigue in Aviation – Caldwell and Caldwell• TC Document TP 14573E April 2007• TC Document TP 14578E April 2007	


C A M C C C E A
Canadian Aviation Maintenance Council / Canadian Council of Aviation Instructors
This lesson plan prepared by Denis Avitton Consulting (DAC) Inc. for the
of the Canadian Aviation Maintenance Council.

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Completed Projects in 2010

Human Resource Study of the Commercial Pilot in Canada- Update Project — Background





Completed Projects in 2010 Human Resource Study of the Commercial Pilot in Canada — Update Project — Background cont'd

- In 2001, ATAC published the first Human Resource Study of the Commercial Pilot in Canada.
- In 2003 a follow-up study conducted by CCAA and ATAC was published. Among other things, it confirmed the original 42 findings, which included:
 - Industry requests for professional pilot occupational standards
 - Greater use of simulation in training
 - “Professionalization” of the Flight Instructor Occupation



Completed Projects in 2010 Human Resource Study of the Commercial Pilot in Canada — Update Project — Background cont'd

Executive committee:

- Mike Doiron, Moncton Flight College
- Bruce Dwyer, Algonquin College
- Jim Dow, Transport Canada
- James Morrison, Porter Airlines
- Mark Gallant, First Air
- Wayne Gouveia, Air Transport Association of Canada
- Dan Munroe, National Helicopters
- Fred Jones, Helicopter Association of Canada
- Dominic Totino, Seneca College



Completed Projects in 2010 Human Resource Study of the Commercial Pilot in Canada — Update Project — Cont'd

Key Findings:

1. The current National Occupational Classification (NOC) description for pilots (2271) is insufficient and does not adequately reflect today's pilot profession.
2. The commercial aviation sector experienced significant declines in both traffic and revenue in 2009, but is expected to rebound in 2010.
3. The industry is at risk of a shortage of fixed-wing pilots with the appropriate knowledge skills and competencies, if the industry recovers as predicted.
4. The current approach to marketing commercial pilot careers to youth is outdated.
5. The primary reasons for non-completion of training are; significant financial barriers, the expectation that salaries will be low, and the perception there will be few employment opportunities.
6. A number of operators continue to report skill gaps in key technical and non-technical areas.



Completed Projects in 2010 Human Resource Study of the Commercial Pilot in Canada — Update Project — Background cont'd

Key Findings cont'd:

7. Flight training units are not meeting some of the specialized training needs of the operators who hire their students.
8. Operators and flight training units agree that there should be a national training standard for flight training programs, and are interested in participating in its development.
9. More resources need to be dedicated to assist FTUs with creating an SMS curriculum.
10. A number of training initiatives are being explored and tested in the industry to ensure that pilots possess the knowledge, skills and attitudes required in today's industry.
11. The flight training industry should commit to a self-education program on the advantages and disadvantages associated with becoming an Approved Training Organization (ATO).



Completed Projects in 2010 Human Resource Study of the Commercial Pilot in Canada — Update Project — Background cont'd

Recommendations:

1. Research from this study underscores the continued need for an aviation national working body comprising industry stakeholders, including operators, training organizations, industry associations, and the regulator. One option would be to house this working body within the sector council (CCAA).
2. Develop national occupational standards for the various “specialties” within the occupation of commercial pilot, including flight instructor.
3. When setting the agenda for work on National Occupational Standards, make the identification and analysis of the tasks involved in flight instruction a priority. Completion of this work would allow the Seneca NSERC Research Project to initiate research on teaching efficiently in FTDs.
4. Enriched national training standards, exceeding regulatory guidelines, should be established. Required guidelines include those relevant to the specific flying environments, and tasks and skills for the different commercial pilot jobs.
5. Develop train-the-trainer resources and best practices information available to the training industry at minimal cost.



Completed Projects in 2010 Human Resource Study of the Commercial Pilot in Canada — Update Project — Background cont'd

Recommendations cont'd:

6. Increased SMS training should be incorporated into curricula in order to provide commercial operators with applicants trained in SMS.
7. Explore and share innovative private-sector financial support options for pilot training. This objective should form part of the agenda of the national working group/sector council.
8. Invest in follow-up efforts to determine the number of active flight instructors.
9. Explore mechanisms such as increased use of simulators as a substitute for air time; implement an accreditation system and mentoring program.
10. Identify the pros and cons for an individual FTU to become an Approved Training Organization (ATO).
11. Create structural relationships between flight schools and employers

- Commercial Pilot - Occupational Standards
- AMT Curriculum Update
- Transition and Student Workforce Issues
 - Transition of skilled personnel from other sectors (and within our sector)
 - Apprenticeship
 - Dual Credits
- Skilled Workforce for the Future II
- Career Focus IV



Active Projects Professional Pilot Occupational Standard Development Project

- The need and desire for Occupational Standards has been identified in three studies.
- The recent update project confirmed considerable interest from the aviation community.
- Project Duration: June 7, 2010 to June 30, 2011
- A contractor has been selected: Human Resources Systems Group.
- A work plan has been developed.
- Executive Committee has been established.
- Working Groups have been established.



Professional Pilot Occupational Standard Development Project-Executive Committee

- Wayne Gouveia, Air Transport Association of Canada
- Kevin Psutka, Canadian Owners and Pilots Association
- Mark Gallant, First Air
- David Coles, College of Professional Pilots
- Bruce Dwyer, Algonquin College
- Lynn McMullen, Seneca College
- Jacques Monast, Centre Quebecois de Formation Aeronautique (CQFA)
- Mike Doiron, Moncton Flight College
- Stephen Nourse, Northern Air Transport Association
- Bob Lamoureux, Alta Flights
- Janet Keim, Mitchinson Flying Services
- Fred Jones, Helicopter Association of Canada
- Al Ogilvie, Airline Pilots Association of Canada
- Judy Saxby
- Fran De Kock, Aerial Applicators Association
- David Griffith, Sunwest Aviation

Professional Pilot Occupational Standard Development Project

- The objective of this project is to produce and publish industry-developed National Occupational Standards, (and Logbooks) for the Professional Pilot Occupation.
- Development of an accepted definition of the skills, knowledge attitudes and competencies required for pilots to fly professionally in the various types of pilot occupations (e.g. fixed wing, helicopters, float plane, mountain flying, medevac, firefighting, etc.);
- The project will include small, medium and large air operators, flight training and air taxi operators, with input from the regulator.

Other outcomes of this project will likely include:

- Updated training programs and a curriculum;
- Increased use of simulators;
- Enhanced industry capability to advance and promote pilots based upon standards of training and experience; and
- Improved mobility of professional pilots among air operators and flight training companies across Canada.

What an Occupational Standard will provide:

Industry experts identify the experience and knowledge required to perform the various “jobs” a commercial pilot does, and a listing of needed skills to perform the occupation “professionally”





Development: April 2010 to January 2011

The working group and the executive committee, with the assistance of the consultant, will develop the occupational standard(s).

- Sept 28 - Executive Committee Meeting - Vancouver
- Sept 29 - Helicopter Focus Group Meeting- Vancouver

Working Group Meetings

- November 2 - Toronto
- November 23 - Montreal
- December 1 - Calgary
- December 3 - Winnipeg



Validation: February 2011 to March 2011

- The working group and executive committee will validate the draft occupation standard;
- The working group will likely meet five times in total;
- A series of internal meetings and SME's reviews will be conducted;
- A draft report will be circulated for comment from industry. A final report will be released at the CCAA Forum – Winnipeg - October, 2011.



Active Projects Aircraft Maintenance Technician Occupational Standard Upgrade

- Request for Proposals was posted August 10, 2010 and closed September 1, 2010
- Contractor selected: Mohawk College
- Executive Committee being formed
- Working group being formed
- Project completion planned for June 2011



Active Projects

Transition and Student Workforce

Project Duration: April 2010 – March 2012

Recent Activities

- CAW/CCAA survey was sent to all CAW-TCA Skilled Trades Area Sub-councils across Canada to complete and return to CCAA by the end of September.
- CCAA is partnering with the Transportation Career Development Association (TransCDA) and in turn will receive the results of its Survey for the BC Transportation Career Development Association. This survey is being administered to help determine how to best meet the training needs of BC's transportation industry and employers of transportation-related trades. It is being sent to all employers that may have apprentices and journeypersons in trades for which TransCDA has responsibility.
- Met with the Trades and Apprenticeship Division, Skills and Employment Branch, HRSDC. They are referring CCAA to a consultant with expertise in apprenticeship.
- Research is in progress for dual credit information.
- Reviewed the section of the CCAA/CADA Aviation and Aerospace Courses/Programs survey that asked colleges about dual credits and apprenticeship.



Active Projects

Transition and Student Workforce cont'd

Next Steps:

Transitions

- Evaluate returned surveys and compare laid-off workers skills sets to CCAA occupational standards.
- Formulate plan to work with laid-off workers in our sector as well as other sectors.

Dual Credits

- Continue to research Ministry of Education policies and current programs for each province.

Apprenticeship

- Meeting with Canadian Apprenticeship Forum on Sept 20.
- Meeting with Apprenticeship and Trade Qualifications Board in Manitoba regarding Avionics apprenticeship opportunity (date to be confirmed).
- Form executive committee .

Active Projects Career Focus

Project Duration: August 2009 – March 2012

- **2009 – 2010:** 30 participants, \$168,750 in subsidies
- **Status:** August 1, 2009 – March 31, 2010
 - Maximum enrollment capacity reached
- **2010 – 2011 Initial Funding:** 40 participants, \$450,000 in subsidies
- **Status:** April 1, 2010 – March 31, 2011
 - Maximum enrollment capacity reached May 15, 2010

Pending Proposals

- Human Resources Action Plan for Employers and Training Organizations
- Short Course Development
 - Maintenance Manager
 - Document Navigation/Air Regulations Introduction and Refresher
 - Aviation English
 - Audit Management
- New Occupational Standards
 - Remote Operations Aviation Worker
 - Transportation of Dangerous Goods Trainer
- 3D Learning Tool
- Composite Fabricator Curriculum Development



Thank You

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