

PEOPLE BEHIND THE CAHR DOOR



The team at CAHR is working in the best interest of the Canadian automotive manufacturing industry. To ensure we facilitate the human resources development needs of employers, the workforce, educators and government; we have a team of stakeholders that represent major segments of the industry.

The **CAHR Board of Directors** consists of: assemblers (OEMs), parts manufacturers, labour (CAW), education representatives (secondary and post-secondary including community college and university), aftermarket, as well as non-voting **government representation** from Human Resources and Skills Development Canada (HRSDC), Industry Canada, and the Ministry of Economic Development and Trade (MEDT) for Ontario. The Board of Directors addresses strategic issues and initiatives to ensure the objectives of the Council are met.

Staff carry out the day to day operations as directed by the Council's Board of Directors or Executive Committee.

Find out who we are at <http://www.cahr-crha.ca/www/site/about/directors.htm>.

NEW CAHR WEBSITE

CAHR is re-launching its website with a new design at the same address www.cahr-crha.ca. The new website has a more straightforward structure, user-friendly navigation and a simplified layout. We also added some new components to the site. Our ambition is to keep you more engaged by giving you the information you need. Our "What's new" section will keep you in touch with our latest initiatives. As our research activities progress the site will be updated with reports, tools, programs and solutions that will benefit all levels of the automotive manufacturing industry.

The redesigned website is an extension of the CAHR mandate "To be a national leader and supporter of key initiatives dealing with the current and future development of skilled human resources for the automotive industry."

We invite YOU to explore our new website!



GEAR UP

CAHR is revving into research mode by gathering pertinent research information on the automotive manufacturing industry. Our research initiatives are conducted under the banner,

Gear Up – Driving Canada's Automotive Human Resources. The research gathered will aid CAHR in developing practical tools and programs to support the rapidly evolving industry and businesses in driving productivity and innovation, through people, now and in the future.

www.cahr-crha.ca

SECTOR STUDY UPDATE

Many of you are probably wondering what stage we are at with CAHR's Canadian Automotive and Vehicle Manufacturing Sector Study. CAHR staff travelled all over Ontario and Québec to meet with different businesses in the automotive manufacturing industry and to get their feedback on how we can develop a skilled workforce ready to meet changing needs.

Once the study research findings have been compiled, we will be coordinating workshops with key stakeholders to review research findings and propose an action plan. You can expect to see a final report that can be applied to all levels of the industry, sometime in January-February 2008.

Details on the Sector Study can be viewed at <http://www.cahr-crha.ca/mini/site/gearup.htm>.

TRANSITIONAL SKILLS ASSESSEMENT (TSA) COMING YOUR WAY

The loss of thousands of auto manufacturing jobs in Canada is a serious problem that continues to affect our communities. CAHR is looking at how it can help re-engage and re-integrate laid-off auto manufacturing workers by scoping the skills and competencies that are required by a cross-section of employers for key occupations; and provide a reliable, credible career planning and labour mobility strategy in growth areas and sub-sectors of the industry.

CAHR is calling upon businesses, labour, educators and government to collaborate and address the current adjustment facing workers. Pilot regions for TSA comprise of Windsor, Essex, Kent; Elgin, Middlesex, Oxford; and Drummondville, Sherbrooke and Eastern Townships.

For more information on TSA visit us at <http://www.cahr-crha.ca/www/site/projects/index.htm>.

APPRENTICESHIP TRAINING ANALYSIS

Recognizing that a strong, local and skilled workforce is important for our sector and the economy, the Council had been organizing a series of focus groups with small - and medium-sized businesses to understand their perspective on apprenticeships. The goal was to support the development of a new apprenticeship strategy for our sector. However, it became clear as we worked to recruit participants that the timing was not right for a consultation on this issue.

We could never have anticipated when we began this project, for example, that our dollar would hit par with the American dollar. The economic effects of this have been significant and we appreciate that now is not the time to be discussing adding apprentices when so many firms are struggling with lay-offs and downsizing. Because of this, we have decided to cancel the focus groups. Our intent is to involve small- and medium-sized business in apprenticeship research at a later date. In the meantime, the Council will continue to develop programs designed to assist manufacturers in the sector with labour market issues.

Think a colleague would like *Automotive*? Pass it on! Also, let us know if you prefer to receive *Automotive* by mail.

For more information about CAHR and its role in the Canadian automotive manufacturing industry OR to subscribe or unsubscribe from our quarterly e-publication please email us at info@cahr-crha.ca.

The opinions and interpretations in this e-publication do not necessarily reflect the views of the Government of Canada or the Council for Automotive Human Resources.

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