

BREAKING NEWS:

CAHR has recently announced the launch of its “**Changing Gears: Skills Transition in the Canadian Automotive Industry**” report. This report provides a practical and pragmatic approach to workforce transition within the Canadian automotive assembly and parts manufacturing sectors - an approach which will retain and enhance existing skills within the sectors and channel them to employers who require them.

The Canadian automotive industry is undergoing rapid and significant strategic changes which are taking place within a very dynamic environment. North American vehicle manufacturers and their suppliers are feeling extreme competitive pressures most noticeably. Recent downsizing announcements by Ford, General Motors and Chrysler all have far reaching effects not only at the OEM level but throughout the entire automotive value chain.

The loss of jobs in the automotive sector is a serious issue that affects many individuals. Although the industry has always had high skill requirements, various recent changes have created a greater need for employees to be highly skilled. The Changing Gears: Skills Transition in the Canadian Automotive Industry report identifies a common set of skills that workers within the Canadian automotive manufacturing sector will need to secure employment and meet these new changes. With the recommendations from this project, CAHR will provide the tools and resources to provide access to skills enhancement to workers so they may move within the automotive industry. This initiative will build and strengthen the industry and assist in the long-term success for the future.

Download the Full Report at www.cahr-crha.ca/www/index.htm and go into the download centre.

COMING SOON TO OUR WEBSITE:

As a result of the findings in the **Changing Gears: Skills Transition in the Canadian Automotive Industry** report, a Joint Workplace Adjustment Committee Package/Tool Kit is being created to provide a common set of procedures for transition activity. This will be available to employers, employees and practitioners of small to large organizations. Check the website for more information.

MORE EXCITING NEWS:

CAHR has released its “**Competing Without a Net: The Future of the Canadian Automotive Industry**” report at the APMA Conference in April. The report is intended to be a forward looking document to assist the industry to create a common perspective of existing and emerging human resource issues; and to establish an approach to alleviate anticipated challenges while building on the strengths of the sector.

The report outlines the current and future environment within the Canadian automotive industry; describes the impacts of technology on human resource requirements; assesses the labour supply and demand and the formation of an automotive labour market including training requirements to ensure workers have the most current skill sets; and identifies human resources policies and practices and how they can maintain a talented, flexible and innovative workforce. The recommendations made in the report will assist CAHR in identifying the major human

resource obstacles facing the industry and the Canadian automotive sector to become a strong global competitor.

The report is a national human resource study that includes companies involved in automobile assembly, truck and bus assembly, parts manufacturing; and the tooling segments of the automotive industry.

Download the Full or Executive Summary reports at www.cahr-crha.ca/www/index.htm from the download centre or contact us at info@cahr-crha.ca.

WE NEED YOU!

Are you an owner/manager/employer who has a small or medium sized firm that employs 200 people or less? Then we would like to hear from you.

We are conducting a study on apprenticeship training to examine how the industry makes use of the apprenticeship system and how that system can best meet industry needs. If you qualify and would like to participate please contact Chris Boughton, R. A. Malatest & Associates Ltd. at 613-688-1847.

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.

Do you have a passion for the automotive industry? Do you care about the future of skilled workers? Do you want to see a workforce thrive? Then we need you!

We are always looking for industry stakeholders to become part of our team and join one of our committees. We need caring people to help us recommend and implement changes affecting the Human Resource side of the auto industry and make a difference to ensure the future of our workforce.

The time commitment is not substantial and you could make a difference. If you are interested we would love to hear from you! Please contact Pat Campbell at 416-621-2614 ext. 24. Check us out at our website at www.cahr-crha.ca.

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.

This e-publication is funded by the Government of Canada's Sector Council Program.

