

## CAHR BOARD OF DIRECTORS

The 4<sup>th</sup> Annual General Meeting of CAHR was held in Toronto on September 1<sup>st</sup>. Five Founding Board Members were recognized for their service to the Council. These industry leaders include Bob Chernecki (CAW), Bob Emptage (Association of Canadian Community Colleges), Gerry Fedchun (Automotive Parts Manufacturers' Association), Peter Frise (AUTO21), and Bob Magee (Woodbridge Group). Although the Council will miss the wisdom of our Founding Board Members, the leadership and vision of those who have just joined the Board will guide CAHR into the next phase of its growth.

New Board Members were elected; they include: Dr. Denis Gingras, Professor/AUTO21 Theme Coordinator, Université de Sherbrooke; Vince Guglielmo, Vice President, Automotive Parts Manufacturers' Association (APMA); Donna Hill, Vice President, People Development and Training, Cosma Interational Group; Cheryl Jensen, Vice President, Academic, Mohawk College; and William MacDonald, Director of Human Resources, Schukra of North America, Leggett and Platt Automotive Group. David Robertson, Director, Work Organization and Training, Canadian Auto Workers (CAW) rejoins the Board for a third-term.

## MESSAGE FROM THE CHAIR



Without question, the Canadian automotive industry is experiencing unprecedented challenge, and absent sound policy and strong collaboration, its various stakeholders will have an uncertain future. On one hand, because current struggles are largely a function of a depressed market, it might be reasonable to assume that manufacturing jobs will bounce back in lockstep with sales. If we look further into the future, we must also acknowledge that the increasing globalization of our industry could result in many of those jobs being created in countries other than Canada. Therefore, the survival and eventual revival of the Canadian automotive manufacturing industry is contingent on a flexible, productive, innovative workforce. Even though our highly-skilled workforce has been hit hard by the recent economic downturn, CAHR is uniquely positioned to assist them to succeed.

CAHR was established as a way to maintain Canada's competitive position in the world's auto industry. Auto manufacturing still accounts for 14 percent of Canada's manufacturing GDP. As a result, we need to strive toward ensuring we have the workforce we need to keep us on top.

Since CAHR was formally established in 2004, we have made meaningful strides in addressing the human resource issues facing our industry. In the Spring of 2008, we released our report, "Competing Without A Net: The Future of the Canadian Automotive Industry", which provided us with the hard data we needed on the HR issues facing the automotive sector. Working with our government partners to transform this information into responsive policies and programs is a priority. We have created a comprehensive strategy now known as "Leadership. Skills. Innovation." which clearly defines our direction for future success.

If you would like to learn more about CAHR and our activities, please feel free to browse our website. We hope it will provide you not only with important information about Canada's automotive manufacturing sector and its opportunities, but that it will also expand our communications with all of the Council's stakeholders.

## SETTING A NEW DIRECTION

With increasing global competitiveness and more complex value-added supply chain relationships, employers will place a far greater emphasis on the core and cross-functional competencies of their employees. CSA Standards ([www.csa.ca](http://www.csa.ca)) will be providing independent, third-party management of the development of National Functional Standards for the Canadian automotive manufacturing industry. A comprehensive description of this important project can be found on the CAHR website at <http://www.cahr-crha.ca/www/site/projects/skillsassessment.htm>.



CSA Standards requires the participation of highly qualified individuals dedicated to their profession to take part in a broad stakeholder consultation process. CAHR has retained Wellington Partners to engage qualified subject matter experts (SMEs) to participate in a survey that will assist in the identification of competencies for the future workforce of the Canadian automotive manufacturing industry. The survey will take less than 15 minutes of your time, but will begin the process of "setting a new direction" for future workplace learning and development.

Another key element of the National Functional Standards development process is to define the competencies and proficiency levels required by individuals to perform a specific function. This work will be carried out through working groups comprised of subject matter experts. Working group sessions will take place between December 2009 and June 2010. These working group sessions will offer an exceptional opportunity for professional development and to network with other experts in your field.

If you wish to share your knowledge, expertise and vision with the project team at CSA Standards, please contact Dan Brooks, Senior Partner, Wellington Partners at [danb@wellingtonpartners.com](mailto:danb@wellingtonpartners.com).

## PEOPLE BEHIND THE CAHR DOOR



The *Advanced Manufacturing's Specialty-Skilled Training Models* project proposes to identify and validate a specialty-skilled training model that can renew and revive recognizable apprenticeships among advanced manufacturing employers across the automotive industry.

Our *Outreach and Partnership* campaign seeks to connect with, listen to, engage, and partner with you and your organization.

**WE NEED YOU!** The time commitment is not substantial and you could make a difference. If you are interested in participating in either of these projects, please contact Nancy Moore at [nmoore@cahr-crha.ca](mailto:nmoore@cahr-crha.ca)

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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](mailto:info@cahr-crha.ca).

The opinions and interpretations in this e-publication do not necessarily reflect the views of the Government of Canada.

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