

CAHR'S LATEST PROJECT:

Advanced Manufacturing's Specialty-Skilled Training Models

Three workforce challenges were identified by industry stakeholders in previous CAHR research:

Responding to small and medium size firms' recruitment and training needs. Smaller firms generally have fewer resources to commit to training and education programs and/or new employee recruitment. Many small and mid-sized firms have no full-time human resource staff. Cross-employer skills training can help ensure, in a cost-effective way, that workers in smaller firms get the skills they need to compete in the global economy. (*Building a Sustainable Workforce: Apprenticeship in the Canadian Automotive Industry*: July 2008)

Assuring a pipeline of well trained skilled workers. Apprenticeship programs that have trained skilled workers in manufacturing have decreased dramatically in number and size during the past few years. Employers have been reluctant to invest in training workers whom they might not need in the future. This development has reduced the number of qualified workers able to replace the soon-to-be retiring skilled trades employees in manufacturing. The automotive sector urgently needs well trained skilled workers and good training programs, including revitalized and updated apprenticeship programs that provide industry-recognized, portable skill credentials. (*Competing Without a Net: The Future of the Canadian Automotive Industry*: April 2008)



Increasing competitiveness through incumbent workers' skills upgrading. The nature of work in the manufacturing sector is changing. Increasing use of both advanced technology and new work processes has added to the skill requirements of most manufacturing occupations. Consequently, employers seek affordable ways to finance training for incumbent workers, and workers need specialized training to help them retain employment within the sector. (*Changing Gears: Skills Transition in the Canadian Automotive Industry*: April 2008)

Given the difficulty individual companies have planning for future journeyman demands; the long lag between starting and completing apprenticeship training; the interdependent nature of automotive companies; and the importance of a highly skilled workforce to the attraction of investment, the concept of alternative approaches to workplace training for specialty-skilled workers warrant further consideration.

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.

WE NEED YOU! The time commitment is not substantial and you could make a difference. If you are interested in participating in this project, please contact Pat Campbell at pcampbell@cahr-crha.ca.

WEBSITE UPDATE:

There's no doubt about it—it's a tough time to be in business. Whether you own your company, hold a position in senior management or work in human resources, there is a lot of pressure on you to ensure that your organization makes it through the recession with the fewest battle scars possible. One of the key factors to your success will be how you handle the people who work for you. Check out the "HR Tools" section of our website for tools to help you manage these challenging times, including a paper on recommended approaches to ***Dealing with Downsizing: The Right Way to Manage your Workforce.***

Remember, the recession will end eventually, but what you do between now and then could have a direct impact on whether your business thrives – or nosedives. When the recession is finally over and business starts to return to normal, make sure that you and your employees are ready.

PEOPLE BEHIND THE CAHR DOOR:



CAHR leads cross-stakeholder collaboration to meet industry demands by promoting leadership, skills and innovation. New technology, new products, environmentally sound production practices and the development of 'green' automotive alternatives are the future of the worldwide auto industry. Business, labour, educators and governments all have an interest in a strategy to build a globally competitive work force that is capable of leading these changes.

The team at CAHR wishes to facilitate necessary dialogue and collaboration across supply chains to drive innovative industry change and advocate for much-needed restructuring and retraining efforts.

CAHR will commence an Outreach and Partnership campaign this fall. Tracy Bruce will pilot our efforts to connect with, listen to, engage, and partner with you and your organization. If you wish to contact her directly, Tracy can be reached at tbruce@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.

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