

## CAHR UPDATE:

The weather is finally showing signs of warmth and the economy – well, hope springs eternal. Many companies are letting employees go or closing their doors for good. And some of these companies have been in business for many years. Who would have thought of the possibility of General Motors going out of business? Many workers who have spent most of their careers in one job are now faced with the “now what do I do” question.

There is help for companies and employees experiencing a transition in these troubled times. Recommendations made in our ***Changing Gears: Skills Transition in the Canadian Automotive Industry*** report have resulted in the creation of our Workplace Adjustment Tool Kit. This tool kit consists of 4 modules: Decision Makers, Displaced Workers, Adjustment Committee and Action Centre Team. Each module is packed with useful information to guide these constituent groups through the many questions that arise and to help them make the appropriate decisions to assist workers with the transition process and to find new jobs. These tool kit modules can be obtained from the download centre on our website.

## CAHR'S LATEST PROJECT:

Phase II of the ***Changing Gears: Skills Transition in the Canadian Automotive Industry*** project has started. The primary objective of this project is to provide tools and resources to enable workers (current, future and displaced) in the automotive manufacturing industry to adapt to changes in their work environment and to continually upgrade their knowledge and skills on a path of life-long learning.

This project is much more than a one-time snapshot. It is a long-term and comprehensive solution to resolving stakeholders' human resource planning needs. It will require the support of employers and workers from every segment of the industry.

If you want to be part of this project, please contact Nancy Moore at [nmoore@cahr-crha.ca](mailto:nmoore@cahr-crha.ca).

## APPRENTICESHIP – HAVE YOU THOUGHT ABOUT IT?

The automotive industry, like others in the manufacturing sector, is facing challenging economic conditions. Given everything they're dealing with, employers may not be giving much thought to the question of apprenticeship training. Yet, one out of every four automotive SMEs is experiencing some form of skills shortage—and, according to CAHR research, one in three expects to do so in the near future. With many workers set to retire over the next decade and technology rapidly evolving, the sector is going to need an infusion of human capital. Apprenticeship is the key to meeting those long-term human resource needs.

The Council for Automotive Human Resources (CAHR) launched the ***Apprenticeship Training Analysis*** project to study apprenticeship training in the automotive manufacturing industry, focusing on small- and medium-sized enterprises.

For full details on the research findings and recommendations, please go to the download centre on our website.

## APPRENTICESHIP – DID YOU KNOW?

Did you know that there are government tax credits for companies that hire and train apprentices?

The Ontario Apprenticeship Training Tax Credit is a refundable tax credit that applies to eligible expenditures in hiring qualified apprentices in eligible skilled trades. For more information on this tax credit please visit: [www.rev.gov.on.ca/english/bulletins/ct/3020.html](http://www.rev.gov.on.ca/english/bulletins/ct/3020.html).

The Federal Government's Apprenticeship Job Creation Tax Credit program allows companies to claim up to 10% or \$2,000 of an eligible apprentice's salary and wages payable for their first 24 months of an apprenticeship. For more information on this program please visit: <http://www.cra-arc.gc.ca/whtsnw/pprntcshp-eng.html>.

## 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](http://www.cahr-crha.ca).

## ONE MORE THOUGHT...

We all know these are troubled times – the economy is tumultuous, companies are struggling to open their doors for another day and people are losing their jobs and don't know where to turn. We know it's not easy and we can help. We have a lot of resources to assist people in these difficult times. So call and talk to us. Let's work together to continue to build a stronger automotive industry workforce!

## 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.

**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](mailto: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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