



CCAA National Labour Strategy Day III
Diversity –
Increasing the Participation of Women

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Ottawa, Ontario
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Diversity – Increasing the Participation of Women Overview

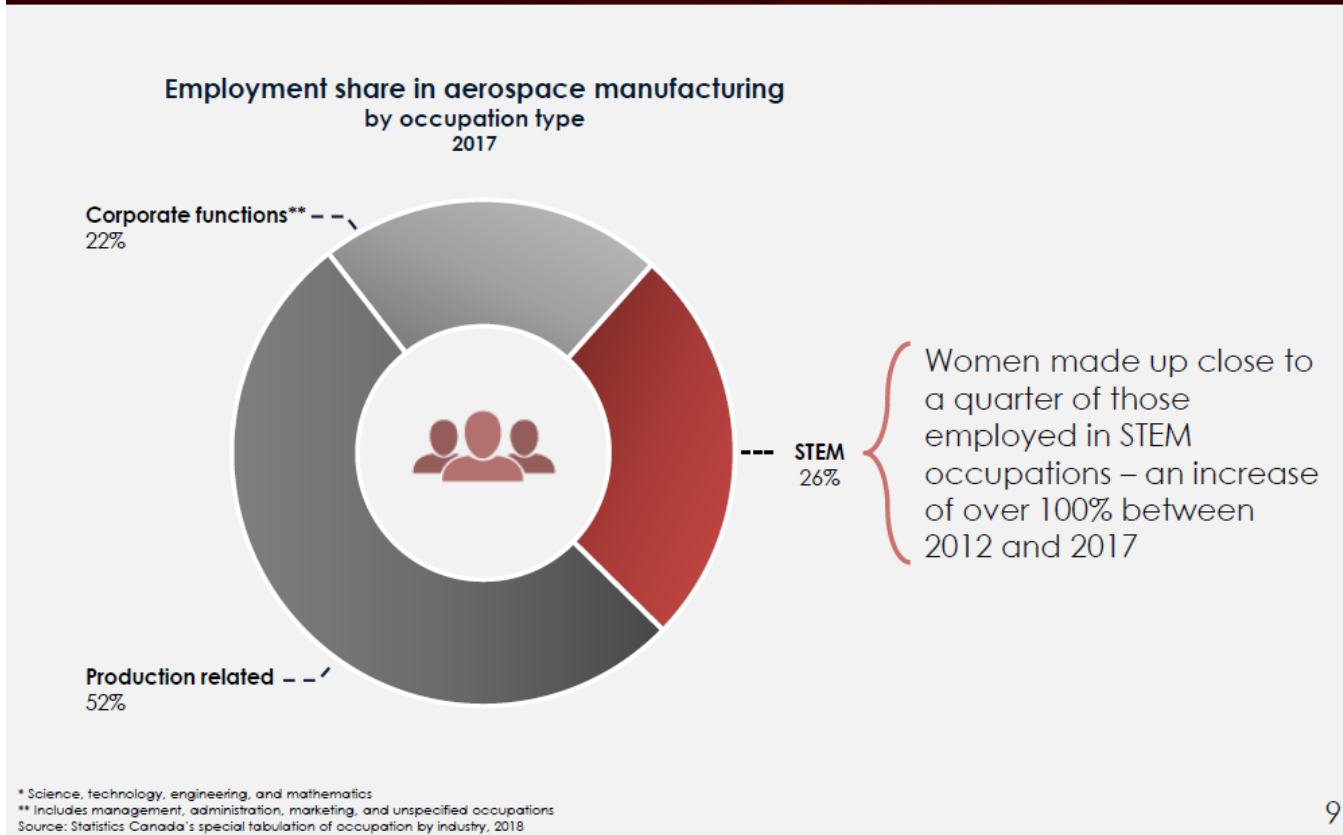
1. Awareness Evolution
 2. Activities & Initiatives
 3. Engagement, Momentum, Opportunities
 4. Keys to Success, Metrics
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Diversity – Awareness Evolution

- 2001: Canadian Aerospace Labour Market Study (CALMS), shows that the aircraft / systems / equipment / components design and manufacturing segment has approximately 61,400 employees and about 480 companies. The MRO segment employs approximately 18,000 people in approximately 120 companies
 - 2004: 72,000 Direct Employees across 520 firms, based on the 2004 AIAC Survey of member firms
 - 2008: Canadian Aerospace Human Resources Strategy – collaboration with CCAA (CAMC) and Canadian Aerospace Association Human Resources Alliance (CAAHRA) Key Findings:
 - Enhancement (Cultivating skills in existing employees);
 - Transition (Attracting Qualified workers from other sectors including non traditional such as Women and Indigenous)
 - Entry (New Entrants – Youth Women, Indigenous, Immigrants)
 - 2009: 78,965 Direct Employees – Deloitte; AIAC Phase 1 Profile of Aerospace Industry Report
 - 2018: 85,600 Direct Employees - AIAC State of Canada's Aerospace Industry Report
 - Sample of Canadian Organizations:
 - Women in Aerospace Canada (WIA)
 - Canadian Women in Aviation (CWIA)
 - NINETY-NINES® INTERNATIONAL ORGANIZATION OF WOMEN PILOTS®
 - Women in Defence (WiD)
 - Elevate Aviation
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Diversity - Women in STEM Occupations

Share of STEM* employment in aerospace manufacturing was almost 3X the manufacturing average



Source: State of Canada's Aerospace Industry 2018 Report, prepared by Innovation, Science and Economic Development Canada (ISED) and AIAC

Diversity – Gender Distribution

GENDER DISTRIBUTION

69.8% of the Aviation and Aerospace industry's workforce is composed of male workers.






This percentage is 48.8% for the total Canadian workforce.

Gender	% Share In the Aviation and Aerospace Industry	% Share In Total Workforce
Male	69.8%	48.8%
Female	30.2%	51.2%

Source: Statistics Canada, National Household Survey, 2011.

Source: CCAA Labour Market Information Report 2018

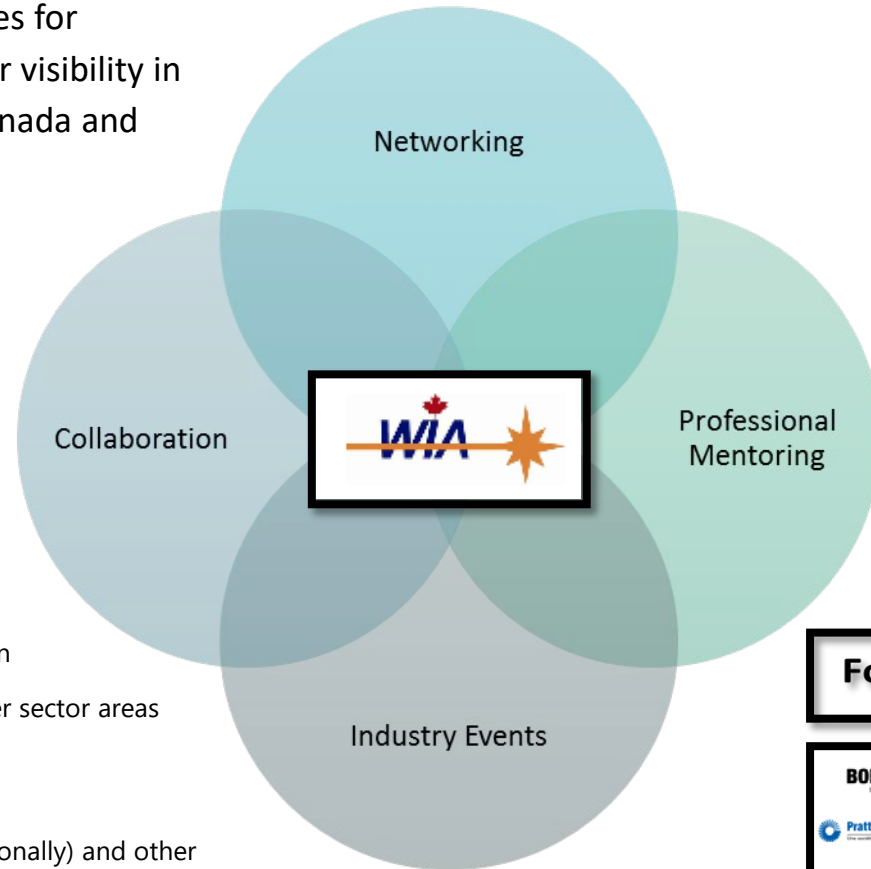
Aon Health & Benefits – Technology Sector Demographics

The 2020 Workforce	Traditionalists	Boomers	GenX	Millennials	Centennials
	1930-1945	1946-1964	1965-1978	1979-1996	1997-
					
Pay	Loyalty to Organization	Internal Competitiveness	Independent Contractors	Cash in Hand vs. Long-term Rewards	Tailored to Me
Benefits	Embrace Defined Benefit Retirement Plans	Employment Decisions Based on Benefits	Self-Reliance Flexible Benefit Options	Creative Benefits + Time Off Relevant + Portable	Create my Own Benefit Package
Rewards	Satisfaction of a job well done	Money, Title Recognition	Freedom	Meaningful Work	Divergent Experiences
Values	<ul style="list-style-type: none"> Conformity Stability Security 	<ul style="list-style-type: none"> Personal/Social Expression Idealism Health/Wellness 	<ul style="list-style-type: none"> Independence Street Smart Cynicism 	<ul style="list-style-type: none"> Collaboration Diversity Innovation 	<ul style="list-style-type: none"> Resilience + Grit Practical Intelligence Privacy

SOURCE: AON RISK SOLUTION 2018

Diversity – Activities & Initiatives

WIA Canada (WIA) is dedicated to expanding women’s opportunities for leadership and professional development as well as increasing their visibility in the aerospace community by creating a professional network in Canada and across the globe



- Identify, foster and promote the interests and professional development of women
- Be a networking platform for women and men in the aerospace industry and other sector areas related to aerospace
- Advance aerospace education for women in schools, colleges, and universities
- Develop alliances with aerospace associations (provincially, federally and internationally) and other relevant associations across Canada and globally



Diversity – Activities & Initiatives



OAC Scholarships for Aerospace Studies

OAC offers four scholarships annually in each Academic Year for High school students in their final year who are entering an aerospace studies program at an accredited Ontario college or university or students currently enrolled in an aerospace studies program at a post-secondary institution (college or university) in Ontario.

The value of each scholarship is \$2,000.00 Canadian

Open to all – 3

Women in Aerospace Canada Scholarship - 1

OAC Scholarship Review Committee reviews applications. Scholarships are presented at OAC's Annual Golf Tournament. Funds for this initiative are generated from the annual OAC Golf Tournament, enabling OAC to provide scholarships to the next generation of aerospace workforce

OAC Training Programs

The Aerospace Assemblers program enables companies to provide Industry expertise and experience to guide and shape the curriculum and practicum of this OAC-OMLC industry-led, industry-defined training program. This program is funded in part by the Ontario Government, Youth Skills Connections Program to assist young people 18-29 who are unemployed and underemployed from all diverse groups, to find good jobs that lead to enduring, successful careers. Training includes classroom training by industry experts followed by hands-on shop floor training within the participating companies.

Programs:

Structural Assembler; Mechanical/Hydraulic Assembler; Electric/Electronic Assembler; Sealer

Phase 1 2015 – 2017 173

Phase 2 2018 150

Seeing increased number of female trainees 3- 5 per Cohort of 12



Diversity Keys to Success, Metrics

Keys to Success:

1. Communication /Access
2. Collaboration
3. Use of Technology / Experiential Learning
4. Celebration / Recognition
5. Support Resources / Currency

Metrics:

1. # Linkages & strategic alliances made between stakeholders: Industry, Academia, Government, Organization
 2. # Outreaches made to New Entrants to Aviation – Women, Indigenous, Immigrants, Youth
 3. # New Hires
 4. # Trained / Certified / Accredited Workforce
 5. # Upskilled
 6. # Recognized for excellence
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- Thank you for your time and care
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