

# **Council for Automotive Human Resources: CAPC Human Resources Working Group Activity Update**



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Since the last meeting of CAPC, the Council for Automotive Human Resources (CAHR), has continued to address human resources, workforce development and training issues, critical to the industry.

As before, CAHR conducts its activities through a collaborative interaction among OEMs, Parts Manufacturers, the CAW, Educators and the Governments of Canada, Ontario and Quebec.

The Council, over the past two years has completed a number of highly regarded projects and has become recognized as the leading HR and training organization engaged in the automotive manufacturing sector.

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## Major Projects (Completed):

### **Competing Without a Net:** Canadian Automotive and Vehicle Manufacturing Sector Study - Winter 2008

- To develop an effective human resource strategy to ensure the future growth, strength and competitiveness of the sector, CAHR has conducted the Canadian Automotive and Vehicle Manufacturing Sector Study. The comprehensive study accounts for regional and industry-specific distinctions and addresses:
- **Labour Demand and Supply** - focuses on industry jobs, changing job skills and the development of an "available skills" job inventory;
- **Labour Supply and the Automotive Labour Market** - examines how human resource and training strategies can attract new workers and keep existing workers motivated;
- **Human Resource Policies** - determines ways in which human resource policies can help the sector grow through increased vehicle production, shipments and number of jobs.

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## **Changing Gears: Skills Transition in the Canadian Automotive Industry – Spring 2008**

- The primary objective of this project was to identify 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 continuously upgrade their knowledge and skills on a path of life-long learning. This project was 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.
- In the initial phase of the transitional skills project, those directly involved in transition (employees, employers and practitioners) provided insights into transition barriers, notable practices and recommendations.

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Major Projects (Underway):

**National Functional Standards** - to be completed in 2011

- In the current phase, the Council for Automotive Human Resources (CAHR) intends to begin work on the development of National Functional Standards to describe the minimum competencies (skills, knowledge and attributes) necessary to work within all streams of the industry. These include (but are not limited to) finance, human resources, information systems, maintenance, production, materials planning and logistics, quality control, product and process development and sales.
- CAHR will be seeking to engage the participation of assemblers, parts suppliers, tooling manufacturers and employees from across all of the above noted streams in the development and validation of the National Functional Standards.

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## **Advanced Manufacturing Specialty-Skilled Training Models – to be completed 2010**

- Given the difficulty individual companies have planning for future journey person 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 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. The model is intended to:
  - Revitalize recognizable apprenticeships through specialty-skilled training programs;
  - Assure a pipeline of specialty-skilled workers; and
  - Increase competitiveness through incumbent workers’ skills upgrading.

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Beside the major projects, CAHR has numerous smaller projects and programs that are intended to engage SMEs in the industry, provide current statistical data analysis and other pertinent industry related workforce development information.

CAHR is engaged in activities with like-minded organizations in Canada and the U.S., including:

- Auto21; Center for Automotive Research; TASC Manufacturing Caucus; Great Lakes Manufacturing Council, and others.

## **Special Request**

CAHR was recently approached by HRSDC and Industry Canada to consider a research project focusing on the competitiveness of the Canadian Automotive Industry. Their specific focus was on CAHR building a scenario based on the importance of a highly skilled workforce as a determinant of investment. We believe that this is just one of the many factors, and would like to propose that CAPC provide some input to this project as it moves forward.