



CAPC
Human Resources Development Working Group
May 2005

Initiative	Action Plan Item	Owner	Timing	Status
Council for Automotive Human Resources	1. Conclude Situational Analysis 2. Develop and submit Projects (5) for HRSDC funding 3. Initiate Strategic Planning 4. Conduct Apprenticeship and Workplace Training Analysis 5. Initiate and implement Marketing and Communications Plan	AUTO FED	ST	
Review of Training	Study of Ontario College System: • "Supply Side" analysis Apprenticeship: • Auto industry survey	AUTO FED OTHER	ST	



Addressed – implementation underway and on time.



Plans, commitments and timelines not clear – attention needed



Immediate attention




FED – Federal Government
 PROV – Provincial Government
 AUTO – Auto Industry
 OTHER – Affiliated Organizations

ST – Short Term
 MT – Medium Term
 LT – Long Term

CAHR

- Situational Analysis (“high altitude view” research) concluded.
 - Need additional research to gain current data and address identified issues
 - Projects under development are for that purpose.
- Five projects (funded by HRSDC):
 - Apprenticeship and Workplace Training Analysis (ongoing)
 - Automotive Manufacturing Sector Study (start summer 2005)
 - Education Demand Study (start fall 2005)
 - Automotive Manufacturing Career Awareness (start fall 2005)
 - Assessment of Current Workplace Training Strategies (fall 2005)
- CAHR is completing its Strategic Planning process. Three planning sessions for the Board will culminate in the completed strategic plan by the fall of 2005.
- Develop and implement CAHR’s branding through a focused marketing and communications plan (ongoing – to be concluded summer 2005)
- Supply Side analysis of Ontario College programming related to automotive manufacturing completed. Results have been distributed to interested parties. Update of results and posting on-line to take place by fall 2005.
- Three corresponding research projects regarding apprenticeship in the industry are being compiled and will be available by fall 2005.

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Training Initiatives	<ul style="list-style-type: none"> University of Windsor – Engineering Strategic Skills Initiative (SSI) proposal Georgian College CAPE SSI proposal 	AUTO PROV OTHER	ST	
Training Initiatives	<ul style="list-style-type: none"> College Consortium – Automotive Certificate proposal Short and Medium Term Training proposal – Automotive Training 	AUTO PROV OTHER	ST	
Federal Initiatives	<ul style="list-style-type: none"> Meeting with Special Advisor on Apprenticeship – D. Haggard 	AUTO FED	ST	



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SSI projects

- Members of CAPC HRDWG were directly involved in the preparation and presentation of these projects.
- SSI no longer exists, but will emerge in another format most likely later this year.
- CAHR has been involved in discussions with the Ministry on these issues.
- The Consortium and the Training proposal were placed on indefinite “hold” as the funding is no longer available. Will be revisited if provincial funding becomes available.
- A number of CAHR Directors have met with Dave Haggard, the federally appointed “Special Advisor on Apprenticeship”, to discuss apprenticeship issues in the automotive manufacturing industry.

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Initiative	Action Plan Item	Owner	Timing	Status
Consulting with Ministry of Education / MTCU	Address industry issues: <ul style="list-style-type: none"> • TERI Funding (\$90 million for tech program renewal) • Gift-in-Kind pilot project ("Robots for Schools") • Apprenticeship Tax Credit • Meeting with Bob Rae • Meeting with Deputy Minister Levin 	AUTO PROV	ST	
Immigration	Foreign Credetial Recognition <ul style="list-style-type: none"> • Research requirements • Develop project 	AUTO FED PROV	MT	



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- CAHR constituents, led by the CAW and APMA were engaged in a lobbying campaign to reinstate the TERI funding. The process was successful as the Ministry re- committed to the funding. A formal announcement is still pending.
- As a result of the above success, the “Robots for Schools” pilot project is being reactivated with the TDSB and Western Collegiate.
- Members of CAHR have been involved in the Apprenticeship Tax Credit consultations with MTCU.
- The Executive Director of CAHR is member of the judging panel for the Minister’s “Apprenticeship Employers Recognition and Awards” at MTCU.
- Members of CAHR met with Bob Rae to follow-up on his Post Secondary Review. It was a positive meeting with a number of good ideas shared. CAHR is following-up on the discussions.
- A meeting is being scheduled with Dr. Ben Levin, Deputy Minister, Education, to introduce him to the issues CAHR and CAPC are pursuing relative to education.

- The CAHR Board of Directors has agreed that Temporary Foreign Worker Agreement discussions will continue to be led by APMA.
- CAHR will look into Foreign Credential Recognition issues in the industry, and if appropriate develop a project to address these issues. Funding would be sourced from HRSDC.

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Initiative	Action Plan Item	Owner	Timing	Status
Cooperative Projects	Collaborate with other organizations: <ul style="list-style-type: none"> • Alberta Apprenticeship System • Skills Canada / Canadian Apprenticeship Forum • CARS Council and other Sector Councils • Professional Organizations • Colleges and Universities 	AUTO OTHER	ST MT	
Long-term Projects	As per CAPC HRDWG "Strategies and Action Items" document that was distributed previously.	AUTO FED PROV OTHER	LT	



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- Currently, the Alberta apprenticeship system is the most successful in Canada. The CAHR Board is meeting with the Apprenticeship Director, Alberta Advanced Learning to discuss issues and practices.
- CAHR continues to work collaboratively with Skills Canada, CAF, OCC, and other organizations interested in promoting and addressing issues related to the labour market, skills development and training.
- CAHR also works closely with the CARS Council, CAMC and other members of TASC in its ongoing projects.
- CAHR has also developed networks that include professional and trades organizations, industry associations and other groups that have similar interests.
- As noted previously, CAHR works closely with all levels of the educational system in an attempt to collectively address issues related to the industry and CAHR's mandate. Representatives of the elementary and secondary, colleges and universities have a seat on the CAHR Board.
- CAHR is carrying on with the long term objectives that were identified by CAPC HRDWG and noted in previous reports. Many of these objectives have a lengthy horizon of activity and will be reported on as they reaching conclusion.