

Aerospace conference: growth, training, and employment opportunities

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Ken Lecky, Training & Development Manager, and Terri Anderson, Learning & Development Specialist, StandardAero.

StandardAero is the largest aerospace company on PEI and operates out of Slemon Park, employing just under 500 full-time positions. The PEI location supports the training needs of an additional 225 employees at eight StandardAero locations around the world.

"Training employees allows their voices to be heard, their competency to go up, and it gives them the tools to succeed," says **Ken Lecky**.

"It also leads to good succession planning so that roles can be filled in the future. Personal development, cross-training, and continuous improvement are vitally important to build capacity and move forward.

"In 2012, our Continuous Improvement Director formed a team with complimenting skillsets.

"Members from Training, Quality, Engineering and CI were assembled to develop and take on larger projects.

"We were personally developed and with a Lean methodology, we were doing very specific training and became subject matter experts on a number of processes and tools.

"That same year we also launched an electronic database to house technical records and then added the training requirements for employees in both technical and support areas.

"We empowered our senior employees as mentors, to sign off on the capabilities of our staff, which can be easily generated into a report, so gaps are identified and succession plans are created.

"In 2013 we formed a training committee comprising of Senior Management and discussed the training needs of departments, and strategic direction of the training program for the business," says **Terri Anderson**. "This put focus on professional development and leadership skills.

"We coached and mentored some employees as Training Associates," says Ken. "These employees deliver internal training that matches their skillsets and they are the "go to" people to learn from.

"About 60 percent of our employees are capable to work on all three different engine lines. The others will get there eventually," says Ken.

"We are improving at getting the right people the right training at the right time by building a training plan for each employee and filling it through mentorship, classroom sessions, lunch talks, external courses, and case studies, and more.

"As a result, workforce flexibility has improved. If you need to make efficiencies, start by looking within your own system first and eliminate waste to gain capacity for more work. You can build a flexible workforce and a stronger team through mentorship.

PEI is now the turboprop airline and fleet centre of excellence and has absorbed the PW100 and PT6A engine lines from the Winnipeg shop to allow them to take on additional business.

For more information about **StandardAero**, visit www.standardaero.com/AboutUs/ContactUs/FacilityLocations/SummersidePE.aspx

For more information about the **PEI Aerospace and Defence industry**, contact **Allan Campbell**, Provincial Director PEI, **Atlantic Canada Aerospace & Defence Association**, at 902-314-3946 or email allan@ac-ada.ca

"This news meant we needed to grow again - our hiring strategy and onboarding had to change to align with the new demand. As a result we've added 60 new hires since then.

"With the cooperation of Slemon Park and Tronos Jet, we were able to expand our shop seamlessly by 50,000 additional square feet.

"That growth came with challenges, and we experienced some natural attrition of an aging workforce. We have a good partnership with the Holland College Aircraft Turbine Technician program, and they produce quality students.

"Historically, we would hire six to eight graduates per year from the program, which was not enough to fill our needs this time.

"We redeveloped our training program so that we could attract "non-aerospace" new hires and give them the fundamentals to be successful in our industry. It has worked out well for us."

Building the capacity of the film and TV industry on PEI

by Stacy Dunn

FilmPEI is a PEI film-focused cultural hub offering space, equipment and resources to local and visiting filmmakers and productions. Presently, three staff members offer support and encouragement to filmmakers at all levels to inspire excellence in film, video, and new media projects.

The **Film 4Ward** program is administered by FilmPEI and is a funding source incubator for film production and skill capacity building for both emerging and mid-career filmmakers. **Renee Laprise**, FilmPEI Executive Director, says this funding lifts producers and directors to the next level of their creative careers.

A highlight of the 2019 Charlottetown Film Festival being held October 25 to 27 will be the opening night's showcase of four short films that were supported through Film 4Ward.

"We are extremely excited to share the Film 4Ward films with the world," says Renee. "All the teams delivered films of high production value and quality storytelling."

The first group of short films supported through Film 4Ward

Hot or Not - Ryan McCarvill, Director, and Matt Sherman, Producer

SunnySide - Jenna MacMillan, Director, and Bryde MacLean, Producer

Solastalgia - Millefiore Clarkes, Director, and Emma Fugate, Producer

Furball - Jason Rogerson, Director, and Harmony Wagner, Producer

Furball is about a self-centered cat who doesn't like that his owner Norman is giving him less attention when the possibility of a new relationship enters Norman's life. The short film comedy premiered at FIN Atlantic International Film Festival in Halifax on September 15. In November, *Furball* will have its American premiere at the Cat Film Festival in New York City.

"Festivals are a great place to showcase what PEI filmmakers can do and to network with others," says writer and director **Jason Rogerson**. "It can be challenging to break out of a region, so it's great the Cat Film Festival has a touring program which will feature *Furball* in over 50 cities all over Canada and United States in 2020. It's exciting and gratifying. Everyone did a terrific job."

Jason got his start in the film and TV industry on PEI 20 years ago. He started with creating videos for stage productions, including *Sketch-22*, and worked at Moses Media in Charlottetown doing TV commercials, training videos, and other corporate work.

He co-owns Periscope Pictures with Harmony Wagner, doing both creative and corporate work. In 2015, they produced *Kooperman*, Periscope's first feature film, which received funding from Telefilm Canada.

"From pre-production to filming and post-production, up to 80 cast and crew worked on that movie. We were able to pay them a fair wage, which felt good."

Mentorship

One of the mandates of Film 4Ward is to mentor crew members. This support is crucial to help filmmakers up their game.



Jason Rogerson graduated with a Bachelor of Fine Arts in Film and Video at York University in Toronto and has been in the film and TV industry for over x20 years. The Film 4Ward xprogram gave him and producer Harmony Wagner the support they needed for their latest production.

"Mentorship is a great way to support people in this industry so they can further develop their craft," says Jason. "I enjoy mentoring others in the film and TV industry. Training Islanders in key positions is a win-win."

Applying to the Film 4Ward program

Film4Ward 2019/2020 is currently seeking submissions. Deadline to apply is November 18, 2019.

Visit www.filmpei.com/programs/film-4ward-program for submission guidelines and the application form.

For details about the first four short films funded through the Film 4Ward program, visit www.filmpei.com/film-4ward-films-debut-at-fin-2019

For more information on **FilmPEI**, visit www.filmpei.com

Follow them on Facebook and Twitter.