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[Home](#) |
[Innovation](#)
[Projects](#) | [Project](#)

Aiming higher: Micro- credential training in aviation and aerospace

The Canadian Council for Aviation & Aerospace (CCAA) is leading a consortium of employers to develop and pilot an innovative, national micro-credentialing training system to address the sector-wide need for skilled workers and help drive industry recovery

Partners

Canadian Council for Aviation & Aerospace

Participants People from rural, remote, and northern communities

Locations

British Columbia, Nova Scotia, Ontario

Additional Partners

KF Aerospace, Jazz Aviation, Waterloo Aviation Research Cluster (WARC) at University of Waterloo, MHI Canada Aerospace, Nova Scotia Community College

Topics

Career Services
Microcredentials
Pathways to Jobs
Sectors
Work-integrated Learning

Related Tags

labour market and skills information,
shock-proofing,
skills development,
training, upskilling

and
regrowth.

Canada's aviation and aerospace sector was hit hard by the pandemic, and with recovery on the horizon, the industry is working to re-align costs with the reality of reduced operating revenues. This means becoming more efficient and adaptive. One way is to multi-skill employees to make it easier for them to work in new areas and better able to adapt to rapidly evolving new technologies.

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in
remote
regions.

Future Skills Centre is investing \$1,535,595 in this 2-year project. Micro-credentialing is an effective way to train staff in a range of specific skills and facilitate training

This industry-recognized training will support the movement of multi-skilled workers between roles in aviation and aerospace such as manufacturings, maintenance repair and overhaul companies and airlines and between similar skilled industries such as automotive, electrified transportation systems, and advanced manufacturing, to name a few.

The CCAA's system is unique for aviation and aerospace in that it's based on competencies rather than instructional hours and leverages emerging technologies to deliver the skills training sought by industry.

This initiative will pilot 150 learning units with a variety of companies across Canada. Outcomes include identification of:

- Skills lost due to COVID-prompted career changes and workers retiring

- Skills needed to meet the immediate operational priorities of employers

- Best practices in delivery of micro-credentials across a range of workplace environments.

Targeted
upskilling
will
increase
employability
and
worker
mobility
across
Canada
and
compensate
for
the
absence
of
traditional
modes
of
training
in
all
regions
–
urban,
rural
and
remote
–
and
will
facilitate
training
for
remote
workers
and
underrepresented
groups
by
reducing
barriers
to
entry.

The CCAA manages the industry's national occupational standards and certification system. This initiative is based on these standards and will support cross-functional career progression and modernized training. Micro-credentials will consist of both academic content and structured in-company learning, leading to industry recognized qualifications. The CCAA will develop short, focused, immersive theoretical training that can be placed in the flow-of-work within a company,

marrying
theory
and
practice.

Evaluation Strategy

This project is evaluated using tools and approaches aligned with its goals, context, and stage of development. The evaluation focuses on generating the right evidence at the right moment to move the intervention forward. [Read more about our evaluation strategy.](#)



The Future Skills Centre acknowledges that the Anishinaabe, Mississaugas and Haudenosaunee share a special relationship to the 'Dish With One Spoon Territory,' where our office is located, bound to share and protect the land. As a pan-Canadian initiative, FSC operates on the traditional territory of many Indigenous nations across Turtle Island, the name given to the North American continent by some Indigenous peoples. We are grateful for the opportunity to work in this territory and commit ourselves to learning about our shared history and doing our part towards reconciliation.

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