



Resolution Number 2019-1

Northern Aviation Human Resource Development Plan

Background

On October 2, 2018 at the Transport Canada Civil Aviation Labour Shortages Forum that was held in Ottawa, The Minister of Transport addressed the challenge of attracting the next generation of aviation workers, especially non-traditional workforce groups such as females, indigenous and other under represented visible minorities.

This was followed up on December 12, 2018 in Canada Gazette Part II, Vol. 152, No. 25- Page 4694, "Transport Canada also intends to develop a government backed pilot training program, with a focus on groups currently under-represented in Canadian aviation, such as women, Indigenous peoples and those living in northern communities, to enlarge the pool of new pilots and boost local economic development.

In April 2019, the Standing Committee on Transport, Infrastructure and Communities published its report "Supporting Canada's Flight Schools" that identified labour and skill gaps in northern Canada with recommendations regarding vocational skills funding support that NATA supports

Northern operators have always faced unique challenges that are very different than what is experienced in southern Canadian aviation. The attraction, recruitment and retention of adequate flight crew including maintenance personnel has been an ongoing challenge.

Whereas a national shortage of experienced flight crew has been identified which is also an issue for northern and remote operators;

Whereas there is also a demand in northern and remote Canada for personnel for all aviation related occupations including maintenance and airport operations;

Whereas communication between industry stakeholders on the quality and quantity of the aviation workers required is not consistent with the various decision makers involved in human resource development;

Whereas there are industry best practices for human resource development that need to be supported and funded by the federal government in order to develop northern specific new worker recruitment, training and retention strategies;

Therefore, be it resolved:

That the Federal Government partner with NATA to attract, train and retain northern and indigenous workforce with federal funding support for vocational training and employer new hire assistance programs for the aviation industry.

Proposed at the 43rd Annual General Meeting in Yellowknife, Passed and Posted May 15, 2019



Resolution Number 2019-2

Northern Aviation Infrastructure Funding

Recognizing the substantial shortfall of infrastructure support as identified in the Canadian Transportation Act Review, the Report on Northern Aviation by the Office of the Auditor General, and reports from the House of Commons Transportation Committee, this Resolution updates the priority of a cohesive Northern Aviation Infrastructure funding program.

Whereas Northern Air Carriers are an integral component in the northern economy, accounting for a substantial proportion of territorial gross domestic product and of private sector territorial employment, and;

Whereas Northern Air Carriers provide essential services to remote northern communities, and;

Whereas Northern Air Carriers provide important investment and career opportunities for Aboriginal people, and;

Whereas many of the airports in the North have shorter gravel runways designed for older generation aircraft and are not suitable for modern fuel-efficient aircraft, and;

Whereas many Northern airports face a significant potential of runway degradation due to climate change, and;

Whereas many of the terminal facilities at the airports no longer properly serve the need of the communities, and;

Whereas many of these requirements fall outside the eligibility requirements of the existing Federal Airport Capital Assistance Program (ACAP), and;

Whereas many of these Northern airports serve remote communities with no other year-round means of transportation and are the lifeline to the community and are key elements to both Northern Sovereignty, the search and rescue infrastructure and maintaining overall system safety

Therefore, be it resolved:

That the Federal Government create a Northern Aviation Capital Assistance Program (NACAP) with a broader eligibility criteria and additional funding to the existing ACAP to ensure the updating and long term viability of this essential Northern infrastructure.

Proposed at the 43rd Annual General Meeting in Yellowknife, Passed and Posted May 15, 2019



Resolution Number 2019-3

Performance based rule making

Whereas the northern and remote aviation operational realities require a recognition that prescriptive based rules may not be appropriate for all situations,

and;

Whereas northern air operators have developed procedures to manage risk associated with operating in unique environments,

and;

Whereas the regulator and 705 air carriers have developed risk assessment models and processes as part of existing safety management systems,

and;

Whereas there is a plan to require 703-704 to implement Safety Management Systems,

and;

Whereas the implementation of rules requiring air operators to develop Fatigue Risk Management Systems that require extensive human performance analysis and subsequent specific standards developed,

and;

Whereas there is a need to develop SMS/FRMS that are appropriate for the size of the operators;

Therefore, be it resolved:

That the regulator recognize industry developed risk assessments that provide a performance-based solution to operational situations to meet the intent of the associated regulation with an acceptable equivalent safety standard.

Proposed at the 43rd Annual General Meeting in Yellowknife, Passed and Posted May 15, 2019



Resolution Number 2019-4

Transport Canada Regulatory review and modernization

Whereas the federal government has initiated a program of rationalizing of all services provided and increasing all associated fees,
and;

Whereas the aviation industry requires the efficient delivery of services in order to conduct business,
and;

Whereas the service delivery by Transport Canada at times, has been and continues to be a constant source of frustration for operators;
and

There has been little recourse for operators to address service issues, or accountability by the regulator to provide the best service possible as current service delivery standards are not realistic.

Therefore be it resolved:

That Transport Canada develop a customer centred process to establish service delivery standards in cooperation with industry, develop a better redress mechanism, and provide an annual report on key performance indicators.

Proposed at the 43rd Annual General Meeting in Yellowknife, May 1, 2019 Passed and Posted May 15, 2019