

# Canadian Mobility and Aerospace Institute (CMAI) Overview and Challenges



## Overview

CMAI is a Canada-wide organization that coordinates the delivery of Work-Integrated Life-Long Learning (WILL) opportunities in the transportation (land and marine) and aerospace industries to post-secondary institutions. CMAI aims to substantially elevate the scope, relevance and quality of Work Integrated Life-Long Learning (WILL) opportunities for future and current workers in the Canadian mobility industries in an innovative and nationally collaborative manner. CMAI's objective is to ensure Canada is a world class leader in the attraction, development and retention of the highest quality workforce talent from Canada and abroad.

## Challenges

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### Challenge 1

#### Economic impact of Covid-19

Large, medium, and small companies in Canada's aerospace ecosystem have been severely affected by the Covid-19 pandemic. Declining or postponed orders, for example, have led to challenges in resourcing and financial planning.

**How can CMAI develop an emergency strategy for the aerospace sector to map out a new path for its growth?**

#### Next steps

1. [Complete enrolment survey](#). This survey is mandatory and failure to complete may result in ineligibility to compete.
2. [Enroll here](#)

### Challenge 2

#### Recruitment and retention

Millennials are not attracted in sufficient numbers to the manufacturing sector in general, and to the aerospace industry in particular, compared to the gaming and artificial intelligence sectors. In addition, the manufacturing industry is facing multiple challenges that threaten knowledge continuity: high number of employees retiring, rapid technological evolution and evolving business models.

**How can we ensure knowledge continuity and mitigate the retirement risk while facilitating the on-boarding of millennials?**

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### Challenge 3

#### Innovation in mobility business models

Within the next couple of decades, the vehicles used to move from one place to another will change drastically. The pressure to reduce greenhouse gas emissions, in addition to the technological changes (e.g. autonomous vehicles), will open the door to new approaches to the mobility of people. The limitations of ground, marine and air transportation vehicles could vanish.

**How will this affect the business models of the mobility/transportation industries?**

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### Challenge 4

#### Innovation network

Aerospace is the manufacturing sector with the most innovation-related investment in the world. In parallel, Canada is establishing itself as a world leader in artificial intelligence.

**Can you propose a long-term strategy to facilitate the collaboration between the two sectors at a federal level?**

#### Next steps

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### Challenge 5

#### Communications

The art of communication is subtle and difficult. The level of difficulty is even higher in large companies, even though we are in the age of over-information.

**Considering the latest technological tools available, how do we ensure that all employees receive the information they need and that the message is understood?**

#### Next steps

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### Challenge 6

#### Diversity and Inclusion

Women are underrepresented in the mobility and aerospace industry. Narrowing the gender gap in Canada can potentially add billions to the GDP. The industries of mobility (air, ground, and marine transportation), especially the manufacturers, are continually looking for ways to reduce gender gap among their personnel.

**Can you suggest a plan to accelerate the change?**

#### Next steps

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