

The latest news from the CPPC

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## Insights and Initiatives from the House of Commons Committee Meeting on Canadian Aviation Labor Shortages

Dear Members,

We are excited to share the latest updates from the 36th Meeting of the House of Commons Standing Committee on Transport, Infrastructure, and Communities. This meeting focused on addressing the critical issue of labor shortages in the Canadian transportation sector, and we would like to provide our comments on these findings.

### Meeting Highlights:

Industry Representatives: Distinguished representatives from various aviation organizations, including the Air Transport Association of Canada, the Canadian Council for Aviation and Aerospace, the National Airlines Council of Canada, Nav Canada, Pascan Aviation, and Unifor, were present to provide invaluable insights.



### Key Points from the Meeting:

- **Air Transport Association's Call to Action:** John McKenna, President and CEO of the Air Transport Association of Canada, emphasized the severe labor shortage in commercial aviation, exacerbated by the pandemic. He called for immediate government action, including regulatory streamlining, innovative training methods, and a federally guaranteed loan program to support pilot training.

The College of Professional Pilots of Canada (CPPC) is actively collaborating with Canadian flight schools to produce quality candidates for direct entry into piloting careers in 604, 703, 704, and 705 operations. Updating training curricula and techniques is long overdue to align with the realities of pilot progression today.

- **Canadian Council for Aviation and Aerospace's Projections:** Mr. Robert Donald from CCAA highlighted the pressing need to streamline the hiring of foreign workers to meet the projected demand for 58,000 aviation workers by 2028. He also advocated for recognizing foreign-trained aviation maintenance engineers (AMEs).

The CPPC firmly opposes the idea of hiring foreign pilots and believes that stakeholders must find ways to make careers in aviation more attractive while focusing on training, candidate selection, and recruiting. This is one area where the College can benefit pilots, both current and future.

- **National Airlines Council's Perspective:** Mr. Jeff Morrison, President and CEO of the National Airlines Council of Canada, emphasized the industry's reliance on government processing for worker credentials and suggested eliminating backlogs. He also stressed the importance of recognizing foreign credentials and promoting aviation careers.

One of the CPPC's goals is to take on the responsibility of overseeing the Transport Canada written examinations. This would help alleviate the shortage of workers at Transport Canada, with those resources being allocated to reduce and eliminate current and future backlogs.

- **Nav Canada's Commitment:** Ben Girard, Vice President and Chief of Operations at Nav Canada, discussed the challenges faced during the pandemic, including increased absences, retirements, and staffing shortages. Nav Canada is committed to addressing these challenges through various strategies, including leveraging technology.

- **Pascan Aviation's Struggles:** Julian Roberts, President and CEO of Pascan Aviation Inc., highlighted the severe pilot shortage affecting regional aviation. He urged immediate assistance to address the urgent pilot shortage in this sector.

The pilot shortage is expected to be even more pronounced in the regional and air taxi sectors, and the CPPC has a plan to make these positions more attractive to prospective pilots while enhancing aviation safety, specifically for pilots, all while helping to alleviate the pilot shortage in this sector.

- **Unifor's Perspective:** Ms. Kaylie Tiessen, National Representative from Unifor, addressed labor shortages in the air transportation sector, emphasizing the need for government intervention and offering solutions to improve labor conditions. She highlighted the trend of contract retendering, or "flipping," which is commonly seen in airport workers and ground staff, whereby workers are let go and re-hired at less favorable terms, leading to an erosion of experience and quality of work, which ultimately affects safe and timely aircraft operations.

Although wages fall outside the CPPC's mandate, we will continue to prioritize the holistic ecosystem required for safe and efficient flying operations that affect pilots and the traveling public. Furthermore, we believe that the government must work to ensure that inevitable disruptions to the airline sector (e.g., 9/11, recessions, pandemics, etc.) are handled in a way that provides job security mandated and paid for by the government during these crises.

## Advocating for Change: Your CPPC at the Heart of the Issues

At the College of Professional Pilots of Canada (CPPC), we are deeply committed to the welfare and prosperity of our members and the aviation industry as a whole. We want to emphasize that the issues discussed at the 36th meeting of the House of Commons Standing Committee on Transport, Infrastructure, and Communities are not abstract concerns for us; they lie at the very heart of our mission. As your representative body, we are actively engaged in advocating for change and solutions to these pressing challenges.

We have been working tirelessly to ensure that the voice of our members is heard by policymakers, industry leaders, and government authorities. We are actively collaborating with industry stakeholders to advocate for reforms that will address labor shortages, streamline regulations, and promote the growth and sustainability of the aviation sector. Our engagement extends to discussions on pilot training, career progression, and the overall quality of work in the aviation industry.

Rest assured that the CPPC will continue to play a pivotal role in these critical conversations, serving as a proactive advocate for the betterment of our profession and the aviation industry. We are committed to ensuring that your concerns are not only heard but acted upon, and we look forward to updating you on our progress as we work together to bring about positive change. Your support and involvement are essential as we strive to build a brighter future for professional pilots across Canada.

As a final note, we'd like to thank our members for your continued dedication to the College of Professional Pilots of Canada, and we'd like to ask anyone who has let their membership lapse to please renew it. Although the CPPC is a not-for-profit organization run solely by volunteers, we still have expenses, and we need your support to continue advocating for our profession.

Together we soar!

Warm regards,

**Renew Your Membership**

We can't continue the work we do without your support. It is critical that you keep your membership in good standing AND that you continue to encourage your friends and fellow colleagues to do the same.

If you can't remember your username or password, [email us](#) and we can help.

If you have never been a member, [CLICK HERE](#) to join the CPPC.

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