



YOUR
1st JOB
IN AEROSPACE



Service
Canada

CAMAQ is very pleased to present *Your 1st Job in Aerospace Program*, a project funded in part by the Government of Canada under the Youth Employment Strategy for a \$4M investment in the Quebec aerospace sector.

PROGRAM DESCRIPTION

This program will grant a wage subsidy to eligible aerospace employers who hire new graduates meeting specific criteria during the period from now to April 20, 2018. This program aims to:

- Give 200 young aerospace graduates (trade school, college, university and flight training units) the opportunity to use what they have learned by offering them a concrete paid work experience in connection with their education with their 1st Job. This program subsidizes 50% of the employee's hourly rate to a maximum of \$10.75 per hour, 40 hours per week, for a maximum of 48 weeks.
- Increase, for junior positions, the specialized or highly skilled aerospace workforce by promoting the employability of young graduates through giving them significant work experience of a duration of nearly a year (48 weeks), as is required by the hiring conditions of the majority of aerospace businesses in Quebec.
- Raise awareness of aerospace businesses in Quebec about the contribution of graduates to their operations and develop a succession planning culture in the aerospace industry.



ELIGIBILITY CRITERIA – NEW GRADUATES

- a) Aged 16 to 30 (inclusive).
- b) The only residence statuses eligible are the following: Canadian citizen OR permanent resident OR refugee under the *Immigration and Refugee Protection Act*.
- c) Have the right to work in compliance with the laws and regulations of Quebec and Canada.
- d) Do not collect Employment Insurance benefits (unemployment).
- e) Must be your 1st work experience in aerospace following graduation. Freelance workers are not eligible for the program.
- f) Agree to submit to CAMAQ's and employer selection process.
- g) Complete *Youth Employment Strategy - Participant Information* form : http://camaq.org/fichiers/353_588.pdf
Here is an example on how to complete the form: http://camaq.org/fichiers/356_588.pdf
- h) Complete the *registration and consent form – CANDIDATE* from the CAMAQ: http://camaq.org/fichiers/359_588.pdf
- i) Send electronic copies of the following documents to tonemploiaero@camaq.org
 1. Send your updated curriculum vitae (if you are a pilot, also provide your flight hours per type of aircraft)
 2. Send a scan (or photo) of your diploma OR the latest transcripts with the mention "Recommended Diploma" OR your last transcript with a letter from the educational institution stating that you are completing all of your end-of-course courses. Please note that your mandatory internship may be included in our grant.
 3. The PDF version of the forms AND also a scan (or photo) of the **completed forms (point G and H)**, printed and signed by the participant.
- j) The last diploma must have been obtained (or if only the end-of-study mandatory internship is remaining) from one of the following education programs.

PROFESSIONAL SECONDARY LEVEL

- ☞ DVS - CABINET MAKING. Program code: 5030, 5530
- ☞ DVS - ELECTRICITY / ELECTROMECHANICS. Program code: 5295, 5795, 5281, 5781
- ☞ DVS - FURNITURE FINISHING. Program code: 5142, 5642
- ☞ DVS - MISE EN OEUVRE DE MATÉRIAUX COMPOSITES. Code de programme: 5267
- ☞ DVS - CABLE AND CIRCUIT ASSEMBLY. Program code: 5269, 5769
- ☞ DVS - AIRCRAFT STRUCTURAL ASSEMBLY. Program code: 5197, 5697
- ☞ DVS - AIRCRAFT MECHANICAL ASSEMBLY. Program code: 5307, 5807
- ☞ DVS - RÉGULATION DE VOL. Program code: 5304
- ☞ DVS - REMBOURRAGE INDUSTRIEL. Program code: 5031
- ☞ DVS - MACHINING TECHNIQUES. Program code: 5223, 5723
- ☞ DVS - PRECISION SHEET METAL WORK. Program code: 5244, 5744
- ☞ DVS - TRAITEMENT DE SURFACE. Code de programme: 5222
- ☞ ASP - DIEMAING. Program code: 5041, 5541
- ☞ ASP - TOOLMAKING. Program code: 5042, 5542
- ☞ ASP - NUMERICAL CONTROL MACHINE TOOL OPERATION. Program code: 5224, 5724



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COLLEGE LEVEL

- ACS – METHODS OFFICER – STRUCTURAL AERONAUTICAL ASSEMBLY. Program code: EWA.0W
- ACS – FLIGHT ATTENDANT. Program code: LJA.13
- ACS – COMPUTER ASSISTED DESIGN / CATIA DESIGN. Program codes: ELC.00, ELC.0K, ELC.10, ELC.11, ELC.16, ELC.1P, ELC.1Q, ELC.1Z, ELC.24, ELC.25, ELC.26, ELC.2L, ELC.2M, ELC.2R
- ACS or COLLEGE DIPLOMA – SUPPLY CHAIN MANAGEMENT, LOGISTICS AND TRANSPORT. Program code: 410.A0 / LCA.55, LCA.5G, LCA.61, LCA.72, LCA.7G, LCA.AE, LCA.B7, LCA.BM, LCA.DU, LCA.DS, LCA.E4, LCA.EV
- ACS or COLLEGE DIPLOMA – AIRCRAFT PILOTING/FLIGHT INSTRUCTOR. Program codes: 280.A0 / EWA.00, EWA.03, EWA.07, EWA.0M, EWA.0N, EWA.0P, EWA.0Y or diploma obtained via a flight-training unit approved by Transport Canada (<http://wwwapps.tc.gc.ca/Saf-Sec-Sur/2/CAS-SAC/ftaefveal.aspx?lang=eng>)
- ACS or COLLEGE DIPLOMA – AVIONICS TECHNIQUES/AVIONICS ELEMENTS. Program codes: 280.D0 / EWA.02
- ACS or COLLEGE DIPLOMA – CHEMICAL ENGINEERING TECHNIQUES. Program code: 210.C0 / ECA.00, ECA.03, ECA.0L, ECA.0H
- ACS or COLLEGE DIPLOMA – METALLURGICAL ENGINEERING/METALLURGY INSPECTION. Program codes: 270.A0, 270.AA, 270.AB, 270.AC / ETA.0H, ETA.0J, ETA.08
- ACS or COLLEGE DIPLOMA – COMPUTERIZED SYSTEMS/ENGINEERING TECHNOLOGY/ARCHITECTURE AND NETWORK MANAGEMENT or CISCO. Program codes: 420.A0, 420.AC / LEA.00, LEA.1B, LEA.1G, LEA.1U, LEA.21, LEA.27, LEA.28, LEA.3D, LEA.3Q, LCA.5G, LEA.5R, LEA.7D, LEA.99, LEA.9R, LEA.A6, LEA.AS, LEA.AT, LEA.AW, LEA.B0, LEA.BJ, LEA.C0, LEA.C1, LEA.C4, LEA.CD, LEA.CG, LEA.CM, LEA.CS
- ACS or COLLEGE DIPLOMA – AIRCRAFT MAINTENANCE TECHNOLOGY. Program codes: 280.C0 / EWA.OX
- ACS or COLLEGE DIPLOMA – COMPOSITES MATERIALS PROCESSING TECHNOLOGIES/DESIGN AND PLANNING OF COMPOSITE PARTS IN THE AEROSPACE SECTOR. Program code: 241.C0 / ELC.29
- ACS or COLLEGE DIPLOMA – INDUSTRIAL ELECTRONICS TECHNOLOGY/ORDINES SYSTEMS/INSTRUMENTATION, AUTOMATION AND ROBOTICS. Program codes: 243.A0, 243.B0, 243.BA, 243.BB, 243.C0 / ELJ.07, ELJ.1G, ELJ.1H, ELJ.2C, ELJ.2U, ELJ.35, ELJ.37, ELJ.3A, ELJ.3F, ELJ.3J, ELJ.3K, ELJ.3P, ELJ.3Q
- ACS or COLLEGE DIPLOMA – INDUSTRIAL ENGINEERING TECHNOLOGY/PLANNING PRODUCTION. Program codes: 235.B0 / EJM.0V, EJM.14, EJM.15, EJM.19, EJM.1A, EJM.1N
- COLLEGE DIPLOMA or COLLEGE DIPLOMA/BA –AEROSPACE ENGINEERING. Program code: 280.B0
- COLLEGE DIPLOMA – MECHANICAL ENGINEERING TECHNOLOGY / MECHANICAL MAINTENANCE. Program codes: 241.A0, 241.D0
- COLLEGE DIPLOMA – ENGINEERING PHYSICS TECHNOLOGY. Program code: 244.A0

UNIVERSITY LEVEL

- BA/GRAD. DIP./MASTER'S/DOCTORATE – AEROSPACE ENGINEERING
- BA/GRAD. DIP./MASTER'S/DOCTORATE – CHEMICAL ENGINEERING – Materials option
- CERT/BA – AUTOMATED ENGINEERING PRODUCTION /INDUSTRIAL AUTOMATION
- BA/GRAD. DIP./MASTER'S/DOCTORATE – MATERIALS ENGINEERING/COMPOSITE MATERIALS AND POLYMERS
- BA/GRAD. DIP. – SUPPLY CHAIN AND OPERATIONS MANAGEMENT
- BA/GRAD. DIP./MASTER'S/DOCTORATE – ELECTRICAL ENGINEERING/TELECOMMUNICATIONS/ ELECTROMECHANICS/MICROELECTRONICS
- BA/GRAD. DIP./MASTER'S/DOCTORATE – INDUSTRIAL ENGINEERING, QUALITY SYSTEMS ENGINEERING
- CERT/BA/GRAD. DIP./MASTER'S/DOCTORATE – COMPUTER ENGINEERING/INFORMATION SYSTEMS SECURITY, INFORMATION AND SYSTEMS ENGINEERING/COMPUTER SECURITY
- BA/GRAD. DIP./MASTER'S – SOFTWARE ENGINEERING/SOFTWARE ERGONOMICS
- BA/GRAD. DIP./MASTER'S/DOCTORATE – MECHANICAL ENGINEERING
- BA/GRAD. DIP./MASTER'S/DOCTORATE – ENGINEERING PHYSICS
- UNIV CERT – SUPPLY CHAIN MANAGEMENT
- UNIV CERT/MASTER'S – INTEGRATED AVIATION MANAGEMENT
- BA/GRAD. DIP./MASTER'S/DOCTORATE – MATHEMATICS AND STATISTICS OR COMPUTER SCIENCE OR PHYSICS

CAMAQ's main contact persons for NEW GRADUATES

Stéphanie Guérette or Valérie Franceschini

Phone: 514-596-3311, ext. 3314 or 3315

Email: tonemploiaero@camag.org



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ELIGIBILITY CRITERIA – BUSINESSES

- a) All businesses in Quebec of which at least 30% of their economic activities are in the aerospace industry (manufacturing, air transportation, approved maintenance organizations, airports) related to the following NAICS codes (choose the code that is most representative of your aerospace activities):
- 33451 – Navigational, measuring medical and control instruments manufacturing
 - 33641 – Aerospace product and parts manufacturing
 - 48111 – Scheduled air transportation
 - 48121 – Non-scheduled air transportation and flying schools
 - 48811 – Airport operations (Private airports and fixed base operators)
 - 48819 – Aircraft maintenance organizations - Other support activities for air transportation
- b) The aerospace sector business completed as of 2016 and will complete for subsequent years the annual survey of the aerospace workforce for which CAMAQ is responsible (manufacturing, air transportation or airport). This information will be counter-checked by CAMAQ.
- c) A private business. Any other type of organization (public, municipal, provincial, federal) must make a request to CAMAQ for pre-authorization.
- d) A business that offers graduates a job related to their degrees and that intends to provide permanent jobs or maintain the jobs under the 1st job in aerospace program.
- e) CAMAQ wishes to make this program available to as many aerospace businesses in Quebec as possible and promote the creation of sustainable jobs for 200 new graduates. CAMAQ sets a maximum number of participants per company and per period at its discretion, depending on available funds.

MAXIMUM OF PARTICIPANTS ELIGIBLE BY COMPANY

From May 2, 2016 to April 20, 2018: Maximum of 9 participants per company

- f) **BEFORE** hiring a new graduate, electronically transmit the following documents to tonemploiaero@camaq.org.
1. Registration form for the employer – in excel format - http://camaq.org/fichiers/339_588.xlsx
 2. The job description of the concerned positions.

CAMAQ's main contact person for BUSINESSES AND SCHOOLS

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