

2018 Diversity Employer Award

StandardAero



StandardAero's Employment Equity Program is not about meeting quotas or lowering standards for recruitment, promotion, or training and development opportunities. The company goal is to have a workforce that is representative of our community by promoting an inclusive environment.

StandardAero's Employment Equity Committee meets on a regular basis to ensure the company is active in the identification and completion of initiatives that promote diversity throughout their Canadian operations. The varied initiatives include promoting their internal Toastmasters program to improve communication skills within their visible minority designate groups as well as internationally educated professionals.

They enhanced their Reasonable Accommodation program by releasing a modified policy, process flow, and request form. The program is intended to balance the needs of the company with the needs of individuals that fall within a protected characteristic. They have implemented a barrier-free review on all building modifications and designs to ensure the best decisions are made to meet the needs of their current and future workforce.

As a long-standing member of the Manitoba Employment Equity Practitioners Association, StandardAero promotes opportunities for employees to attend workshops and seminars on diversity best practices and they promote a respectful workplace by educating both their managers and employees on concepts associated with harassment and professional ethics. To support women in the field, a Women in Engineering subcommittee was formed, which has since expanded to Women in Aerospace in order to promote all careers in aerospace as well to foster mentorship.

StandardAero hires internationally educated professionals through the Internationally Educated Engineers Qualifications (IEEQ) Program at the University of Manitoba and also partner with Manitoba Start. They provide opportunities to current employees who studied outside of Canada by supporting educational upgrading to meet Canadian and professional educational requirements through the company's education assistance program. They partner with management teams to foster opportunities for internationally educated professionals through succession planning and cross-training initiatives. In the past year alone, two internationally educated professionals were promoted to engineering roles.

StandardAero attends job fairs for community outreach primarily for new Canadians and most attendees are from visible minority groups and women. They continue to facilitate a bridging program for graduates of the Aboriginal Aerospace Initiative, a partnership between the Centre for Aboriginal Human Resource Development and the Manitoba Aerospace Human Resource Council, which is provided through Neeginan College of Applied Technology. The program helps students prepare for future employment by providing training on company culture and related systems. StandardAero

partnered with Workplace Education Manitoba and provides upgrading opportunities for applicants who do not qualify for the essential skills requirement for technical positions. They also work in partnership with SCE Lifeworks to increase recruitment efforts for persons with disabilities.

StandardAero is an organization that is constantly raising standards in making current and prospective employees from diverse communities feel welcome and valued. In recognition of their commitment to advancing diversity within their organization, Engineers Geoscientists Manitoba is pleased to present the 2018 Diversity Employer Award to StandardAero.