



BUILDING CAPACITY FOR CANADA'S AEROSPACE SECTOR

Mission

The **Zenith Canada Pathways Foundation** aims to create a national merit-based professional training and career development program designed to bridge knowledge and experience gaps between post-secondary students and early-professional experience. This will be achieved through work-integrated learning opportunities and an impact-driven community of industry mentors and advisors to collectively support and sustain a highly-qualified and diverse Canadian aerospace workforce.

Objective

Our flagship program, **the Zenith Fellowship**, seeks to strike an appropriate balance between **meaningful work experience, senior-level mentorship and passionate leadership** to best position the incoming generation of professionals for success.



Background

Inspired by analogous initiatives in other countries, such as the **Brooke Owens Fellowship** & **Matthew Isakowitz Fellowship**, Canada stands at the precipice for **developing and retaining** strong aerospace talent within its borders.

The Zenith Canada Pathways Foundation aligns with *Canada's National Space Strategy*:

“ [the] Space Strategy is in effect a research and innovation strategy that will **support growth in the sector** and leverage the benefits of space for all Canadians”.

- MINISTER NAVDEEP BAINS,
Aerospace Industries Association of
Canada Summit 2016

"... 49% of Canadian space companies faced difficulties hiring personnel to the extent that **positions went unfilled**. Companies had the most **difficulty finding** engineers, scientists and technicians, as well as marketing and sales personnel... " &

"...two main reasons highlighted for hiring difficulties were **competition** from other industrial sectors for the same talent, followed by **applicants lacking the skills** required for the position..."

- CANADIAN SPACE AGENCY,
State of the Canadian Space Sector 2018

Intent

- National needs-blind selection process of **highly-qualified, multi-disciplinary** applicants awarded and matched based on merit, passion, creativity and versatility
- Vetted **client host organizations** able to provide assignments, with mentors, that are:
 - Quality and meaningful
 - Applicable to candidate skill sets within stretch capabilities
 - Sufficient mentorship and supervision
 - Duration of 12 weeks to 1 year
 - Monetarily compensated
- Thrive on Industry, Academia & Community Partnerships
- Fellows' Mentorship and Testimonials

Outcomes

- Deliver a **bespoke national mentoring program** that is both challenging for recipients & provide tangible results for engaged partners
- Create a reservoir of **highly-qualified personnel** for the aerospace industry
- Promote the **personal career development** of professionals through skills and leadership

To learn more about **Zenith Canada Pathways Foundation** and **the Zenith Fellowship**, please visit our website at www.zenithpathways.ca or email us at info@zenithpathways.ca

