



PEI Aerospace, Defence and Marine Conference 2022

**Enhancing your Workforce,
Securing your Future**

August 9-11, 2022

Rodd Brudenell River Resort, PEI

**ATLANTIC CANADA**
AEROSPACE & DEFENCE

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Welcome



On behalf of the ACADA Staff and Board of Directors, it is my pleasure to welcome everyone to our annual **Sea to Sky Aerospace, Defence and Marine Conference** at the Rodd Brudenell River Resort. This year's theme "**Enhancing Your Workforce, Securing Your Future**" will focus on tools, strategies and strategic partnerships aimed at assisting our members in meeting the ever-present challenges related to workforce recruitment and retention.

Sea to Sky has a long history in PEI and has consistently delivered an informative and insightful program in a relaxed atmosphere, with ample opportunity for networking between our industry members, government partners and supporting organizations from across the Atlantic region. This year's program will center on the attraction and retention of a skilled workforce, the number one challenge as identified by our members. This year's program will encompass several different themes including:

- Digitalization, Modernizing the Way We Work
- Empowering our Future Workforce – A Youthful Perspective
- Engaging our Indigenous partners
- Attracting, Retaining and Engaging Employees
- The Value of Hiring Canadian Reservists
- Strengthening our Industry/Post-Secondary Relationship

This year, ACADA looks forward to returning to our traditional roots in beautiful Eastern PEI. We hope you find the conference helpful and informative as we collectively work to grow and strengthen our industry across Atlantic Canada. We hope as well that you take the time to rekindle past relationships, establish new ones, and enjoy some of the fine hospitality and relaxed atmosphere PEI has to offer.

As our summer season nears its close, we wish you good health and success over the next year. We look forward to seeing you back in PEI for Sea to Sky in 2023 as well at other ACADA events throughout the year.

Warmest Regards,

Victoria Belbin, Chief Executive Officer
Atlantic Canada Aerospace and Defence Association

Program

Tuesday, August 9

18:30-21:30 **Networking BBQ** Roseneath Room

Wednesday, August 10

7:45-8:30 **Breakfast** Sponsored by  Gordon Dining Room

8:30-9:00 **Registration** Resort Lobby

9:00-9:10 **Welcome** Montague/Georgetown
Victoria Belbin, CEO, ACADA

9:10-9:30 **Chief Junior Gould**
Abegweit First Nation

9:30-10:15 **Bring About What You Think About**
Eddie LeMoine

10:15-10:30 **Health Break**

10:30-10:50 **Francis McGuire** Montague/Georgetown
President, ACOA

10:50-11:20 **Building Your Diversity and Inclusion Strategy**
Sean Wiltshire

11:20-11:40 **Study and Stay**
Shawna Garrett

11:40 – 12:10 **The Value of Employing Reservists**
Cmdr Rob Alain, Liason Officer, Directorate of Employer Support Programs, RCAF

12:15 – 13:15 **Lunch** Sponsored by  Gordon Dining Room

1:15 – 14:20 **Youth Panel** Montague/Georgetown
Mark Kotzer – Moderator

14:20 – 14:45 **Pathways Forward, Engaging With Your Treaty Partners**
Paul Langdon, Ulnooweg

14:45 – 15:20 **In Conversation – Strengthening College-Industry Engagement**
Byron James and Jeff Burry

15:20 – 15:35 **Health Break**

15:35 – 16:00 **The Power of Digitalization**
Kim Pelletier

16:00 – 16:50 **Journey to Engagement, Attracting And Retaining an Engaged, Workforce Post Covid**
Eddie LeMoine

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|---------------|--|---------------------|
| 17:00 – 18:00 | Networking | Roseneath Room |
| 6:30 – 19:15 | Reception | Montague/Georgetown |
| 19:30 – 21:30 | Sea to Sky Lobster/Steak Dinner Greetings from Hon. Bloyce Thompson, Minister of Economic Growth, Tourism and Culture | |
| 21:30 – 00:00 | Networking | Roseneath Room |

Thursday, August 11

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| 7:30 – 9:00 | Breakfast (Delegates on their own) | |
| 8:15 | Delegates Depart for Georgetown Harbour (Tranquility Cove Adventures) | |
| 8:30 – 10:30 | Tranquility Cove Adventures Tour (Delegates return to Rodd Brudenell at conclusion of tour) | |
| 8:30 – 14:00 | Delegate Golf | Brudenell River Golf Course |

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Biographies



Commander Rob Alain

Prince Edward Island Liaison Officer, Directorate of Employer Support Programmes (D ES Progs) Canadian Armed Forces

Commander Rob Alain enrolled in the CAF in 1983 as a Logistics Officer at 32 Service Bn in Moncton, NB, and transferred to the RegF in 1985 as a Supply Technician. During his RegF Career, Rob served at CFB Halifax, in HMCS Preserver, CFB Greenwood, CFB Gagetown, CFB Cold Lake and 12 AMS in Shearwater, retiring in 2007 as a Master Warrant Officer. He also completed two operational tours to the Golan Heights as part of the Logistics Battalion supporting the UN Disengagement Observer Force.

In 2007 Rob commissioned to the rank of Capt and transferred to the Air Reserve at 12 AMS in Shearwater, NS. In 2008 he moved to Prince Edward Island and shortly thereafter, joined HMCS Queen Charlotte, the Naval Reserve Division in Charlottetown where he served as the Ship's Logistics Officer, Training Officer, Executive Officer and Commanding Officer.

In 2019 he took on the demanding role of President for a CAF Board of Inquiry, and also assumed the role of Naval Reserve Atlantic Region Chief of Staff, Readiness and Training. In 2020 Rob joined the Directorate of Employer Support Programs as the PEI Liaison Officer. Rob also serves as the Chief Aide de Camp to the Lieutenant Governor of PEI, and as the Board Chair for the PEI Military Family Resource Centre.

Cdr Alain has the distinction of having served as an NCM and Officer in all three elements of both the RegF and Reserves, giving him a sound knowledge of the roles and activities that Reservists contribute to within the Canadian Army, RCAF and RCN.



Victoria Belbin

Chief Executive Officer, ACADA

Victoria is an experienced strategic planner, facilitator, and communicator, and has developed a strong reputation as an effective and charismatic leader. Throughout her career, Victoria has successfully transformed associations and organizations into key drivers of policy, advocating on behalf of memberships, business, industry and consumers.

As the CEO for the Atlantic Canada Aerospace and Defence Association, Victoria Belbin is also a Director for two provincial crown corporations, and volunteers with provincial associations, social enterprises and charities demonstrating her care for the community.

With a proven track record building robust governance processes with Boards of Directors/staff volunteer teams and bringing diverse stakeholders together, she fosters strong relationships that enable action-oriented planning to respond to industry and community needs.

Victoria holds a Masters of Marine Studies from Memorial University of NL and stays on top of governance practices through her commitment to the Institute for Corporate Directors designation, ICD.D.



Raquel Buckton

Continuous Improvement Technologist, IMP Aerospace & Defense and Atlantic Canada Study and Stay alumna

As a Continuous Improvement Technologist at IMP Aerospace and Defense, Raquel is responsible for analyzing processes and, using Lean techniques, implementing long-term solutions to address any inefficiency in the process.

Raquel moved from Brazil to Nova Scotia in 2019, bringing a consistent background in quality assurance and continuous improvement from the Oil & Gas industry, where her core values are safety and excellence in the workplace. Raquel is an avid technology enthusiast, who enjoys exploring creative ways to introduce technology while problem solving.

Raquel is an alumna from the Industrial Engineering Technology Program at NSCC and also the Atlantic Canada Study and Stay program, provided by EduNova.



Allan Campbell

PEI Provincial Director, ACADA

Allan is a graduate of the University of Prince Edward Island with a Degree in Business Administration. Following graduation, Allan entered the fishing industry, fishing lobster, tuna, herring, mackerel, and scallops.

In 2007, Allan was elected to the provincial government and was appointed Minister of Fisheries and Aquaculture for PEI. In 2009, Allan was appointed Minister of Innovation and Advanced Learning. In 2011, Allan was appointed Chief of Staff to Premier Robert Ghiz, a position he held until 2015.

After a brief term as Manager of Customized Training at Holland College, Allan accepted the position of PEI Director for the Atlantic Canada Aerospace and Defence Association in September of 2017.

Allan currently lives in Souris River with his wife Karen and two children, Dawson and Cassie.



Dylan Enright

Marketing & Events Assistant, ACADA

Dylan is currently a co-op student at ACADA, working as the Marketing & Events Assistant. He is in the midst of his fourth year at Dalhousie University – Majoring in International Business, with a Minor in Mandarin.

Dylan was initially intrigued by the aerospace & defence industry due to his passion for aviation. In his time at ACADA, Dylan has used every available opportunity to learn more about the sector – he is very excited to continue inquiring at Sea to Sky.



Shawna Garrett

President and CEO, EduNova Cooperative Ltd.

Originally from the Maritimes, Shawna Garrett has held registrarial and enrolment management positions at Acadia University, NSCAD University, College of the North Atlantic – Qatar, and Mount Allison University. She has also worked as a superintendent, principal, and dean at international schools in Japan and China. Shawna holds degrees from the University of Prince Edward Island and Acadia University and is currently a Ph.D. Candidate in educational studies through Nova Scotia's inter-university doctoral program.



Byron James

Executive Director, Atlantic Colleges Atlantique

Byron James has worked for both the Federal and Provincial governments in Atlantic Canada. He served as a Deputy Minister in New Brunswick for 16 years in a variety of portfolios, including his last four years as Clerk of Executive Council and Head of the Public Service. He has always had an interest in economic and social development, particularly in the education and training sectors. In 2018, he became Executive Director of a new regional organization, Atlantic Colleges Atlantique, which is the Association of the seven public colleges in Atlantic Canada. His work with ACA has focused on advancing regional collaboration among colleges and on college transformation in keeping with the changing World of Work. Byron has lived in Fredericton, NB, for many years, however he remains a proud Newfoundlander.



Chief Roderick “Junior” Gould

Chief, Abegweit First Nation

Chief Gould is a strong Mi’kmaq leader who commenced his second term as Chief in June of 2019 and is dedicated to helping his community reach its full potential. A family-man that cherishes his wife, four children, and eight grandchildren, Chief Gould carries on the traditional teachings of his father as a pipe carrier and sundancer. His traditional teachings form the basis of his passion for his people as he strives to make meaningful and positive change for Abegweit First Nation. Chief Gould is a man of many talents and offers varying perspectives and experiences. He was a proud captain of one of the community’s fishing vessels for twelve years, a Tribal Police Officer, an RCMP Auxiliary Officer, and spent several years in construction and trades.

Since 2019, in his dual role as Chief and Band Administrator, Chief Gould has led the community through a robust period of growth, including: the formation of an Abegweit First Nation construction team; the construction of a new multiuse commercial building on the Scotchfort Reserve, along the Veterans Memorial Highway; the construction of twelve new residential units in the community, including passive solar units; the construction of a new early learning centre; the development of a new community cemetery and healing garden; the formation of public and private sector partnerships; the development of new tourism products and experiences; significant infrastructure upgrades, including a four million dollar active transportation network; and the expansion of successful existing businesses.

Chief Gould also sits on the Epekwitk Assembly of Councils – which leads the Mi’kmaq Confederacy of PEI and L’nuey – and was one of the key Chiefs in the Charter Renewal for the Assembly of First Nations. Further, Chief Gould was successful in securing a regional chief’s office for Prince Edward Island, and now serves as the Regional Chief for the province. He also served on the board of the Atlantic First Nations Water Authority and the Atlantic Health Partnership. Prior to this, he was President of Aboriginal Survivors for Healing (ASH), which was focused on reconciliation for Residential School Survivors.

An avid supporter of athletics, Chief Gould is also a strong athlete, coach, player, and volunteer within the sports of hockey and fastball for the past thirty years. His passion for sport is one of the reasons he helped develop the Aboriginal Sports Circle, which is still thriving today, and involved him in the partnership with the Toronto Blue Jays Care Foundation to build a new baseball field in his community. Chief Gould is a man of great heart, passion, and dedication. He applies himself whole-heartedly as he consistently endeavours to make improvements for his community, with focuses on economic development, job creation, housing, health and wellness, and government-to-government reconciliation.



Mark Kotzer

Director of Business Transformation and Continuous Improvement, Ultra Maritime

Mark Kotzer is currently the Director of Business Transformation and Continuous Improvement at Ultra Maritime and is focused on establishing a Lean culture as well as supporting the strategic ONE Ultra initiative.

Mark started his career as an Aerospace Engineering Officer with the Royal Canadian Air Force (RCAF), retiring after 20 years of service as the Senior Engineering Officer for 423 (Maritime Helicopter) Squadron in Halifax. Highlights of his military career include serving as a Systems Engineer on the Maritime Helicopter Project, managing the RCAF National Procurement (NP) budget, and leading the third line maintenance program for the UK's EH101 Merlin Helicopter fleet while on exchange with the Royal Navy Fleet Air Arm. Following his military service, Mark joined IMP Aerospace as the Director of Rotary Wing Programs, and was accountable for Canada's first Depot Level Maintenance Program for the Cormorant SAR helicopter fleet. While at IMP, Mark transitioned to the Director of Production, leading over 200 Production team members in the planning and execution of 4 concurrent, 120,000 person-hour CP140 Aurora aircraft upgrade projects, comprised of a complete structural life extension and avionics upgrade. Following his work at IMP, Mark moved to Irving Shipbuilding, managing the Canadian Surface Combatant RFP and bid evaluation for the largest defence procurement project in Canada's history.

He then joined MDA in 2018, leading a team of Software Developers, Systems Engineers and Program Managers delivering MDA's Command and Control portfolio, including NATO's next Maritime Command and Control solution (TRITON).

Mark also volunteers as the Chair of ACADA's Workforce Development Committee, as well as volunteering as a mentor with Nova Scotia Study and Stay, both of which focus on helping people find rewarding and long-term employment in Atlantic Canada.

Mark graduated from the Royal Military College of Canada with a degree in Mechanical Engineering (1997), and holds a Masters of Business Administration in International Business from University of Ottawa's Telfer School of Management (2006). He has been awarded the Canadian Forces Decoration as well as the Queen's Diamond Jubilee Medal for significant contributions to Nova Scotia.



Paul Langdon

Strategic Initiatives, Ulnooweg Development Group

Paul joined the Ulnooweg team in late 2015 as Major Projects Officer and led that portfolio until early 2019 when the Strategic Initiatives portfolio was created. With other key Ulnooweg team members the Strategic Initiatives Portfolio is focusing on partnership and relationships to elevate Indigenous participation in the Entrepreneurial and Innovation space.

Prior to Ulnooweg his career has extended across Canada being engaged by territorial, provincial and federal government development agencies. His most recent position was in academia where Paul lectured in entrepreneurship and Indigenous economic development at Indigenous post-secondary institutions.

Paul also brings to Ulnooweg the experience of impact benefits agreement negotiations.

Paul is an Alumni of Acadia, with a BBA, was born and raised in King County, and is an active member of several Chambers of Commerce, sits on several local boards and volunteers his time as a business advisor to two local organizations.

Paul and his wife Cathy reside in Wolfville, NS. They have two daughters, three granddaughters and a grandson.



Eddie LeMoine

Author, Executive Coach, Facilitator, Keynote Speaker, and Seminar Leader

Eddie is a Canadian-born international author, seminar leader and corporate trainer. He is a sought-after resource for both government and corporate clients. Eddie easily connects with—and motivates—audiences worldwide through his inspiring stories, great sense of humour, and genuine care for people. Eddie’s unprecedented success is due to his powerful ability to close the gap between business results and personal development. He inspires greatness in corporations by encouraging excellence in individuals.

Not only a successful professional speaker, his career experience as a seasoned business executive quickly builds credibility for his topics as he can personally relate business success stories and lessons learned throughout his 40 plus years of experience.

Eddie is an authority on changing demographics, diversity, performance development and productivity improvement. He specializes in leadership, employee engagement, employee attraction/retention, resilience, and success psychology.



Sub-Lieutenant Hugh MacDonald

Logistics Officer, HMCS Queen Charlotte

SLt Hugh McDonald is currently employed as a Logistics Officer at HMCS Queen Charlotte, the Naval Reserve Division in Charlottetown, PEI. Hugh graduated from the UPEI Engineering Program in June 2021, first class standing. Afterward, he began employment with the Naval Reserve in order to complete his Logistics Officer training, with the goal of becoming fully trained (in Navy parlance, having reached the occupational functional point or OFP). In his future career with the Naval Reserve, he hopes to deploy as a member of a Forward Logistics Service (FLS) on an Operation CARIBE, OP IMPACT or with HMCS Oriole, the RCN's 101 year old sailing vessel.

High is currently enrolled in a Master's in Engineering Program and would like to work towards his Professional Engineering designation after the two-year program. He would like to work in engineering in the sectors of food processing, and green energy sectors while continuing to serve with the Naval Reserve in a part time capacity.



Clark Murphy

Apprentice Machinist, StandardAero

Clark is an apprentice machinist at StandardAero. He is a graduate of the Precision Machinist class of 2021 and the Aircraft Turbine Technician class of 2022 from Holland College.

Clark was originally introduced to the idea of a career in the aerospace by his high school automotive instructor. He has enjoyed the process of getting ready for a career in the aerospace industry and is looking forward to what the future has to offer.



Kim Pelletier

Client Partner, NB and PEI, BDC

Kim is a Client Partner with BDC's Advisory Services team in New Brunswick and Prince Edward Island. With 20 years of experience, he has a proven track record working with small and medium-sized businesses. Kim is fascinated to learn about his client's business and proud to work with many great leaders to achieve their full potential and business objectives.

Kim holds a Master of Business Administration degree from Quantic School of Business and Technology. Based in Moncton, Kim offers guidance, best practices and practical advice to help businesses grow.



Francis P. McGuire

President, Atlantic Canada Opportunities Agency

Francis P. McGuire assumed the position of President (Deputy Minister) of the Atlantic Canada Opportunities Agency on June 12, 2017.

Mr. McGuire has served both in government and in the private sector. Having been educated in the French and English systems, and being a resident of New Brunswick, Canada's only officially bilingual province, Mr. McGuire is completely at ease in working in either official language.

After stepping aside as President and CEO of Major Drilling Group International Inc., where he served from 2000 to 2015, Francis McGuire provided advice to companies and individuals on strategy, leadership and organizational design. Mr. McGuire also served on the Board of Directors of Major Drilling. Second largest mineral drilling company in the world, Major Drilling operates in over 20 countries and is listed on the TSX. In 2008, *Atlantic Business Magazine* named Mr. McGuire Atlantic Canada's CEO of the Year. In 2012, Mr. McGuire was inducted into the New Brunswick Business Hall of Fame. Ernst & Young named him Atlantic Entrepreneur of the Year in 2013.

Mr. McGuire served on the Board of Directors of Industrial Alliance from 2001 to 2017. Headquartered in Québec, QC, Industrial Alliance is Canada's 4th largest insurance company. Mr. McGuire also served as Chairman of the Board of NB Power from 2007 to 2010.

Francis McGuire was the Chair of the Wallace McCain Institute for Business Leadership at the University of New Brunswick, and is an emeritus member of the New Brunswick Business Council.

From 1985 to 1997, Mr. McGuire worked in Premier Frank McKenna's administration, including as Deputy Minister of Economic Development and Tourism, and as the Leader of the Province's Information Highway Secretariat. As Deputy Minister, he was responsible for attracting industry to the province, for assisting local companies in their growth, for establishing the IT industry in the province, and for growing its tourism industry. Mr. McGuire served as Vice President of Marketing and Business Development of MITI Information Technology Inc. from 1998 to 2000. In 1999, MITI was recognized as Atlantic Canada's fastest growing company.

Francis McGuire holds a Master's degree from the School of Advanced International Studies at Johns Hopkins University in Washington, D.C., (1974-1976), a Diploma in European Politics from the Institut d'études politiques de Paris, France, (1973-1974), and a Bachelor of Arts from Dalhousie University (1970-1973). Mr. McGuire also completed the Management Training program at the University of Western Ontario's School of Business Administration (1984) and the Marketing Management program at Queen's University (1991). He was awarded an honorary doctorate by the University of New Brunswick in 2017.

Mr. McGuire was born in Halifax, Nova Scotia. He has two sons, Brendan and Dylan, and lives with his long-term partner, Elizabeth Webster.



The Honourable Bloyce Thompson

Minister of Economic Growth, Tourism and Culture

Bloyce Thompson was first elected as the MLA for Stanhope-Marshfield in the 2019 general election. In July 2022, he was appointed Minister of Economic Growth, Tourism and Culture after previously serving as Minister of Agriculture and Land, Minister of Justice and Public Safety and Attorney General from 2019-2022.

Bloyce is an active member of his community and the agriculture industry. As a third generation dairy farmer and businessman from Eastside Farms in Frenchfort, PEI, he has been a strong advocate for the dairy industry locally, nationally and globally. Bloyce has travelled to the United States, Japan, Portugal and other countries, lending his professional expertise in bovine livestock breeding to the dairy industry.

Bloyce is a proud graduate of Dalhousie Agricultural College. He has served his industry as a member of the genetic evaluation board of the Canadian Dairy Network and as a board member of the Dairy Farmers of PEI. Bloyce has also been a coach with the Sherwood Parkdale Minor Baseball Association, and served as vice-president of Old Home Week.

Bloyce and his wife Terri are the proud parents of three children.



Sean Wiltshire

Chief Executive Officer, Avalon Employment Inc.

Hailing from Newfoundland and Labrador (an environment as engaging and gregarious as his personality), award-winning, international speaker Sean Wiltshire has been working with businesses, crown corporations, governments, and communities to help them diversify and build innovation. From Kathmandu to Kitchener, Sean has worked with companies around the world including Canada, India, Nepal, and Bangladesh.

Professionally, for the last 28 years Sean has been the Chief Executive Officer of Avalon Employment Inc (AEI). – an employment agency for individuals with disabilities – assisting his clients and employers in filling over 65,000 hours of paid employment each year.

Sean is a past President of the Newfoundland & Labrador Regional Economic Development Association and was a member of the Ministerial Committee on Regional Renewal for the Government of Newfoundland & Labrador.

Sean has also been a member of two Federal Ministerial Advisory Committees; is an Alumnus of The Governor General's Canadian Leadership Conference (2000), and currently is a board member of the National Executive Board.

Sean was the Founding President of the Canadian Association for Supported Employment, and started a National Conference on Employment Disability and Diversity currently celebrating its 25th year.

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