

Our People

Succession planning

Although it might seem like less of a priority given the current economic crisis, succession management is an important issue for Alcoa Canada Primary Metals. Specific measures have been taken to prepare a succession in the Baie-Comeau region, where the situation is most critical due to the need for a workforce to support the modernization project. These measures will be implemented over the next few years.

Our involvement is three-fold: internal succession planning, development of a succession among local contractors, and the Heritage Fund, which aims to provide the region with tools to attract and retain employees. The training pool for contractors is the first element being put into place. And, the results of the demographic study conducted to assess the plant's needs for the 2009-2015 period have been shared with regional stakeholders to facilitate planning.

Programs adapted to the needs of the Deschambault and Bécancour smelters are currently being developed. In addition, the renewal of the energy supply contracts for our three Québec smelters included a commitment to maintain a minimum number of jobs at each of these facilities.



Employee engagement that does us proud

The engagement of our employees towards their work and our company is stronger than ever. In 2008, for the second consecutive year, the four Alcoa Canada Primary Metals plants were ranked at the top of the list of all Alcoa facilities worldwide and well above the benchmark for the industrial sector.

2008 Objectives	Results	Comments
Complete an audit of two of our plants under the "Healthy Business" standard and identify the improvements needed to remain an employer of choice.		The project was launched but delayed due to the economic context.
Complete development of the succession management strategy at the regional and provincial levels.		Completed at the Baie-Comeau Smelter only.

2009 Objectives

- Discuss employee engagement in times of crisis with the Sustainability Advisory Committee.
- Implement new performance management and personal development plan models for all salaried employees.
- Increase productivity to make the region more competitive, while maintaining a maximum number of jobs.