

# ANNUAL REPORT 2010 - 2011



TECHNICAL

TTG  
TRAINING GROUP

TECHNICAL & SKILLED  
TRADES TRAINING

[www.technicaltraininggroup.org](http://www.technicaltraininggroup.org)



## Chair's Message

As you read through our Annual Report, I think you will be pleased with the work that TTG has continued to accomplish and with the direction that TTG is heading. 2010-2011 was a period of growth and change with the transition from operating as a working board to handing the reins over to our new Business Manager.

With \$40,000 in economic development funding to address training gaps and the emergence of new technologies, the timing was spot on. Shawn began to research new training ventures and build the business base.

The goal to transition from basic skills prep training to pre-apprenticeship programs has experienced its challenges. A combination of factors, such as community college dominance of apprenticeship training, challenging economic times and Ministry training budget reductions, has put those plans on the back burner.

As a small locally-driven business entity, creative solutions are the business norm. Rather than focusing strictly on apprenticeship training, our response was to change course and carve out a partnership with a community college to offer training alternatives. That plan is in the works. TTG has also moved into new cross-sector training endeavors. We are prepared to adapt, as necessary, to meet community training needs, a testament to our training versatility, partnership capabilities and perseverance as the local training provider.

I extend thanks to our contractors and the Board Directors who drive our success. We say GOODBYE to Director *Doreen Myers*, past Chair and Board member. Doreen was a dominant factor in our formative years and her practical business approach will be missed. I also thank *Bill Boon* for his short stay with us on the Board. Like many volunteers, the demands of their busy work schedules meant they could not give TTG the time and attention they felt it deserved.

While I have enjoyed the opportunity to be TTG's Chair for the past three years, new business commitments have forced me to step down as Chair.

## Business Manager's Message

In a small business like TTG, you wear many hats and there are many demands on your time. Not only must you immerse yourself in the community, learn who the key players are and build relationships, there are also lessons to learn about working with a non-profit Board of Directors. I was very fortunate to work closely with Virginia Lambdin, TTG Administrator, who navigated me through the intricacies of corporate governance; Mark Roth, TTG Welding Coordinator whose passion, skills training knowledge and local business savvy are legendary; and my advisor, TTG Chair, Kent Johnston, whose support and trust was steadfast.

This year, my two key priorities were long term sustainability and relevance. My work focused on strengthening TTG's core business operations and researching leading edge training options that fit the direction of the changing local economy. To this end, the custom weld business and renewable energy and creative knowledge-based sectors were front and centre. I am happy to report that TTG's reputation for company specific custom weld training packages is growing with high profile companies seeking our assistance. I am confident that our ventures into the green and creative arts sectors will pay a substantial return on investment for both students (youth and adults) and the community at large.

Delivering services in small town and rural is not without its challenges. Classes must be filled to run courses. It is important to us that TTG deliver on its promises.

I am pleased to hand over the lead to *Bob Allen*, a capable leader and business owner who is very knowledgeable about local industry needs.

I am proud to say that if there is one characteristic that defines who TTG is and what we strive to be, it is our reputation as a high quality training provider. My fellow Board members and I look forward to continue building upon that reputation over the coming year.

*Kent Johnston*  
TTG Chair



Retiring Directors  
Doreen Myers & Bill Boon

Our reputation depends on it. Once a course is advertised, every effort is made to get the program up and running.

Another challenge is to effectively market new but untested training courses. That still deserves my undivided attention.

In closing, I extend my deepest thanks to our tremendous team of coordinators, instructors and volunteer directors. They are the intangible assets that never appear on the balance sheet.

*Shawn Bontaine*  
Business Manager

## Defining TTG

### WHO ARE WE?

The Technical Training Group (TTG) is a not-for-profit corporation with a 12-member volunteer Board of Directors, comprised of area stakeholders from industry, business, education, City of Stratford and the Four County Labor Market Planning Board.

### WHAT DO WE DO?

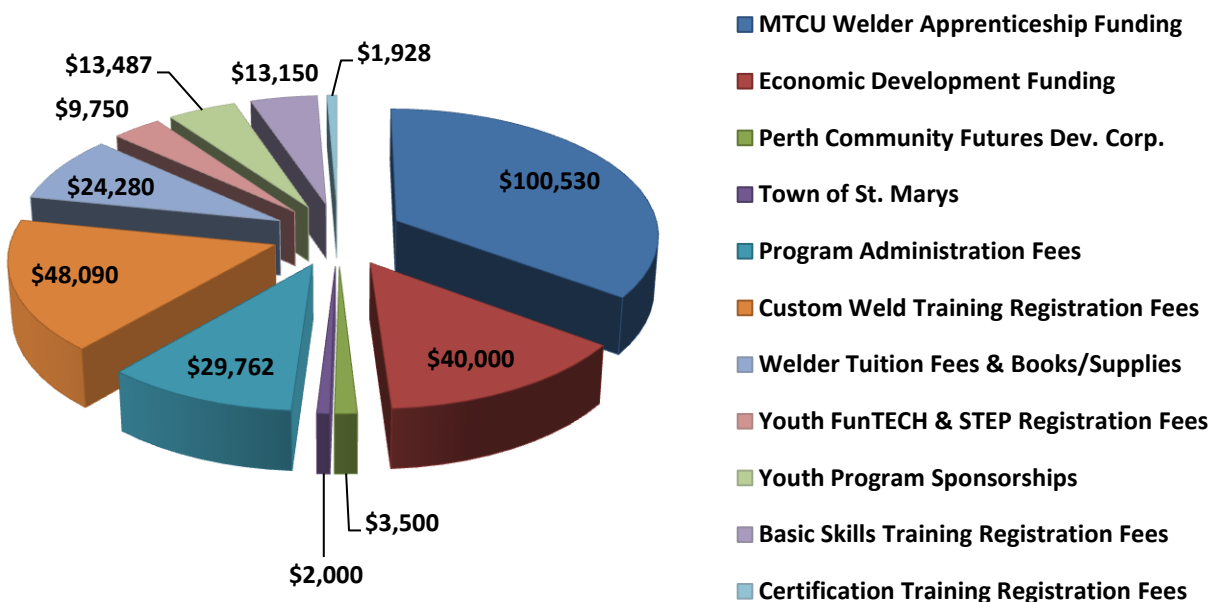
TTG offers technical and trades' training to local residents and the region's business community. We work in tandem with local secondary schools using their technical facilities during evening hours, on Saturdays and during summer months. Our training model is flexible in terms of location and scheduling and has multiple revenue streams. The three levels of Welder Apprenticeship training is funded by the Ministry of Training, Colleges and University on a per diem seat plan basis. Electrical and Plumbing Basic Skills programs and Youth programs are structured on a fee-based cost recovery model. Custom welding programs are company specific and priced at competitive market rates. The demand for such training is rising each year as TTG's reputation as a high quality training provider becomes firmly entrenched in the region. Our instructors are highly competent, qualified tradespersons who work full-time in their occupational field. Their dedication to serving our customers is acknowledged.

### WHERE ARE WE HEADING?

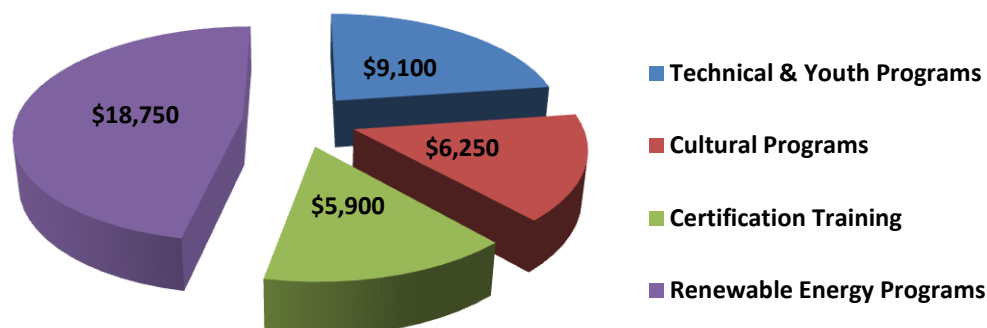
Partnerships and innovative strategies are keys to TTG's future success. All three levels of the welding apprenticeship program will carry on as usual plus TTG plans to expand its Training Delivery Agent (TDA) status to include the new pressure system welder and grow the custom welding training base. Our existing electrical pre-apprenticeship prep course will continue until plans are finalized to move into a recognized college program with an existing college using the current training site. This will give potential students further opportunities in apprenticeship and electrical post secondary programs. Certification courses will continue to be organized and offered to local industry to assist in meeting their training needs.

Monitoring the local labour market and seeking out training opportunities that match the trends is critical. New programs initiated such as renewable energy awareness youth programs and a theatre production arts program round out the direction that TTG is taking on to tackle the growth in the green and creative knowledge-based economies.

## Revenue Stream 2010-2011



## Economic Development Stream



*The County of Perth, City of Stratford, Town of St. Marys & Perth Community Futures Development Corporation partnered in 2009 to develop a united strategy to lead Perth communities through challenging economic times. Funding was accessed through the Ministry of Economic Development & Trade of which \$40,000 was allocated to TTG to develop training plans to meet the identified training gaps and the emergence of new technologies.*

## Report on Training

### WELDER APPRENTICESHIP

TTG is a Training Delivery Agent (TDA) for the Welder Metal Fabricator trade common core year 1 and Welder trade apprenticeship year 2 and 3. Training takes place during evening hours Monday to Thursday, 6:00 – 10:00 p.m., September to June, at Stratford Northwestern Secondary School technical facilities (TTG Site 1). Up to 48 welder apprentices train between the three levels during for a total of 720 training hours per year [Level 1–300 hrs; Level 2–180 hrs; Level 3–240 hrs].

In **June 2010**, trainees graduated from each of the three levels of welder training. Twelve [12] graduated from Level 3 completing their apprenticeship training. These graduates became eligible to challenge their Certificate of Qualifications through the Ministry of Training, Colleges & Universities. The Certificate of Qualification also provides them with Interprovincial Red Seal Welder status. In **September 2010**, a total of 41 welder apprentices from across Southwestern Ontario enrolled in the three [3] levels of training as follows: Level 1 – 14; Level 2 – 12 and Level 3 – 15. Many Level 1 and 2 graduates from the previous year enrolled to continue the training process.



Our *THANKS* to Stratford and area employers who engage in apprenticeship training and sponsor our apprentices:

Accumetal Manufacturing Inc., Advanced Dairy Systems (Milverton), Caris Welding & Fabricating (Strathroy), Chrima Metal Fabrication, Clemmer Steelcraft Technologies Inc., Double "B" Machine & Fabrication (Woodstock), Emerson Metal Works Inc. (Cambridge), Integrated Mechanical Services Inc., Jamie's Custom Welding (Mitchell), Krantz Machine & Welding Inc. (Tavistock), Nuhn Industries Ltd. (Sebringville), O'Hara Machine and Tool, Rho-Can Machine & Tool Company Ltd. (Strathroy), Quadro Engineering Corp. (Waterloo), Sharp's Creek Forge (Goderich), Shoreline Welding & Machine Inc. (Goderich), Smith Steel & Fabrication Inc. (Atwood), Smyth Welding & Machine Shop Ltd. (Auburn), Stratford Metal Products Ltd., TPI Enterprises Inc. (Goderich), Walsh Brothers Welding (Mitchell).

### CANADIAN WELDING BUREAU TEST CENTRE

The TTG welding facility is an accredited test centre for the Canadian Welding Bureau (CWB). Employers/employees can receive specialized training to meet company specific CWB needs. Level 3 graduates of the three-year apprenticeship program have the option to move on to the next level - trade certification by an approved testing agency such as the Canadian Welding Bureau.



Matt Thompson, TTG and CWB graduate, says, "I have successfully completed my apprenticeship through TTG and multiple weld test through CWB and TSSA and have also gone on to be a CWB certified supervisor. TTG's instructors are very knowledgeable and have a great understanding of welding and its processes. The apprenticeship training and the testing facility are very well organized and highly valuable. It is a great asset to have such a facility locally."

## CUSTOM WELD

Custom Welding packages for individual or company specific training is growing. Two groups of Electro Motive Diesel (London) employees have upgraded their welding skills for company specific workplace requirements this year. Our Theory Instructor commuted to London to provide the in-class training. TTG is pleased to report that every individual that challenged the Red Seal exam has been successful in obtaining their Red Seal status. This is a testimonial to the caliber of training by our awesome welding instruction team and to the flexibility that TTG is prepared to give in terms of training provision. A third group from Electro Motive Diesel will start September 2011.

Two additional custom weld contracts are secured for the 2011-12 fiscal year. One is with EllisDon Construction that started the first week of May and the second is an annual training program with Hydro One commencing at the end of June.

Sandy Ingram, Health & Safety Trainer and Certified Welder, Electro Motive Diesel, London, says, *"From the first time I met the team at TTG, I knew I was dealing with the best in the field of training and upgrading. Their knowledge base is extensive and it is constantly changing to meet the needs of industry and construction. The team from TTG are professionals who go the extra mile to ensure they are doing everything to make you successful."*

## CERTIFICATION TRAINING

Fork Truck Operator and Aerial Work Platform Safety certification was provided by Lift Depot Ltd. and Standard First Aid with CPR by St. John's Ambulance. Trainees were a combination of employees and secondary school students. TTG also participated in the Four County Labour Market Planning Board *Training Awareness Certification (TAC) Conference* at the Reach Centre, Clinton, Ontario. The Conference was geared to enhance skills of youth entering the workforce directly from high school. One hundred [100] youth participated in the certificate training which included: Pesticide, Health & Safety, Confined Spaces, Fall Arrest, Smart Serve and Customer Service.

## BASIC SKILLS TRAINING

TTG offers 10-week (60 hour) pre-apprentice prep (basic) training programs in partnership with St. Michael Catholic Secondary School [TTG Site 2]. This partnership increases the diversity of trades-related training available locally. The programs are open to unemployed individuals looking to develop skills and enter the labour force or to employed individuals who are seeking a career change.

### Electrical and Plumbing Pre-Apprentice Prep

Plumbing and Electrical programs were run in September 2010. A compressed 8-week (60 hour) Electrical prep program was also successfully delivered over Winter 2011. This training prepared graduates for career advancement in skilled trades fields including an Electrician or Plumber Apprenticeship or related trade such as HVAC and construction. Upon successful completion, the trainees received a letter of completion and a certificate.



## Report on Training Initiatives

### THEATRE PRODUCTION ARTS



A partnership with Off the Wall (OTW) Stratford Artists Alliance to offer a 6-week training program entitled -- *An Introduction to Theatre Production Arts* -- was successful. The financial request to the Ministry of Tourism and Culture for \$28,745 was awarded in March 2011. The unique program fills a void in the local arts community.

The six-week summer course starts mid July 2011 with TTG providing administrative and programming support. Talented Stratford Shakespearean Festival artisans and trades people will train the next generation of production artists for future employment. Trainees will experience the full stage-production process as a complete range of production arts will be offered from artistic welding to faux-food creation and theatrical mask-making. Opportunities to attend performances at all four theatres and be immersed in the theatre community will round out the extensive production arts training in this project. At course conclusion, the production set created by the students will be open to the public during a three-hour, open-house presentation. The hands-on, intensive skills training will equip students for work in small theatres, apprenticeships in larger theatres or future education in specialty courses such as art and design.

*"Our partnerships are making this ground-breaking course possible," said Michele Boniface, Board Chair, Off the Wall. "Technical Training Group brings expertise in skilled trades training, providing administrative and programming support for the course, and Factory 163, known to arts organizations as 'the space to create,' provides the ideal backdrop."*

## RENEWABLE ENERGY YOUTH AWARENESS



**Project Green**, a partnership with Stratford Northwestern and St. Michael Catholic Secondary Schools and local industry, encompasses two distinctly separate renewable energy awareness programs. Both will provide students with the skills to put them at the forefront of the green energy movement in the region. Armed with this knowledge, a future generation will have the skills base to launch rewarding careers and enhance the quality of the local environment.

Phase 1 of **Empowering Our Future** involved installation of solar panels in Stratford Northwestern's courtyard. The clean energy provided by the solar panels is connected to the local grid benefiting the community. The project's second phase will be a learning centre built and designed by students. Information plaques will be placed around the courtyard to show the solar panel construction, how they operate and generate energy and student involvement. Another plaque will show the sun and the different angles where solar panels absorb the most energy. Guided tours to students and community groups will demonstrate how the system works.

St. Michael's **Solar Energy - Lighting up the Minds of Tomorrow** project serves as the basis for new teaching tools to showcase a solar energy system in action to students across a variety of curriculum areas. In Phase 1, a roof-mounted Solar Photovoltaic panel system was installed. In Phase 2, the purchase of a dedicated computer, Solar 101 software and curriculum will enable students to take the lead on new green energy projects such as data collecting (providing hands-on opportunities to view real time energy production data) and data analysis (daily, monthly and annual energy production trends).

## Trade Awards

### SKILLS CANADA-ONTARIO COMPETITIONS 2010

TTG Level 3 Welder apprentice, Josh Hartwick, competed for the Ministry of Training, Colleges and Universities in the Welder provincial competitions at RIM Park, Waterloo on May 2010. He provided a strong showing with a fourth place win. The competitions assessed contestant ability in the field of welding including knowledge in reading drawings, interpreting welding symbols and mastery of the main welding processes used in the industry.

### THE KEN HALWACHS AWARD 2010



The Ken Halwachs Award is awarded each year to a 3<sup>rd</sup> level Welder student who demonstrates excellence in technical skills, professionalism, leadership and teamwork. TTG presents the award at its Annual General Meeting. This year's recipient, LUKE WILHEM, is a graduate of Northwestern Secondary School. He works as an Industrial Millwright and Red Seal Welder at Integrated Mechanical Services, Stratford, Ontario.

L to R: Malcolm MacDonald, TTG Welding Faculty; Kent Johnston, TTG Chair  
Award Recipient Luke Wilhelm and Mike Merner, TTG Welding Faculty

## Trade Show & Excellence Awards

The Huron Manufacturing Association Trade Show & Excellence Awards was a very impressive event with over 200 in attendance. TTG's new banner and brochures were on display. Mark Roth, AJ Detzler-Cox and Virginia Lambdin were in attendance to network and promote TTG's work.



L to R: Scott Tousaw (Huron County), Gemma Mendez Smith (Four County Labour Market Planning Board)  
Mark Roth (TTG), Wes MacVicar (Foundation for Enriching Education), AJ Detzler-Cox (TTG)  
Rob Peat (AMDSB) and Jeff Piro (Central S. S)



## Youth Programming

### STEP SUMMER CAMPS (Skills Training Educational Partnership)

This year, skills technology camps ran from **July 5 - 9, 2010**, 8:00 am to 12:00 pm. Camps at St. Anne's, Clinton and St. Michael, Stratford accommodated 25 students each. Much appreciation is extended to Camp Coordinator: **Tim Martens** and St. Michael Instructors: Keith Donnelly, Bart Drennan, Mark Flanagan, and Jason Steinmann for making this another great camp experience. The camps give exposure to various trades including woodworking, electrical, transportation and aerospace, transportation and design and construction. Projects included a memory box, robot head, rockets, CO2 race cars and bridge design and building.



### FUNTECH

On **November 20th, 2010**, 180 students, ages 7-12, participated in the full day "hands-on" event exposing area youth to technical design/woodworking, manufacturing, construction and welding technology, transportation, culinary arts and cosmetology. Projects included a gumball machine, metal garden animal, aluminum nameplate and star, car and bike maintenance, welded metal reindeer, manicures, facials, hair up-dos, prepared pizza, breads, desserts. Many thanks go out to FunTECH Coordinator, **Anita Edwards** and Northwestern Tech Teachers: Keith Edwards, Rob Collings, Steve Faber, Don Scheerer, Paul Finkelstein, Dean Elieff, Cathie Riddell and Jeff Roetcisoender.



### BAND OF BROTHERS

The first annual **band of brothers**, hosted by the Foundation for Education Perth Huron to "inspire boys in one day to make informed career decisions", was held on Thursday May 27<sup>th</sup>, 2010 in Listowel with 120 Grade 9 boys in attendance. This *new* event focused on the unique needs of young males entering into today's fast-paced workforce. Male mentors from a wide spectrum of career fields shared their stories highlighting their education, interests and unique skills including the rewards and challenges of their career path.

Band of Brothers (BOB) was **generously supported by Passport to Prosperity**, a Province wide initiative of the Ontario Ministry of Education designed to increase employer involvement in school-to-work programs for secondary school students and the **Ontario Youth Apprenticeship Program** of the Avon Maitland District School Board.



TTG's mentor representatives were Dale McGavin (L) and TTG welder apprentice, Joel McLeod (R). Dale, a Welding faculty instructor, is a certified welder with his Red Seal Certificate of Qualifications and over 15 years of welding/fabricating experience. Dale is a TTG graduate, a TTG instructor since 2009, the Skills Canada – Ontario 2009 Gold Medal recipient and a Skills Canada national competitor.



## TTG Contact Information

### Technical Training Group (Stratford & Area)

info@technicaltraininggroup.org

www.technicaltraininggroup.org

c/o Stratford | Perth Centre for Business

73 Albert Street, Stratford, ON N5A 3K2

### Virginia Lambdin, Board Administrator

519-801-8845; vlambdin@technicaltraininggroup.org

### Shawn Bontaine, Business Manager

519-801-8844; shawn@technicaltraininggroup.org

### Mark Roth, Welding Coordinator

519-275-7734

mroth@technicaltraininggroup.org

### Tabatha Morrison/Jennifer Smith, Bookkeepers

Tabworks, 629 Ontario Street, Stratford, ON N5A 3J6

## Welding Faculty

Malcolm MacDonald, Pipe Welder & Pipe Fitter

Peter Kunz, Certified Pressure Vessel Welder/Fitter (April – June 2010)

Mike Merner, Custom Metal Fabricator

Tom Newton, Sheet Metal Fabricator

Mike Wille, ASME Certified Welder/Fitter

Dale McGavin, Certified Welder/Red Seal Certificate of Qualifications

AJ Detzler-Cox, Certified Welder/Red Seal Certificate of Qualifications

Zach Muma, Student Classroom Assistant (Sept. 2010 – March 2011)

## Basic Skills Faculty

Keith Donnelly, Licensed Construction & Maintenance Electrician

Kirk Scammell, Licensed Plumber

## Funding Partners

The Welder Apprenticeship Training is funded by



TTG Core funding contributions 2010-11 from:

City of Stratford, County of Perth, Town of St. Marys

Perth Community Futures Development Corporation

## Training Facility Partners

Stratford Northwestern Secondary School [Site1]

St. Michael Catholic Secondary School [Site2]

## Youth Programming Sponsors

Perth County, Four County Labour Market Planning Board, Foundation for Enriching Education, Huron Manufacturing Association, OYAP – Avon Maitland and Huron Perth Catholic District School Boards, Stratford & Area Builders Association and Contract Framing Ltd.

## Associate Membership

Huron Manufacturing Association



## BOARD OF DIRECTORS

### 2010-2011

#### Kent Johnston, Chair

Owner/President

Kyjos Steel

#### George Brown, Vice Chair

Councillor

City of Stratford

#### Deb McNair, Secretary

Principal

Stratford Northwestern Secondary School

#### Bob Allen, Treasurer

General Manager

ACCUMETAL Mfg. Inc.

#### Bill Boon

Manager, Human Resources & General Affairs

Aisan Canada Inc.

#### Maryann Cox

Creative Director

Factory 163

#### Cavell Fraser

Vice President, Human Resources

United Communities Credit Union

#### Deb Hotchkiss

Executive Director

Partners in Employment

#### Ted Lange

Senior Vice-President

Culliton Brothers Limited

#### Tim Martens

OYAP Project Leader

Huron Perth Catholic District School Board

#### Gemma Mendez-Smith

Executive Director

Four County Labour Market Planning Board

#### Doreen Myers

Stratford & District Human Resources

Association