

# Technical Training Group

April 1, 2012 – March 31, 2013



## A N N U A L R E P O R T T H E Y E A R I N R E V I E W

## Chair's Message



*Bob Allen is President of ACCUMETAL Manufacturing Inc., Stratford, Ontario and has over 30 years of experience in the metal fabrication industry in both the corporate & private sectors. Bob joined the Board of Directors in March 2007 to bring an industry perspective to the Board and to support and develop programming. In December 2010, he took on the role of Treasurer; in June 2011 was appointed Chair for a two-year term to 2013 and re appointed for an additional two-year term to June 2015.*

I am pleased to report that TTG delivered a solid performance in 2012-13. In addition to our regular welder apprenticeship and custom weld training, we successfully

launched our inaugural pre-apprenticeship multiple trades' exposure training program. Our industry partners were instrumental to TTG achieving this milestone through their letters of support during the application process and post training by offering work placements. Each year, we do our utmost to continually improve our practices and keep pace with industry standards so that our business partners are assured of well trained graduates equipped with the essential skills to work successfully in their chosen profession.

Regrettably, we say GOODBYE to two of our Directors. Deb McNair stepped down as the public education representative with her retirement from teaching. She served as Secretary since 2007 and Secretary / Treasurer to 2013. She was an instrumental player in TTG's formative years and her entrepreneurial spirit while Principal at Stratford Northwestern Secondary School helped to launch TTG's entry into the training arena. Gemma Mendez-Smith served as Director from 2008 to 2012. Her non-profit and labour market expertise, enthusiasm and energy will be sorely missed at the Board table. Our best wishes go out to Gemma Mendez-Smith and Deb McNair as they move on to new endeavors.

We welcome Rick Roes, Plant Manager, Schaeffler Technologies and Jeff Piro, Pathways Coordinator, Avon Maitland DSB to the Board and we look forward to their participation. Our Board has a strong business-education mix giving us a balanced perspective to grow the business model in a safe and prudent manner.

I express a heartfelt thanks to TTG's team of contractors for their hard work and dedication; to the Board of Directors for the lively discussions and keeping TTG on its path to sustainability; and lastly to our customers who chose to do business with us. As I assume the position of Chair for an additional two-year term, I look forward to staying the course and meeting any challenges that lie ahead with our 'can-do' approach.



Bob Allen, Chair, TTG

### ***Supporting technical and skilled trades' training in Stratford & Area***

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.

### **BOARD OF DIRECTORS**

#### **2012-2013**

#### **Bob Allen, Chair**

Owner/President  
ACCUMETAL Mfg. Inc.

#### **Kent Johnston, Past Chair**

Owner/President  
Kyjo Steel

#### **George Brown, Vice Chair**

Councilor  
City of Stratford

#### **Deb McNair, Secretary/Treasurer**

Principal  
St. Marys District Collegiate Vocational Institute

#### **Maryann Cox**

Creative Director  
Factory163

#### **Cavell Fraser**

Vice President, Human Resources  
United Communities Credit Union

#### **Chris Hall**

Partner/Manager  
Discovery Geo Energy Inc.

#### **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

#### **Jerry Myers**

Sales Manager  
Quality Components International  
STEELCRAFT Inc.

## BUSINESS MANAGER'S MESSAGE



Our results this year, once again, demonstrate TTG's ability to evolve through a period of industry recovery and a tough funding environment. Our strategy is to continue building our welder training base as this is an area where TTG excels. With other programming, our strategy is to start small, learn what works and what doesn't and build over time.

2012-13 results indicate that our strategy is working.

- Implemented and successfully delivered a pilot pre-apprenticeship program with four graduates securing apprenticeships and the remaining six working in the sector.
- Received approval as a Training Delivery Agent for the Pressure Systems Welder Apprenticeship building on our strength as this is our leading niche expertise.
- Utilized 'Apprenticeship Enhancement Funding' to upgrade our welding facility at Stratford Northwestern [Site 1] in order to deliver a new welder program and continued excellence in the existing program.
- Established an impressive roster of high profile industries enrolling their employees in customized weld training: Electro Motive Diesel, Hydro One and CUSW [Bruce Power] as jobs evolve over time and require new skills and certifications.

The key to TTG's future sustainability is generating unrestricted revenue by expanding welder training in a variety of formats and we are presently exploring these options. Our focus right now is on integrating all the 'training' pieces we have, standardizing procedures for instructors, curriculum development and custom training and strengthening how we can better work together within the parameters of our current 'virtual' business model.

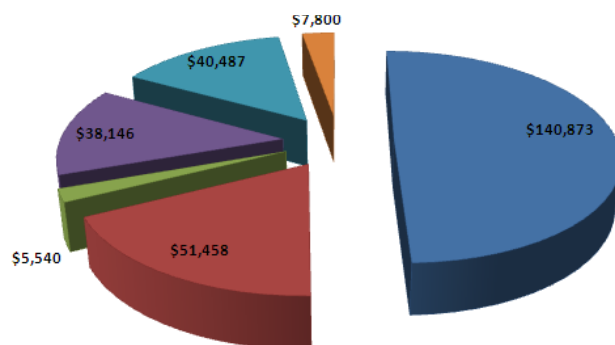
I thank our instructor faculty who keep programs at a consistently high level, fellow contractors for their hard work and the Board of Directors for their loyal support. Together, we remain committed to being a stable presence and making a positive contribution to the local community. Lastly I would like to thank our business and industry partners. The availability of training is a powerful tool to attracting new business, retaining and expanding existing businesses. We rely upon one another to succeed.

Shawn Bontaine, TTG Business Manager

## TTG BUSINESS MODEL

- Offers technical and skilled trades' training using the technical facilities at Stratford Northwestern [Site 1] & St. Michael Catholic Secondary School [Site 2].
- Operates during evening hours, Saturdays and during summer months.
- Is a flexible training model in terms of location and scheduling.
- Has multiple revenue streams – per diem seat plans, fee-based cost recovery and/or private sector competitive market rates.

## 2012 – 2013 REVENUE



- MTCU Welder Apprenticeship Funding
- Welder Tuition & Custom Training Fees
- Welder Books & Supplies Revenue
- MTCU Apprenticeship Enhancement Funding
- MTCU Pre-Apprenticeship Funding
- Program Revenue

## CONTRACTORS 2012-13

Bontaine, Shawn, Business Manager  
 Lambdin, Virginia, Administrator  
 Roth, Mark, Welding Coordinator

## Report on Training

### WELDER APPRENTICESHIP Ontario

TTG is a Training Delivery Agent (TDA) for the Welder/Metal Fabricator trades 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 for a total of 720 training hours per year [Level 1–300 hrs; Level 2–180 hrs; Level 3–240 hrs].

In **June 2012**, a combined total of **39 trainees** graduated from the three levels of welder training with 14 completing Level 1, 14 completing Level 2 and 11 completing Level 3 finishing their apprenticeship training. The Level 3 graduates are eligible to challenge their Interprovincial Red Seal Welder Certificate of Qualifications through the Ministry of Training, Colleges & Universities.

In **September 2012**, a total of **48 welder apprentices** from across Southwestern Ontario enrolled in the three [3] levels of training as follows: Level 1 – 18; Level 2 – 15 and Level 3 – 15. Many Level 1 and 2 graduates from the previous year enrolled to continue the training process.

### CANADIAN WELDING BUREAU (CWB) & TECHNICAL STANDARDS AND SAFETY AUTHORITY (TSSA) TEST CENTRE

The TTG welding facility is an accredited test centre for the Canadian Welding Bureau. Employers/employees can receive specialized training to meet company specific CWB needs. Level 3 graduates of the three-year apprenticeship program can opt to move on to the next level - trade certification by an approved testing agency such as the Canadian Welding Bureau. CWB prep and certification took place over July and August 2012.

### RED SEAL CHALLENGE

The Red Seal Program is recognized as the interprovincial standard of excellence in the skilled trades. In Jan. 2013, the Ministry sponsored a 40-hour Red Seal preparation course for former welder apprentice graduates who have not challenged the exam or were not successful in their attempt. This is a scaled down version of the one currently offered on the custom weld side. Eleven graduates participated in the training.

### FOR PROFIT WELD TRAINING

A contract with Hydro One was completed over summer 2012.

In Sept. 2012, 16 employees, Electro Motive Diesel London, participated in a 90-hour Red Seal Prep course designed for individuals with a minimum of 6,000 hrs working in the welder field but never enrolling in welder apprenticeship training. The course prepared them to challenge for their Red Seal status.

In Feb. 2013, Bruce Power enrolled 12 employees in SMAW fillet weld testing.



### WELDING FACILITY

#### MARK ROTH, PROGRAM COORDINATOR

**AJ DETZLER-COX**, Certified Welder/Red Seal CQ  
**JUSTIN HUNNIFORD**, Certified Welder/Red Seal CQ  
**SANDY INGRAM**, Certified Welder/Red Seal CQ  
**MALCOLM MACDONALD**, Pipe Welder/Pipe Fitter  
**DALE MCGAVIN**, Certified Welder/Red Seal CQ  
**MIKE MERNER**, Custom Metal Fabricator  
**MIKE WILLE**, ASME Certified Welder/Fitter  
**JASON WAGG**, C.E.T., Welding Technologist, Certified Welder/Red Seal CQ



## WELDER AWARDS

### 2012 MINISTER'S AWARD FOR APPRENTICESHIP TRAINING

#### *STEELCRAFT Provincial Winner for Western Region*

STEELCRAFT was nominated for the award by Mark Roth, Welder Coordinator, TTG. The company's support for those working toward a career in the skilled trades earned the company a 2012 Minister's Award for Apprenticeship Training. The prestigious award, given by the Ontario Ministry of Training, Colleges and Universities, was handed out at a ceremony at Rundles Restaurant in Stratford, on June 22, 2012.

"As a company, we're honoured to receive the award," said



STEELCRAFT president and chief operating officer Keith Zehr (pictured left), "but really thankful for the participation of the trades that are helping us in terms of the schooling and the ministry for what they do. Without the support of getting those skilled people in our

organization, it's more difficult to run the business."

Excerpt from Mike Beitz, Stratford Beacon Herald, June 22, 2012.

## WELDING COORDINATOR MESSAGE

This industry is all about skills and proficiency. I extend congratulations to all our graduates for undertaking the training for this demanding profession.

As Welding Coordinator since 2003, I see three areas where TTG is excelling. First, TTG has many repeat employers sponsoring welder apprentices. This speaks to the level of employer satisfaction with the training their employees are receiving at TTG.

Secondly, I am very impressed with the number of graduates getting Red Seal Certification. This shows their dedication to the welder trade, acknowledges their competence and ensures recognition of their certification throughout Canada.

Lastly, TTG is opening up new training opportunities for Level 3 graduates by achieving TDA status for the Pressure Systems Welder apprenticeship. This specialty type of welding is a logical 'next' step for TTG and its graduates, as it gives them advanced welding skills in the highly demanding pressure vessel and piping industry.

Mark Roth, Welding Coordinator

### THE KEN HALWACHS LEVEL 3 WELDER AWARD

In 2008, Ken Halwachs was honoured on his retirement by STEELCRAFT with an annual award in his name to a 3<sup>rd</sup> level Welder apprentice who demonstrates excellence in technical skills, professionalism, leadership and teamwork.

#### MONTY WEST - 2012 RECIPIENT



A St. Marys DCVI grad, **Monty West** started his machinist apprenticeship in 1985 at F.A.G. Bearings. For the first three months, the only tools he was given were a hammer, chisel and files. It was stressed these tools were a solid base for the trade. Monty was certified as a machinist in 1989.

At O'Hara Machine and Tool, his work varies from farm equipment to low pressure welds for Cleaver Brooks. After completing CNC machinist and health and safety courses, Monty signed up for the welder apprenticeship to expand his job skills and education.

Different trade, same training principles! From day one, he was told, "*Your last weld is just practice for your next weld*". Monty says, "Night after night of running stringer beads *reinforces* the commitment and the respect required to complete the theory and practical parts of the course."

Monty thanks the welder instructor team, and in particular, Mark Roth who gave him the great opportunity to assist welder instructor AJ Detzler-Cox teaching layout to the first year students last fall. Now with his Welder Red Seal and Machinist Certification, Monty's future is wide open to the possibilities.



## PRE-APPRENTICESHIP MULTIPLE TRADES EXPOSURE

The Pre-Apprenticeship Multiple Trades Exposure Program gives participants the option to explore a number of trades within a cluster of trades. TTG's approved program includes exposure to the primary trade, general carpenter and secondary trades, electrician and plumber. Additional program elements include safety training, employment preparation, job search skills and a work placement. Training takes place during evening hours Monday to Thursday, 6:30 – 9:30 p.m., at St. Michael's tech facilities [TTG Site 2].

TTG works with Employment Ontario agencies to support participants in completing the program and to find employment post program. TTG extends thanks to its partners for making this program a successful one: Partners in Employment - job search skills workshops, Conestoga College, Stratford Campus - academic upgrading and Conestoga Career Centre – work placements.

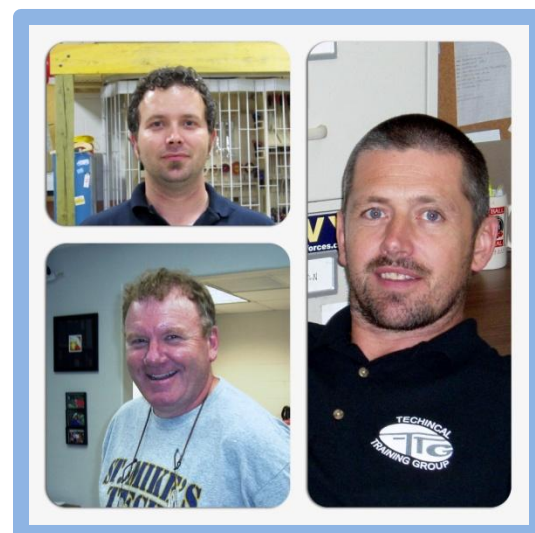
### 2012 Multiple Trades Exposure Program

Training with 12 participants started January 2012. Two voluntarily left the program and one secured an apprenticeship early in the program. By late June participants were ready to put their skills to test in an 8-week work placement with area employers. One participant did not complete the placement which is compulsory for graduation.

Congratulations to the eight [8] graduates of TTG's first Multiple Trades Exposure Program. All found employment in the construction sector with four graduates obtaining apprenticeships. A graduation ceremony was held in November 2012 with graduates receiving a Certificate and Letter of Completion. Pictured at right are TTG Business Manager, Shawn Bontaine and Chair, Bob Allen (left) and graduates Jamie Hutchison, Jake Vandewiel, Michael Vilendre and Brian Leis.

Many thanks to 2012 Work Placement hosts including:

- Scott Pfaff, **Boshart Electric Ltd.**, New Hamburg (pictured left)
- Jeff & Becky Jantzi, **Jantzi Plumbing**, Wellesley
- Tim Schweitzer, **Lannin Electric & Mechanical**, Sebringville
- Paul Wickenheiser, **Lloyd's Electric**, Stratford
- Gary Lingard, **The Progress Group**, Stratford
- Chris Teahen, **Teahen Construction Ltd.**, Stratford (pictured right)



### PRE-APPRENTICESHIP FACULTY

**LT: KIRK SCAMMELL**, Licensed Plumber

**LB: MARK FLANAGAN**, Licensed Carpenter

**R: KEITH DONNELLY**, Licensed Construction & Maintenance Electrician







## PRE-APPRENTICESHIP MULTIPLE TRADES EXPOSURE

### 2013 Multiple Trades Program

Funding approval was received late October 2012. Information sessions and interviewing were completed by January 2013 with 12 participants selected to start training February 2013. By fiscal year end March 31, 2013, the mid-way training point was reached with all 12 participants scheduled for work placement in July 2013.

#### Pre-Apprenticeship Multiple Skills Trade Exposure Photos 2013



### PRE-APPRENTICESHIP TRADES' TRAINING

CARPENTRY – 120 HOURS

ELECTRICAL – 60 HOURS

PLUMBING – 60 HOURS

#### Pre-Apprenticeship Multiple Skills Trade Exposure Photos 2012



## GEOGRAPHIC REACH

Welder apprentices choose the Technical Training Group as their training institution from amongst a list of Training Delivery Agents offering welder apprenticeship training. These apprentices work full time and take their training with TTG during evening hours. Our apprentices are willing to drive longer distances to train with TTG as there is no lost time from work.

Pre-Apprenticeship participants, on the other hand, are unemployed or working part-time. Generally these trainees live in Stratford or within an hour's commute.





## FOCUS ON YOUTH

### LIBRO INVESTMENT IGNITES SOLAR LEARNING



Through its Community Builder Grant, Libro Financial Group awarded TTG a \$10,000 grant July 2011 for Project Green. The focus of TTG's renewal energy project was to give Stratford Northwestern and St. Michael Catholic secondary students an opportunity to build leadership and career skills by participating in solar energy projects. The Libro Grant investment added to an \$18,000 investment by TTG and its partners in 2010-11 to prepare students to move on to opportunities presented in the green industry and in new post-secondary programs being developed. The solar projects were showcased in an Open House late April 2012.

Trevor McNeil, Libro Board Director was very impressed with the two projects. He expressed his thanks for the planning and organization of the Open House event, the great turnout, presentations, as well as, the students' participation. He said that LIBRO was proud to be a part of the project and the impact it will have on current students and future students.

### PROJECT GREEN - "OFF THE GRID SOLAR PROJECT"

**ST. MICHAEL CATHOLIC** invested \$5,000 in new teaching tools to communicate with an off-grid roof mount system installed above the technology wing. This system is used to teach students in electrical, sciences and environmental day courses and is available for TTG night classes as well. Elementary students can monitor solar generation from their home elementary schools computer labs.

### PROJECT GREEN - "ON THE GRID SOLAR PROJECT"

**Stratford Northwestern** invested \$5,000 to complete the Solar Learning Centre located in the school's courtyard. Information plaques were designed and constructed to explain the building of the solar panels, student involvement and how solar panels operate and generate energy. A mini solar panel was built to run a fountain in the courtyard pond. Guided tours to students and local groups will increase understanding about how the system works.

#### SNSS SOLAR PROJECT COMMITTEE

##### Student Leaders

Jeremy Laing	Jordan Schade
Zach Muma	Josiah Schade
Kim Parker	Melissa Van Dam
Kasey Pestell	Eric Winhold

##### Staff Leads

Rob Collings
Keith Edwards
Kristen Frank
Deborah McNair



Libro Financial and Technical Training Group attend the Solar Learning Centre Open House on April 25<sup>th</sup>, 2012. L to R: Mark Roth (TTG); Libro - Trevor McNeil, Rose Ann Chute, Joanne Innes; TTG - Gemma Mendez Smith, Bob Allen ( Chair), Ted Lange, Maryann Cox.

### St. MCSS SPONSORS

Ideal Supply

Libro Financial Group

Technical Training Group

### SNSS SPONSORS

Libro Financial Group

Technical Training Group

SNSS Tech Department/ Student Council

Solar One – Derek Rameseyer

Integrated Mechanical – Brad Wilhelm

APC Solutions

Gaffney Data Centre

Festival Hydro

Sunlight Green Clean Kids Grant

Touch of Dutch – Johan Bossers

SNSS Screaming Avocado

#### *STEP Technology Summer Camp*

Half day camps ran July 9-13, 2012 at St. Anne's Clinton & St. Michael, Stratford.

Thank you to Camp Coordinator, Bart Drennan & instructors: Keith Donnelly, Mark Flanagan, Jason Steinmann and Steve Manzo.

green  
SHSM  
energy



**"LIGHTING UP THE  
MINDS OF  
TOMORROW"  
OFF THE GRID  
SOLAR PROJECT  
St. Michael  
Catholic S. S.**



**"EMPOWERING  
OUR FUTURE" ON  
THE GRID SOLAR  
PROJECT  
Stratford  
Northwestern  
Secondary School  
COURTYARD**





## COLLABORATION WITH OFF THE WALL

Off the Wall Stratford Artists Alliance received an Arts Education Project grant from the Ontario Arts Council and in addition to donations and a fundraiser, had four community collaborators supporting the “Setting the Scene” Theatre Production Arts project.

- 1) The Stratford Shakespeare Festival gave students access to the props warehouse and inserted promotional flyers into theatre programs.
- 2) Technical Training Group supplied drafting tools for design work and steel for the set frame and tree structures.
- 3) Factory163 offered reduced rates on rental of the production studio and presentation space.
- 4) Alternative Theatre Works actors provided guidance to students and worked with Off the Wall during the set-design stage.

The Theatre Production Arts project enrolled 15 participants (summer 2012) including high school students, undergrads attending university theatre programs, artists furthering their career options, teachers working in an arts capacity and other creative individuals hoping to develop their understanding of theatre production. Coming as far away as Montreal, Kingston, Windsor and Las Vegas, Nevada, participants learned basic theatre production arts skills, including the safe handling of hand and power tools, paints and adhesives.

Working under the tutelage of renowned backstage artists from the Stratford Shakespeare Festival, students created an adaptable set and all the props required for the live production of three one-act plays by Brian Friel entitled *The Yalta Game*, *The Bear* and *Afterplay*. To do this, students examined set drawings - created by theatre designer Stephen Degenstein - for a flexible set that would serve all three plays. His work provided a blueprint for the students as they interpreted the drawings, created elements for the set, and designed and constructed props using a variety of methods and materials.

Depending on the props made, students learned a variety of multi-media construction skills: scaling, sculpting, carving, scene painting, artistic welding, stage carpentry, theatrical mask making, sewing, rigging and theatrical lighting. As well, they learned design interpretation, artistic process, team building and presentation skills.

At project end, the set was introduced to the public at an Open House. The set and props have continued to be in use as the three one-act plays run in repertory at Factory163.

## Project Team

Michele Boniface, OTF Board Chair  
 Eric Ball & Michelle Jamieson, Prop Builders  
 Kevin Kemp, Scenic Painter  
 Stephen Degenstein, Theatre Designer  
 Heather Ruthig, Mask-making Specialist  
 Frank Holte, Artistic Welder  
 Deb Erb, Coordinator





## OUR THANKS TO....

### Employers Sponsoring Welder Apprentices

ACCUMETAL Manufacturing Inc.  
Advanced Dairy System Ltd.  
Alpine Plant Foods Corp.  
AW Millwrights  
AWC Manufacturing Ltd.  
Bri-Eck Machine & Tool Inc.  
Caris Welding & Fabrication  
Forestdale Metal Products Inc.  
Hercules Custome Fabrication  
Hutchison Precision Inc.  
Integrated Mechanical Services Inc.  
Iron Bridge Fabrication Inc.  
Krantz Machine and Weld Inc.  
Nuhn Industries Ltd.  
O'Hara Machine & Tool Inc.  
Perth County Fabrication  
Shelly Machine & Marine Inc.  
Smyth Welding & Machine Shop Ltd.  
STEELCRAFT Inc.  
Stratford Metal Products Ltd.  
Sun Signs  
Tigercat Industries Inc.  
Trade Mark Industrial Inc.,  
Walsh Bros Welding  
Weld Tech

### Community Partners

City of Stratford  
Conestoga College, School of Career and Academic Access  
(Stratford Campus)  
Conestoga College Career Centre  
County of Perth Economic Development  
Partners in Employment  
Perth Community Futures Development Corp.  
St. Michael Catholic Secondary School  
Stratford Northwestern Secondary School  
Stratford | Perth Business Centre

### Employers Supporting Pre-Apprenticeship

Advanced Air  
Boshart Electric Ltd.  
CULLITON  
Beacon Herald  
Buchanan & Hall  
Daniel Shoag Landscaping Ltd.  
Ed's Concrete Products Ltd  
Finishing Touches  
Hertel Plumbing Inc.  
Hoffmeyers  
Ideal Supply  
Industrial Contracting Solutions  
Jantzi Plumbing  
Lannin Electric & Mechanical  
Lloyd's Electric  
McDonnell Carpentry Ltd.  
Pinnacle Quality Homes  
Player Carpentry & Masonry Inc.  
POL Quality Homes Inc.  
Red Seal Carpentry  
Stratford & Area Builders Association  
Stratford Home Hardware  
Teahen Construction  
The Progress Group  
Turner Plumbing & Heating  
Yantz Timbre Mart  
Wood Décor Ltd.

### Pre-Apprenticeship Interview Team

Ted Lange, CULLITON  
Ross Dale, Stratford & Area Builders Association

### Ministry of Training Colleges & Universities

Sharon Klooster, Service Delivery Manager  
Derek Ethier, Employment & Training Consultant

*The Welder Apprenticeship and the Pre-Apprenticeship Multiple Trades Exposure Training Programs are FUNDED by the Government of Ontario.*