

# Technical Training Group Annual Report

April 1, 2013 – March 31, 2014



A word cloud graphic featuring various terms related to technical training. The words are arranged in a horizontal, slightly overlapping manner. The largest words are 'apprenticeship' and 'pre-apprenticeship' in a dark green color. Other words include 'carpenter', 'electrician', 'plumber', 'welder', 'TTG', 'industry-ready', 'FunTECH', 'STEP Camp', and 'SKILLS'. The colors range from dark green to light green and brown.

apprenticeship  
pre-apprenticeship  
STEP Camp  
carpenter  
electrician  
SKILLS  
FunTECH  
plumber  
industry-ready  
TTG  
WELDER

## Chair's Message

As we review our 2013-2014 accomplishments, I am pleased to report that TTG is moving forward and building its reputation as a local training resource.

Our Welder Apprenticeship Program and Custom Weld Training are consistent performers. Our strategy is to continue building our welder training base as this is an area where TTG excels.

Our second Pre-Apprenticeship Multiple Trades Exposure Training Program met its targets for success. This program will continue to evolve to ensure the best possible training environment for our trainees.

We appreciate feedback from all parties involved in the training process. Each year, we do our utmost to continually improve our practices and keep pace with industry standards so that our business partners benefit from well-trained

graduates equipped with the essential skills to work successfully in their chosen profession.

The outcomes we achieved in 2013-2014 are the by-product of a coordinated team effort, a group of interested, knowledgeable and energetic individuals at all levels. I, enthusiastically, take this opportunity to thank our Board of Directors, contract staff and industry partners for their steadfast commitment to this organization.

Regrettably, we said GOODBYE to two of our Directors in June 2014. *Ted Lange* stepped down as an industry representative after serving as a Director for four years (2008-2012) and as Treasurer from 2013-14. *Jerry Myers* also stepped down after serving as a Director for three years (2011-2014). We thank our outgoing directors for their volunteer contributions and years of service on behalf of the community. We will

reach out over the coming months to industry and community leaders to help fill these positions.

As I finish out my two-year term as Chair to June 2015, I look forward to working with the TTG team to bring about another productive year.



Bob Allen, TTG Chair

*Bob Allen, President of ACCUMETAL Manufacturing Inc., Stratford, Ontario, has over 35 years of experience in the metal fabrication industry in both the corporate and private sectors. Bob joined the Board in 2007, served as Treasurer in 2010 and as Chair since 2011.*

### TTG BOARD OF DIRECTORS 2013-2014

OFFICERS	DIRECTORS	OUTGOING DIRECTORS
<b>Bob Allen, Chair</b> Owner/President, ACCUMETAL Mfg. Inc.	<b>Maryann Cox</b> Creative Director, Factory163	<b>Ted Lange, Treasurer</b> Chief Operating Officer, CULLITON
<b>Kent Johnston, Past Chair</b> Owner/President, Kyjo Steel	<b>Cavell Fraser</b> Vice President, Human Resources LIBRO Credit Union	<b>Jerry Myers</b> Strategic Business Development Mgr STEELCRAFT Inc.
<b>George Brown, Vice Chair</b> Councilor, City of Stratford	<b>Chris Hall</b> Partner/ Vice President Sales TradeForce Tech	
	<b>Tim Martens</b> OYAP Project Leader Huron Perth Catholic DSB	
	<b>Jeff Piro</b> Pathways Coordinator Avon Maitland DSB	
	<b>Rick Roes</b> Plant Manager, Schaeffler Canada	

## 2013-2014 HIGHLIGHTS

- Marked the 10 year anniversary of the Welder Apprenticeship Training implementation, TTG's cornerstone program
- Increased the number of Level 1 Welder Apprentices from 15 to 18
- Secured \$46,657 in MTCU Apprenticeship Enhancement Funding to upgrade the welding facility at Stratford Northwestern [Site 1] and keep pace with industry standards
- Continued building the Custom Weld Training Program with repeat business from Hydro One and CUSW [Bruce Power] and new customer, the City of Kitchener
- Successfully delivered a second 30-week Pre-Apprenticeship Multiple Trades Exposure Training Program
- Received approval for a third Pre-Apprenticeship Multiple Trades Exposure Training Program for delivery in 2014
- Implemented an Industry Readiness program delivered on a series of Saturday mornings on-site at Stackpole with 13 of their employees
- Implemented a 4-week Industry Readiness program for new hires at local companies to increase their employability
- Participated in the City of Stratford Job Fair giving TTG an opportunity to promote its Pre-apprenticeship and Technical and Trade Preparation Classes to the 561 in attendance



### REVENUE STREAM 2013-2014

Welder Apprenticeship Funding	149,076
Tuition & Custom Weld Training	50,562
Books & Supplies	800
Apprenticeship Enhancement Funding	46,657
Pre-Apprenticeship Funding	56,856
Program Revenue	2,050
Economic Development Funding	5,000
Miscellaneous Funding	7,600
Interest	425
<b>TOTAL REVENUE</b>	<b>\$319,026</b>

### Mission

Committed to serving the community's need for local, relevant technical and skilled trades training

### Mandate

Facilitate and promote partnerships to support community technical training needs

Provide market-driven training on a cost recovery basis

Provide individuals with local training options

Support opportunities for youth to explore career options in the skilled trades

### Business Model

Uses technical facilities at Stratford Northwestern [Site 1] and St. Michael Catholic Secondary Schools [Site 2]

Operates during evening hours, Saturdays and during summer months

Generates multiple revenue streams – per diem seat plans, fee-based cost recovery and/or private sector competitive market rates

### Contractors

Shawn Bontaine, Business Manager

Mark Flanagan, Multiple Trades Coordinator

Virginia Lambdin, Administrator

Mark Roth, Welding Coordinator

# WELDER APPRENTICESHIP TRAINING

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].

## June 2013 Graduates

A combined total of 44 **trainees** graduated from the three levels of welder training:

Level 1 – 18; Level 2 – 12; Level 3 - 14

## September 2013 Intake

48 **welder apprentices** from across Southwestern Ontario enrolled in the three [3] levels of training:

Level 1 - 14 plus 3 OYAP; Level 2 – 19; Level 3 - 12

Many Level 1 and 2 graduates from the previous year enrolled to continue the training process.

## WELDING FACULTY

<b>DAVE CHANDLER</b>	Health & Safety
<b>AJ DETZLER-COX</b>	Certified Welder /Red Seal CQ
<b>JIM HALLBERG</b>	Certified Welder/ Classroom Asst.
<b>MALCOLM MACDONALD</b>	Pipe Welder/Pipe Fitter
<b>DALE MCGAVIN</b>	Certified Welder /Red Seal CQ
<b>MIKE MERNER</b>	Custom Metal Fabricator
<b>PAUL TAYLOR</b>	Certified Welder /Red Seal CQ
<b>JASON WAGG</b> C.E.T., Welding Technologist	Certified Welder /Red Seal CQ
<b>MONTY WEST</b>	Certified Welder /Red Seal CQ
<b>MIKE WILLE</b>	ASME Certified Welder/Fitter

## Catchment Area



Instructors pictured at AGM Sept 2013, L to R: Mac MacDonald, AJ Detzler-Cox, Monty West, Dave Chandler, Mike Wille, Jim Hallberg, Mike Merner

## WELDER UP SKILLING

### Red Seal Challenge

The Red Seal Program is recognized as the interprovincial standard of excellence in the skilled trades. The Ministry sponsored a 40-hour Red Seal preparation course for former welder apprentice graduates with four receiving their Red Seal designation. This is a scaled down version of the one currently offered on the custom weld side.

### TTG - Canadian Welding Bureau & Technical Standards & Safety Authority Test Centre

Employers/employees can receive specialized training to meet company specific CWB needs and Level 3 apprenticeship graduates can opt to move on to the next level - trade certification by an approved testing agency such as the Canadian Welding Bureau.

## WELDER AWARDS

### 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.

### JIM WALSH - 2013 Award Recipient



L to R: Jerry Myers (Steelcraft), Jim Walsh and Ken Halwachs

### Jim Walsh - 2013 Halwachs Award Winner

A graduate of TTG's Welder Apprenticeship program and recipient of last year's Halwachs Award, Jim works for F.A.G. Bearings and Walsh Brothers Welding. He had an interest in metal working from an early age, working with the family business (Walsh Brothers Welding) during his formative years. His first duties included running production stamping on punch presses and iron-workers, helping out in the fabrication shop, and learning the principles of shear and brake forming. He also enjoyed time spent in the machine shop using lathes, milling machines and large drill presses.

In 2001, Jim started an apprenticeship at F.A.G. Bearings as an Industrial Mechanic. The training focused on precision measurement, machining, fits and tolerances, metallurgy, electrical fundamentals, as well as pneumatic and hydraulic systems. After obtaining journeyman status in 2005, he joined the Technical Improvement Department at F.A.G. Bearings where he works to build and maintain precision grinding equipment.

In 2010, he started the in-school component of his welder apprenticeship with TTG. The training he received was both practical and theoretical in the subjects of layout and measurement, fabrication, welding symbols, welding processes, testing, and metallurgy. Jim says, "The instructors at TTG are highly skilled professionals, craftsmen with a keen eye, attention to detail and a great deal of knowledge. As a result I was challenged to become a better welder. TTG encourages a free exchange of ideas among all present creating an excellent learning environment. It is a good program and I was proud to be a part of it."

### TTG AWARD – OYAP CO-OP STUDENTS



At Commencement November 2013, the Technical Training Group Award for *Excellence in Welding* was awarded to OYAP Co-op students RILEY MCLEOD and MICHAEL MARSHALL. Each received a \$100 bursary. Congratulations!

*This industry is all about skills and proficiency. I extend congratulations to our award winners for undertaking the welding training and excelling in this demanding profession.*

Mark Roth, TTG Welding Coordinator



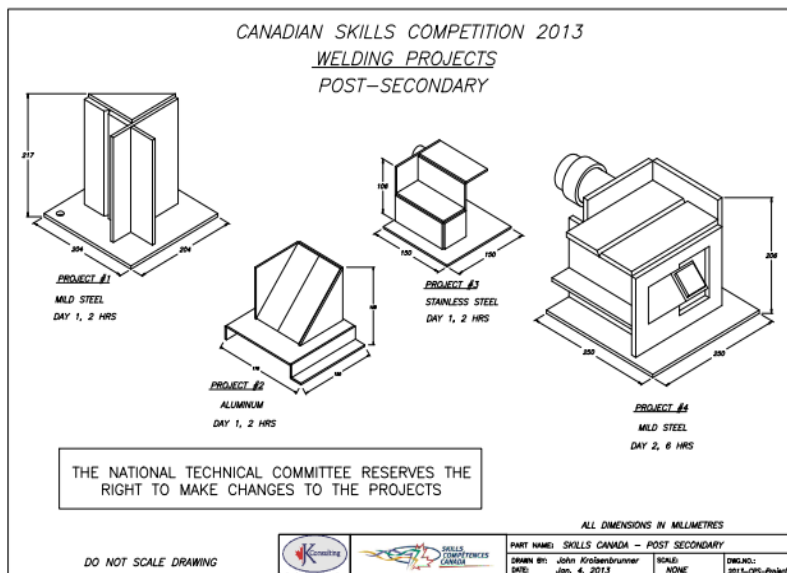
# JOEL MCLEOD TOPS AT SKILLS CANADA COMPETITION

Condensed from Bryan Shular, Beacon Herald (May 23rd & June 11th 2013)

## Results of SCNC 2013 GOLD

The TTG Level 3 welder apprentice captured the gold medal, in the welder post secondary category, achieving the highest overall score in the industrial sector at the Ontario Technological Skills Competition held in May 2013. By finishing first, Joel moved up to the Skills Canada National Competition in Vancouver, BC. At the national contest June 6-7, 2013 the competitors -- 12 from across Canada -- were required to demonstrate various welding joints and techniques in four projects -- two in carbon steel and one each in aluminum and stainless steel (pictured below.)

The **GOLD MEDAL** he won in post-secondary welding was a shining calling card to his ability.



### CONGRATULATIONS JOEL!

Joel McLeod represented TTG at the Skills Canada Vancouver competition in June 2013. He brought home the GOLD Medal in the Post-Secondary Welding competition beating out 12 competitors from across Canada.

TTG extends congratulations to 2013 Level 3 welder graduate, Joel McLeod, for his gold medal win in the welder post-secondary category at the Skills Canada competitions in June 2013. Joel competed against competitors from across Canada making this a very impressive accomplishment for him and a very proud moment for his family, the TTG board of directors and its welding faculty.



Mark Roth, TTG Welding Coordinator and Joel McLeod

With TTG Level 3 Welder Apprenticeship training and the manufacturing engineering program at Conestoga College completed, Joel is aiming for a career as a welding technical specialist or welding inspector.

# PRE-APPRENTICESHIP MULTIPLE TRADES EXPOSURE TRAINING

The Pre-Apprenticeship Multiple Trades Exposure Program gives participants the option to explore a number of skilled trades. TTG's approved program includes exposure to the primary trade, general carpenter and secondary trades, electrician and plumber.

Carpentry – 120 hrs    Electrical – 60 hrs    Plumbing – 60 hrs

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 Partners in Employment and Conestoga College, Stratford Campus for making this program a successful one.

## Multiple Trades Exposure Program INTERVIEW TEAM

For three years in a row, Ted Lange TTG Board Director and Ross Dale Executive Officer, Stratford & Area Builders Association (SABA), have participated in the selection of the 12 candidates. This year Courtney Teahen, incoming President of SABA, joined the team. Their support and assistance was much appreciated!



Courtney Teahen



Ted Lange



Ross Dale

## 2013 Multiple Trades Exposure Program

Training with 12 participants started February 2013. By late June participants were ready to put their skills to test in an 8-week work placement with area employers.

Congratulations to the eleven [11] graduates of TTG's second Multiple Trades Exposure Program. Two secured apprenticeships, seven work in the sector and two returned to their previous places of employment.

## MULTIPLE TRADES EXPOSURE FACULTY

KEITH DONNELLY	Certified Electrician
MARK FLANAGAN	Certified Carpenter Site Coordinator
KIRK SCAMMELL	Certified Plumber

I felt for the most part that all the individuals we interviewed were really looking to better themselves with training in the trades, while at the same time being able to do it locally. It was very gratifying to see the graduates who ended up with full time employment and apprenticeships. For most of them, it was a total career change but provided an opportunity that did not exist without the program.

*Ted Lange, COO, CULLITON*

The TTG Pre-Apprenticeship Interview process was well orchestrated and organized while setting potential candidates at ease. Having been a part of many interview processes over the years, I value a panel interview as different interviewers bring their own style, picking up on the interviewee's subtle strengths and areas of opportunity that may be overlooked or missed by others. Although, a panel interview can intimidate, I found the interview group constructed by TTG made it a priority to encourage potentials through their questions, showing them the benefits of both the process and the potential program. It was a pleasure to be a part of this.

*Courtney Teahen, President, SABA*

As a representative of the Stratford & Area Builders' Association, it has been both a privilege and a pleasure to participate in the interview process for the Technical Training Group Pre-Apprenticeship Training Program for three years. This program is an exceptional opportunity for people who are looking for a new career due to their individual circumstances.

I have a personal connection with the program as I completed my apprenticeship and am a licensed electrician. I understand the trades and am very proud to support the advancement of skilled trades in any way. I highly commend the Technical Training Group for developing this particular program and the successes achieved to date.

Imagine my surprise to see TTG Board member Ted Lange as one of the interviewers, who happened to be one of my apprentices.

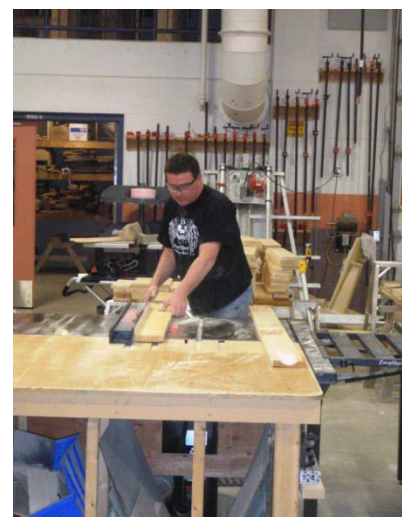
*Ross Dale, Executive Officer, SABA*



## SPOTLIGHT ON CARPENTRY

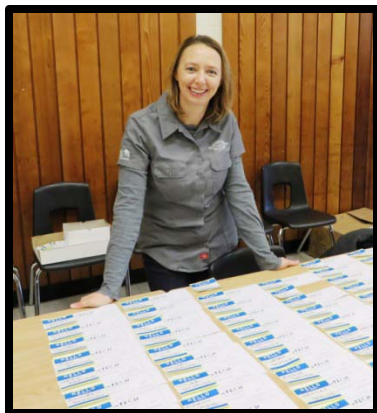


Photos provided by Mark Flanagan, TTG  
Carpentry Instructor and Site 2 (St. Michael  
CSS) Coordinator





## YOUTH PROGRAMMING



**FunTECH** TTG Coordinator Anita Edwards and the Tech instructors did an amazing job. The one day event, held Nov. 2013, was well organized with 192 registrations. Thanks also go out the Tech student volunteers (R) because their assistance makes it all possible! Students had fun, learned about technology, used new tools and took on workshop projects in 1 of 8 areas: cosmetology, culinary arts, tech design, woodworking, construction, manufacturing, transportation and welding technology.



## STEP Camp

Bart Drennan, TTG Camp Coordinator and his team of instructors had a busy rewarding two-day event in July 2013 with 77 youth in attendance. The interactive environment provided 'campers' with an experience that showed them just how much fun technology can be.



The two-day camp offered four choices out of eight workshops ranging from woodworking, welding, electrical, auto/small engines, baking, esthetics, graphic design and structural design challenge. Students got a hands-on approach to explore technical areas of interest and use a variety of tools to complete projects.



**An enthusiastic THANK YOU goes out to all STEP Camp and FunTECH Sponsors!**

## OFF THE WALL PARTNERSHIP

TTG partners with Off the Wall each year to offer a six week innovative arts education project in Theatre Production Arts. An Ontario Arts Council 'Arts Education Project' grant and donations from individuals and organizations and two fundraisers helped to offset tuition costs.

The "Setting the Scene" project was a true community effort with support from a number of collaborators.

- 1) The Technical Training Group donated steel for the set pieces and furniture.
- 2) Local businesses pitched in with in-kind donations of plywood, welding supplies, and building materials.
- 3) The Stratford Shakespeare Festival allowed access to the props warehouse, and promoted the project by inserting flyers into theatre programs.
- 4) Factory163 offered reduced rates on facility rental of the production studio and presentation space.

The participants hailed from southern Ontario -- from Windsor to Ottawa and small communities in between, including:

- senior high school students
- undergrads attending university theatre or visual-arts programs
- artists wanting to further their career options
- teachers working in an arts capacity
- creative individuals hoping to further develop their understanding of theatre production and the arts.

Participants worked under the tutelage of renowned backstage artists from the Stratford Festival, learning how to interpret set drawings and construct props, based on professional designs and text references and trying out a variety of multi-media construction skills:

- scaling, sculpting, carving
- vacuum forming
- scene painting
- artistic welding
- stage carpentry
- theatrical mask making
- sewing
- rigging and theatrical lighting

Week 6 winds up the "Setting the Scene" program with the creation a portable set and all the props required for a live production of "A Wind in the Willows Christmas" -- an original family show based on the children's classic by Kenneth Grahame.

*Condensed from OTW Ontario Arts Council Report 2013*

### PROJECT TEAM

<b>MICHELE BONIFACE</b>	Board Chair
<b>ERIC BALL</b> <b>MICHELLE JAMIESON</b>	Prop Builders
<b>KEVIN KEMP</b>	Scenic Painter
<b>STEPHEN DEGENSTEIN</b>	Theatre Designer
<b>HEATHER RUTHIG</b>	Mask Making Specialist
<b>FRANK HOLTE</b>	Artistic Welder
<b>DEB ERB</b> <b>MARY ANN REID</b>	Coordinators
<b>SUSAN STARKWEATHER</b> <b>BRENDA MARTIN</b>	Volunteers



**Faux Food Props**

# OUR THANKS TO....

## Welder Apprenticeship 2013-14

EMPLOYER SPONSORS	2013-14
A & B Dobson Sales Ltd	Palmerston
Accumetal Manufacturing Inc.	Stratford
Advanced Dairy Systems Inc	Wellesley
Alpine Plant Foods Corporation	New Hamburg
Baird Machines Inc.	Woodstock
Broeders Steel	Dashwood
Bulk Tech	Shakespeare
Bullet Trade Services	Guelph
Caris Welding & Fabricating	Strathroy
Cleemer Steelcraft Technologies	Stratford
Emerson Metal Works	Cambridge
Forestdale Metal Products	Woodstock
Hercules Custom Fabrication	Ayr
Hutchison Precision	Listowel
Integrated Mechanical Services Inc.	Stratford
Iron Bridge Fabrication	Brunner
Kyjo Steel Inc.	Woodstock
LoneStar Welding Inc.	Courtland
Maximum Millwright	Stratford
MTO Metal Products	Woodstock
Nuhn Industries Ltd	Sebringville
Perth County Fab	Bornholm
Rho-can Machine & Tool	London
Scheltema Manufacturing Ltd	Woodstock
Shoreline Welding	Goderich
Smyth Welding & Machine Shop LTD	Auburn
Tigercat Industries Inc.	Woodstock
Tripp-Vogt-Trottier Ltd.	Tillsonburg
Wal-dor Industries Limited	New Hamburg

## MINISTRY OF TRAINING, COLLEGES & UNIVERSITIES



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

Derek Ethier, Employment & Training Consultant, MTCU

## Pre-Apprenticeship Multiple Trades Exposure 2013 - 14

LETTERS OF SUPPORT	2013
CULLITON	Stratford
BERGER Plumbing	Stratford
Boshart Electric Ltd	New Hamburg
BRAD BAKER Plumbing Heating & Electrical	Exeter
Lannin Electrical & Mechanical	Stratford
Lloyd's Electric	Stratford
PARR Mechanical Plumbing & Heating	St. Pauls
Pinnacle Quality Homes	Mitchell
Player Carpentry & Masonry Inc	Stratford
Stratford & Area Builders Association	Stratford
Teahen Construction Ltd	Stratford
Woodecor Ltd	Stratford

WORK PLACEMENT EMPLOYERS	2013
BKS Electrical Boyd Electrical Services	Tavistock
Brad Baker	Exeter
Brame Electric	Stratford
Contract Framing	St. Pauls
Calvin Ische Plumbing & Heating Ltd	Stratford
Gabel Electric Plumbing & Heating	Listowel
Progress Centre	Stratford
Smith Construction	Stratford
Sunrise Framing	Exeter

## INTERVIEW TEAM

Ross Dale, Executive Officer, SABA  
 Ted Lange, COO, CULLITON  
 Courtney Teahen, President, SABA

## COMMUNITY PARTNERS

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



# A CAREER IN THE TRADES



## CAREER PROSPECTS - PERTH COUNTY

- SKILLED TRADES, Transport and Equipment Operators ranked in the TOP FIVE occupations
- SKILLED TRADES or skilled professional positions are the most difficult to fill
- 32% of employers offer APPRENTICESHIP opportunities

(Skills Gap Study, FCLMPB, 2013)