



Technical Training Group



Annual Report

April 1, 2014 – March 31, 2015

**LEADING EDGE PROVIDERS
OF CUSTOMIZED TRAINING SOLUTIONS**

CHAIR'S MESSAGE

Bob Allen, President, Accumetal Manufacturing Inc., Stratford, Ontario

No question, 2014-2015 was a year of accelerated change! We added contractors, intensified marketing strategies and introduced several new training programs. I thank all our contractors for their hard work and support of this organization and for capitalizing on all the opportunities that arose in the past year. Our organization is in excellent shape moving forward and one step closer to long-term sustainability as a result.

Effective board governance is an important foundation for TTG performance and is fundamental to our success, particularly as TTG has no permanent full-time employees. I would like to thank Directors for their attention to operations oversight and commend them for their diligence. Regrettably, we said GOODBYE to Directors Chris Hall (2011– 2014) and Jeff Piro (2013-15) and to long term directors, George Brown (2007-2014), Kent Johnston (2007-2015), Tim Martens (2007-2015) and Ted Lange (2008-2014). We thank you all for your years of distinguished service and for your contributions on behalf of TTG and the community. Our recruitment efforts to fill these vacancies have been successful and we are excited to welcome some new community leaders on board in 2015-16.

I extend many thanks to local companies who sponsored our youth programs. Not only do their efforts enrich the lives of our youth, they also help to fuel interest in technology and skilled trades. Appreciation is also expressed to area businesses in the construction sector for supporting our Pre-Apprenticeship program through a variety of participation options.

As I finish out my ninth and final year as a Director and as Chair, I look forward to another year of exciting opportunities as we grow our catalogue of technical and skilled trades' programming and industry engagement of our training services.



Bob Allen, TTG Chair

TTG BOARD OF DIRECTORS 2014-2015

OFFICERS

Bob Allen, Chair, Owner/President, Accumetal Mfg. Inc.

George Brown, Vice Chair, Councilor, City of Stratford

Kent Johnston, Sec/Treasurer, President, Kyjo Steel

DIRECTORS

Maryann Cox, Creative Director, Factory163

Stephanie Fasken, HR Generalist, Steelcraft

Cavell Fraser, Vice President, HR, Libro Credit Union

Chris Hall, Partner/ Vice President Sales, TradeForce Tech

Ted Lange, COO, Culliton

Tim Martens, OYAP Project Leader, Huron Perth Catholic DSB

Sandy McCann, HR Manager, C. R. Plastic Products Ltd.

Jeff Piro, Pathways Coordinator, Avon Maitland DSB

Martin Ritsma, Councilor, City of Stratford

(Appointed by City of Stratford, Dec 1, 2014, to replace George Brown)

Rick Roes, Plant Manager, Schaeffler Canada



TEAM MESSAGE *Virginia Lambdin, Administrator & Shawn Bontaine, Business Manager*

Transformation is the operative word for this past year's business successes. TTG was fortunate to receive Ministry funding to hire two Job Creation Program (JCP) candidates (Liz Balletto and Terry Pinkney) to assist TTG with marketing strategies and training initiatives. They helped provide the momentum to move TTG forward to a new level of operations. Additional personnel, upgraded marketing and training collateral and e-marketing strategies positively impacted TTG's level of business activity and engagement as shown in the Highlights for 2014-15.

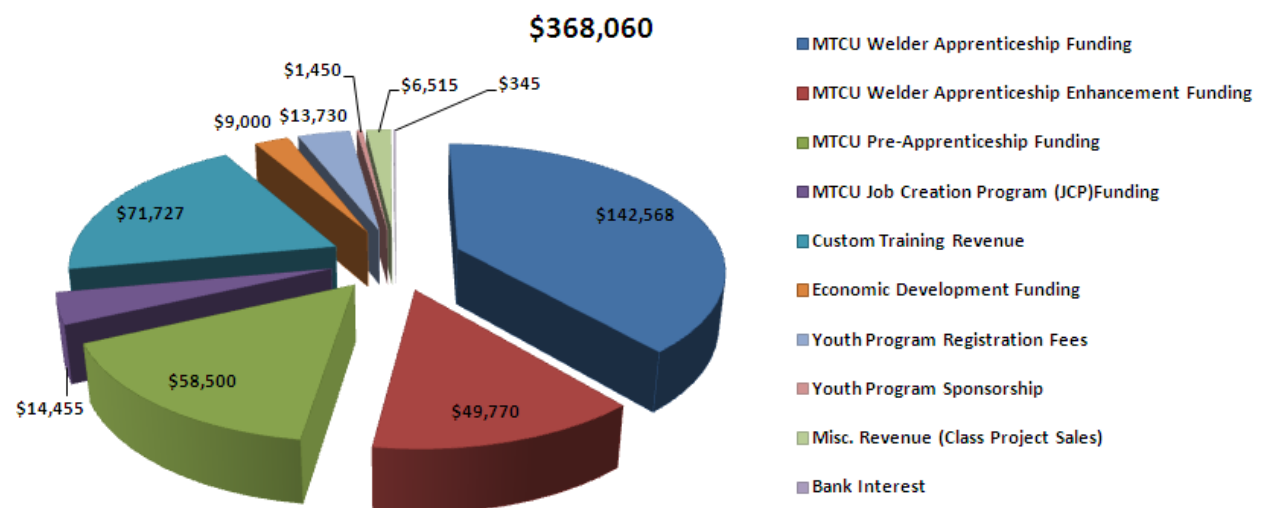
2014-15 was a busy year and we worked hard to achieve solid results. First and foremost, TTG looked for opportunities through the Canada Ontario Job Grant and tailored its efforts to promoting customized training at which we excel. We look forward to delivering a number of these programs in 2015-16 to local businesses to up-skill their employees and enhance their business operations. Meanwhile, it was business as usual with Welder Apprenticeship, Pre-Apprenticeship Multiple Trades Exposure, custom training and short term programs such as Welder Red Seal Prep, Agri-Welding 101 and youth camps.

For a small non-profit amongst big players, we are proud of our first-rate training programs. We extend our thanks to the instructor faculty for their dedication to providing exceptional training. Their commitment makes our programming stand out against our competitors. We are privileged to work in partnership with local industry and add value to their businesses.

Change is constant. This past year, we said GOODBYE to Contractor Anita Edwards, FunTECH Coordinator. She stepped down in September 2014 after 12 years. She did a remarkable job and the work she spearheaded challenged many youth to re-think how they viewed the trades or better yet, consider a trade as a career option. We wish Anita all the best as she takes on new work endeavours. We thank Liz Balletto for taking on FunTECH delivery challenges in fall 2014 and making it happen without a blip on the radar.

Finally, Shawn and I would like to thank the Board of Directors for their guidance and input over 2014-15. With our new team member, Liz Balletto, we are excited about our future and look forward to guiding this organization to new heights in 2015-16.

REVENUE 2014-15



HIGHLIGHTS 2014-15

- ✓ **Secured** \$49,770 in MTCU Apprenticeship Enhancement Funding to continue upgrades to the welding facility at Stratford Northwestern Secondary School [Site 1] and keep pace with industry standards. Through its partnership with SNSS, TTG is able to conduct evening classes while helping the schools obtain the best equipment for its technical facilities
- ✓ **Received** \$17,800 for a Job Creation project in partnership with the Perth County Visitors Association (June 2014) to hire three individuals (TTG-2; PCVA-1) to assist with marketing and media strategies and in particular for TTG, to promote its visibility and programming to a broader audience
- ✓ **Leased** office space (Sept 2014) for the first time at Feltz Warehousing on Erie Street to house our business operations
- ✓ **Grew** custom training revenue with repeat business from Hydro One, CUSW [Bruce Power], City of Kitchener and new customers Hydro One Southwestern, Eastern and Central regions and Stackpole Canada
- ✓ **Delivered** the 30-week (Feb-Sept 2014) Pre-Apprenticeship Multiple Trades Exposure Training Program (Carpentry, Electrical and Plumbing).
- ✓ **Received** funding approval to deliver the fourth Pre-Apprenticeship Multiple Trades Exposure Training Program with a Feb 2015 start-up
- ✓ **Implemented** a graduated series of on-site Industry Readiness programs for Stackpole Stratford employees starting Sept 2014
- ✓ **Designed and delivered** two 4-week Agri-Welding 101 courses (Mar 2015) specifically for farmers, others working in the agricultural sector and hobbyists to gain the necessary skills to make general repairs and fabricate equipment
- ✓ **Engaged** 75 youth in the STEP Camp (July 2014) and 126 youth at FunTECH (Nov 2014) in hands-on technical and skilled trades' activities in a fun and participative learning environment
- ✓ **Sponsored** the "Young Women in Skilled Trades" event (May 2014) for young women in Grades 9 -12 to promote career opportunities in the skilled trades
- ✓ **Participated** in Stratford (June & Sept 2014) and Discover North Perth (Nov 2014) Job Fairs giving TTG an opportunity to promote its pre-apprenticeship, technical and trade preparation classes.
- ✓ **Participated** in the Starter Company Youth Event at the University of Waterloo (Oct 2014) to showcase all the amazing programs available to youth in our area
- ✓ **Joined** local area businesses and employment services at the South Perth Business Expo (March 2015) to inform youth about local employment and training opportunities

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). There is potential for up to 48 welder apprentices to 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 2014 Graduates

42 trainees graduated from the three levels of welder training:

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

September 2014 Intake

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

Level 1 – 17; Level 2 – 12; Level 3 – 17

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

MARKET DEMAND SNAPSHOT

Opportunity 2020: Transforming the Labour Market in Perth County, Stratford and St. Marys

Skills training and skilled trades programs ARE the most valuable ways to boost the quality of the local labour pool!

IN-DEMAND OCCUPATIONS

AGRICULTURE Farm machinery operators, drivers, general labourers

MANUFACTURING Skilled trades, CNC Setters, engineers, welders, millwrights

Demand for skilled and general labour remains strong in the manufacturing sector in Perth County, Stratford and St. Marys. 79% of firms surveyed anticipate hiring in the next 6 months, while fully 95% of firms anticipate hiring within the next 18 months. Employers are reporting signs of a tight labour market and significant competition to recruit and retain employees.



With respect to support programs, a number of the manufacturing employers indicated their approval and support for ongoing local skilled trades and skills training.

WELDER UP SKILLING

Red Seal Challenge

The Red Seal Program is recognized as the interprovincial standard of excellence in the skilled trades. TTG delivered a Ministry sponsored 40-hour Red Seal preparation course for Level 3 apprentices plus three other individuals wishing to challenge the exam.

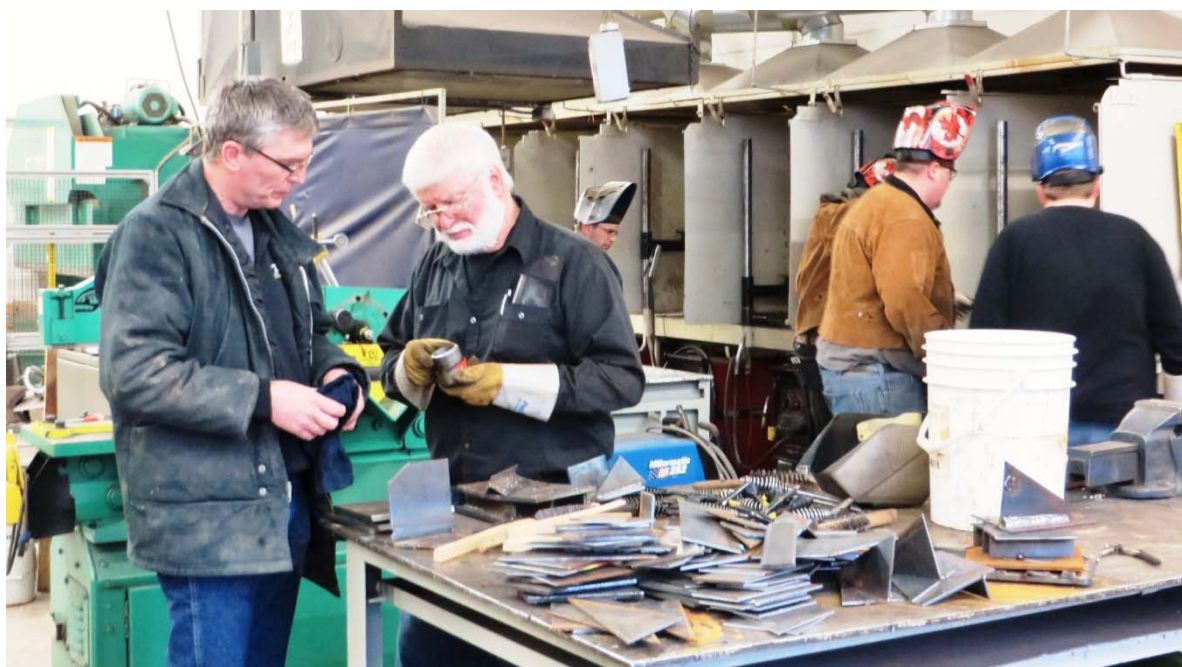
TTG Test Centre: Canadian Welding Bureau & Technical Standards & Safety Authority

The TTG facility at Northwestern Secondary School is an accredited Test Centre for the CWB and TSSA. 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.

CUSTOM TRAINING

This revenue stream continues to be a profit generator for TTG with repeat business from Hydro One, CUSW [Bruce Power], City of Kitchener and new customers Hydro One Southwestern, Eastern and Central regions and Stackpole Canada.

The two 4-week Agri-Welding 101 courses (starting Mar 2015), were designed specifically for farmers and people working in the agricultural sector. This practical hands-on program focused on teaching the skills necessary to make general repairs and fabricate equipment in agri-businesses or on the farm. Another interested group was hobbyists who wanted to learn more about welding techniques and applications.



WELDING FACULTY

Mark Roth	Dave Chandler	AJ Detzler-Cox	Jim Hallberg	Joel McLeod, C.E.T.	Malcolm MacDonald
TTG Welding Program Coordinator	Health & Safety	Certified Welder Red Seal C of Q	Welder Classroom Assistant	Welding Technologist Certified Welder Red Seal C of Q	Pipe Welder Pipe Fitter
Dale McGavin	Mike Merner	Paul Taylor	Jason Wagg, C.E.T.	Monty West	Mike Wille
Certified Welder Red Seal C of Q	Custom Metal Fabricator	Certified Welder Red Seal C of Q Certified Metal Fabricator Red Seal C of Q	Welding Technologist Certified Welder Red Seal C of Q	Certified Welder Red Seal C of Q General Machinist Red Seal C of Q	ASME Certified Welder/Fitter Radiographic Inspector (RT) Level 2 Magnetic Particle Inspector (MPI) Level 1



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

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. The award goes to a 3rd level Welder apprentice who demonstrates excellence in technical skills, professionalism, leadership and teamwork. Accompanying the award is a \$1,000 cheque.

Congratulations 2014 Award Recipient - John Farrell



L to R: Mark Roth, John Farrell and Ken Halwachs



May 2014

John Farrell participated in the Welder Competitions in the Post Secondary category.

John, TTG thanks you for a great effort!

Spotlight on John Farrell

Starting the welding program at TTG was just the first step in John Farrell's career. After completing a co-op placement in high school, he was offered an apprenticeship at Accumetal Manufacturing Inc., Stratford and started training in September following graduation.

Over the next three (3) years he worked and learned hands-on with CNC punches, plasma tables, CNC laser, forming and machining parts. In TTG in-school apprenticeship theory classes, he learned about metallurgy, fabrication, welding symbols, welding and cutting processes, testing and layout and measurements.

After completing the program John accepted a Millwright Apprenticeship at Integrated Mechanical Services, Stratford where he will continue his career and learning. John says, "TTG was a great experience and an awesome opportunity. The instructors were all experienced and knowledgeable. It's a good program that works around work schedules and it made me a much better welder."

TTG EXCELLENCE IN WELDING AWARD

At Stratford Northwestern Secondary School commencement, November 2014, TTG's Award for *Excellence in Welding* was awarded to OYAP Co-op students *Benjamin Bannon* and *Benjamin Schneider*. Each received a \$100 bursary. Congratulations!



Congratulations to our graduates and award winners for undertaking the welding training and excelling in this demanding profession. All of your hard work and dedication will serve you well in the future.

PRE-APPRENTICESHIP MULTIPLE TRADES EXPOSURE TRAINING

This program gives participants the option to explore a number of skilled trades in the construction/service sector. TTG's Ministry approved program includes exposure to general carpentry, electrical and plumbing trades. Safety training, employment preparation, job search skills and a work placement round out the training. Training takes place during evening hours Monday to Thursday, 6:30 – 9:30 p.m., at St. Michael's Catholic S. S. tech facilities [TTG Site 2]. TTG works with Employment Ontario agencies (Conestoga College, Stratford Campus and Partners in Employment) to support participants in completing the program and finding employment post program.

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

2014 Multiple Trades Exposure Program

Training with 12 participants started Feb 2014 and by late June, they were ready to put their skills to test in an 8-week work placement with area employers. Congratulations to the 2014 graduates!



MULTIPLE TRADES EXPOSURE FACULTY

Keith Donnelly

Certified Electrician

Mark Flanagan

Certified Carpenter
Site Coordinator

Kirk Scammell

Certified Plumber

MULTIPLE TRADES EXPOSURE

EMPLOYER SUPPORT

Culliton, Stratford
Goris Electric Ltd., Thorndale
Industrial Contracting Solutions Inc., Stratford
Kirby Electric, St. Pauls
McDonnell Carpentry Ltd., Stratford
Progress Aluminum & Insulation Ltd., Stratford
Stratford & Area Builders' Association
Teahen Construction Ltd., Stratford
Woodecor Ltd., Stratford

PLACEMENT HOSTS

Bartlett Mechanical, Milverton
Fenton Electric, Stratford
Historical Innovations, Stratford
Nuhn Industries, Sebringville
Zehr Bricklaying, Stratford



SABA Interview Team

Ross Dale, Executive Officer, Courtney Teahen, President



The Stratford & Area Builders' Association supports TTG's Pre-Apprenticeship Multiple Trades Exposure program!

MARKET DEMAND SNAPSHOT

Opportunity 2020: Transforming the Labour Market in Perth County, Stratford and St. Marys

IN-DEMAND OCCUPATIONS

CONSTRUCTION Site supervisors, drivers, finishers, skilled trades, labourers

Construction has high employment needs but is seen as one of the least desirable career paths by local youth. The majority of students see some form of post-secondary education (college or university) as the most attractive next step in their career path. Apprenticeships and opportunities in small companies were ranked as the least desirable options.



Employer survey respondents noted that the labour pool was insufficient to meet current labour market demand.



As to what type of programs would best address labour force challenges, all respondents said skilled trades and skilled trade promotion.



Construction survey respondents said skilled trades and mechanical skills are the skill sets hardest to recruit.

YOUTH PROGRAMMING

FUNTECH

TTG Coordinator Liz Balletto, SNSS Tech instructors and 45 high school student volunteers did an *AMAZING* job. The one day event (Nov. 2014) was well organized with 126 youth registered. Half and full-day sessions introduced school-aged children from the local area to various areas of technology through hands-on projects. Youth are introduced to the trades with an eye to getting them interested in that career path. At the end of the day, every student took home something they built or prepared themselves. Projects ranged from working with metal, welding pieces of curved steel to create ornamental armadillos and making game tables. Communications Technology workshops were added for the first time. Participants used iPad tablets to shoot a quick stop motion-animated sequence and their movies were posted on YouTube. That was pretty cool! Special thanks to SABA, Contract Framing Group & AMDSB OYAP for sponsoring this event.



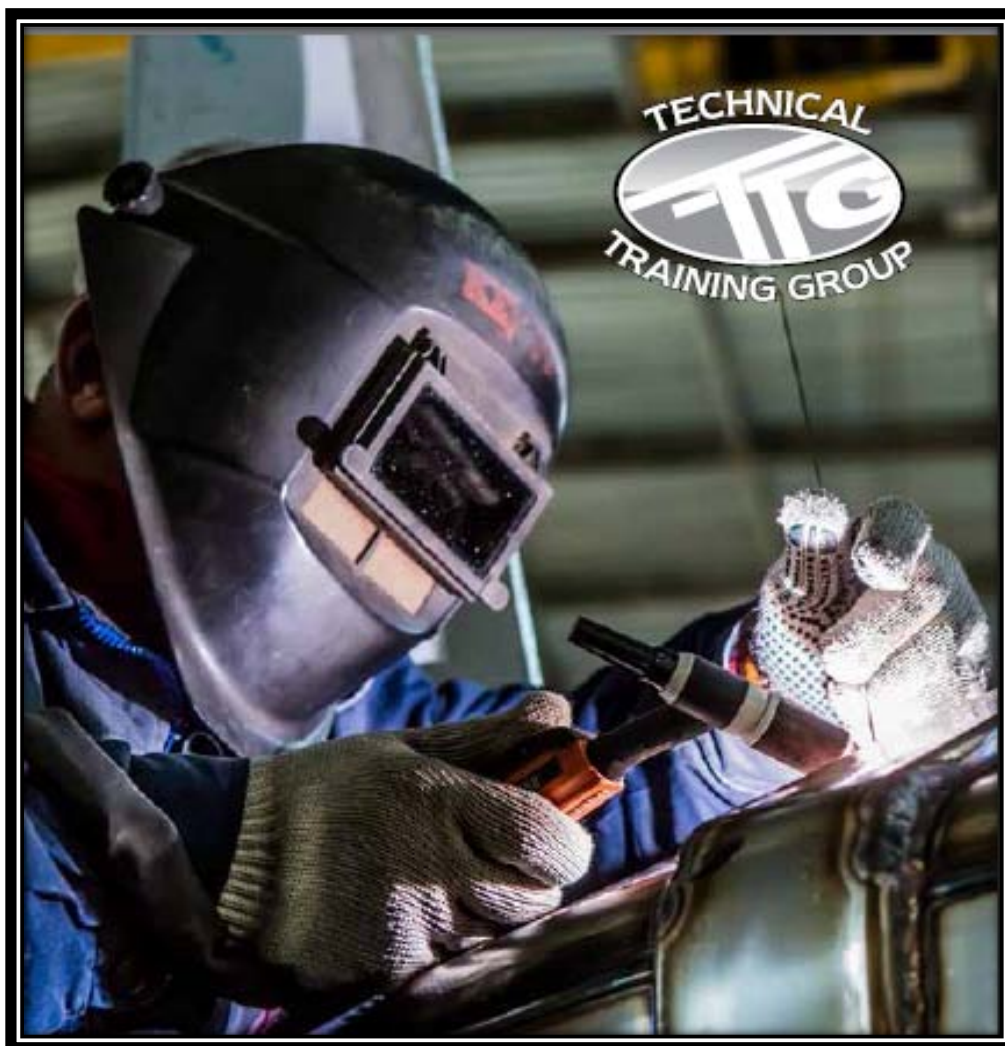
STEP Camp

Once again, a *BIG THANKS* out goes to long time Camp Coordinator Bart Drennan, instructors, assistants and volunteers for a rewarding two-day event (July 2014) with 75 youth in attendance. The camp featured eight different disciplines - woodworking, automotive, welding, electrical, baking, hairstyling, graphic design and structural design. Campers had the opportunity to participate in four workshops (two per day) and explore technical areas of interest and use a variety of tools to make some pretty impressive projects. They ranged from making pizza, tool boxes and metal sunflowers to usable extension cords. In attendance were a mix of new and returning faces and a split of girls and boys about 40-60. Special thanks to SABA & HPCDSB OYAP for sponsoring this event.



COMMUNITY PARTNERSHIPS

	Tech Facility Use: - Welder Pre-Apprenticeship Program - Custom Training - Agri-Weld 101 Training
	Tech Facility Use: - Pre-Apprenticeship Multiple Trades Exposure (Carpentry, Electrical, Plumbing)
	Pre-Apprenticeship Multiple Trades Exposure Program - Readiness Testing and Academic Upgrading for Apprenticeship Training for General Carpenter
	Pre-Apprenticeship Multiple Trades Exposure Program - Participant Recruitment - Work Placements and Employer Wage Subsidies
	Job Fairs Pre-Apprenticeship Multiple Trades Exposure Program - Participant Recruitment
	Pre-Apprenticeship Multiple Trades Exposure Program - Interview Team FunTECH & STEP Camp Youth Programs Sponsorships
	Perth County Visitors' Association - 40 Week Job Creation Partnership
	Theatre Production Arts Programming
	Labour Market Strategy Project Member - <i>Opportunity 2020: Transforming the Labour Market in Perth County, Stratford and St. Marys</i> Website Sub-Committee Member http://opportunityliveshere.ca/
	Remote Office Location (Mail Box, Fax, Inquiries)



The Technical Training Group is a leading edge technical and skills trades training organization. Our areas of specialization include Welder Apprenticeship and Pre-Apprenticeship Multiple Trades Exposure Training, Basic Trade Prep, Youth Trades Exposure, Working At Heights Certification, as well as Custom Training for individuals and companies.

General Information Inquiries:

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