



# Technical Training Group

## Annual Report

April 1, 2015 – March 31, 2016



**LEADING EDGE PROVIDERS**  
OF TECHNICAL AND SKILLED TRADES TRAINING

## CHAIR'S MESSAGE

2015-16 proved to be another exciting year of fast-tracked growth. TTG took advantage of new legislative safety training requirements in the construction sector and the availability of Canada Ontario Job Grant funding. Leveraging community partnerships and building industry relationships has been TTG's mainstay over its history and the go-to strategy for growing its business services. With hard work and determination, this formula continues to bring new business opportunities our way.

For nine years, I've had the pleasure of working with many talented, motivated individuals to bring TTG to this point in its evolution. I thank all our contractors and my fellow board directors for their diligence and loyalty to TTG's vision, mission and values. Much appreciation is extended to our community partners, to local companies who sponsor our youth programs to fuel interest in technology and skilled trades, to area manufacturers and the

construction sector for supporting our skills training, hosting work placements and hiring our graduates and to local businesses for engaging our training services to upskill their workforce. TTG's success and impact is contingent on our mutual interests and collaborative efforts.

Regrettably, we said goodbye to Director Kent Johnston in June 2015 after eight years of service. His genuine interest in TTG was apparent. Serving as Chair (2008-2011), Secretary (2013-2014) and Secretary/Treasurer (2014-15), he took on these roles with spirited commitment. Also stepping down was new industry rep, Stephanie Fasken who joined the Board in September 2014. Her time with TTG was short but her contributions were sincerely appreciated.

We welcomed four new Directors to the board in 2015-16. Their diverse backgrounds and expertise brought new perspectives and stimulated new ideas at Board discussions: Tine Buechler, Conestoga College;

Ross Dale, Stratford & Area Builders Association; Ian Nuhn, Nuhn Industries and Bernia Wheaton, Ec. Dev. Officer, Rural Oxford Economic Development Corporation.

This year, I conclude my terms of office with TTG. It's been rewarding over these nine years to see TTG lay the groundwork year-by-year to reach the level of business activity it currently experiences today. I thank Shawn Bontaine (Business Manager), Virginia Lambdin (Administrator) and Liz Balletto (Training and Marketing Coordinator) for their dedication and hard work. Without them, TTG wouldn't have reached the level of sustainability it has today. I wish the Board continued success in 2016-17 and look forward to staying in touch and hearing from my colleagues about the new and exciting ventures TTG is spearheading.



Bob Allen, TTG Chair

### TTG BOARD OF DIRECTORS 2015-2016

**Bob Allen, Chair,** Owner/President, Accumetal Manufacturing Inc.

**Kent Johnston, Sec/Treasurer,** President, Kyjo Steel Inc.

**Maryann Cox, Secretary,** Creative Director, Factory 163

**Rick Roes, Treasurer,** Plant Manager, Schaeffler Canada Inc.

**Tine Buechler,** Career & Work Coach/ Employer Liaison, Conestoga Career Centre

**Ross Dale,** Executive Officer, Stratford & Area Builders Association

**Stephanie Fasken,** HR Generalist, Steelcraft

**Cavell Fraser,** Vice President, HR, Libro Credit Union

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

**Ian Nuhn,** VP, Nuhn Industries

**Martin Ritsma,** Councilor, City of Stratford; Principal, Stratford Northwestern Secondary School

**Bernia Wheaton,** Economic Development Officer, Rural Oxford Economic Development Corporation

## TEAM MESSAGE

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

Last year, we expressed excitement about the future and looked forward to guiding this organization to new heights in the coming year. Clearly, our activity level for 2015-16 surpassed our expectations. Promoting customized training through the Canada Ontario Job Grant paid off resulting in a large scale on-site training project to private industry. A coup for TTG and for the company who can up-skill their workforce and enhance their business operations for a fraction of the original cost with a government investment on a ratio of 2:3 up to \$10,000 per employee.

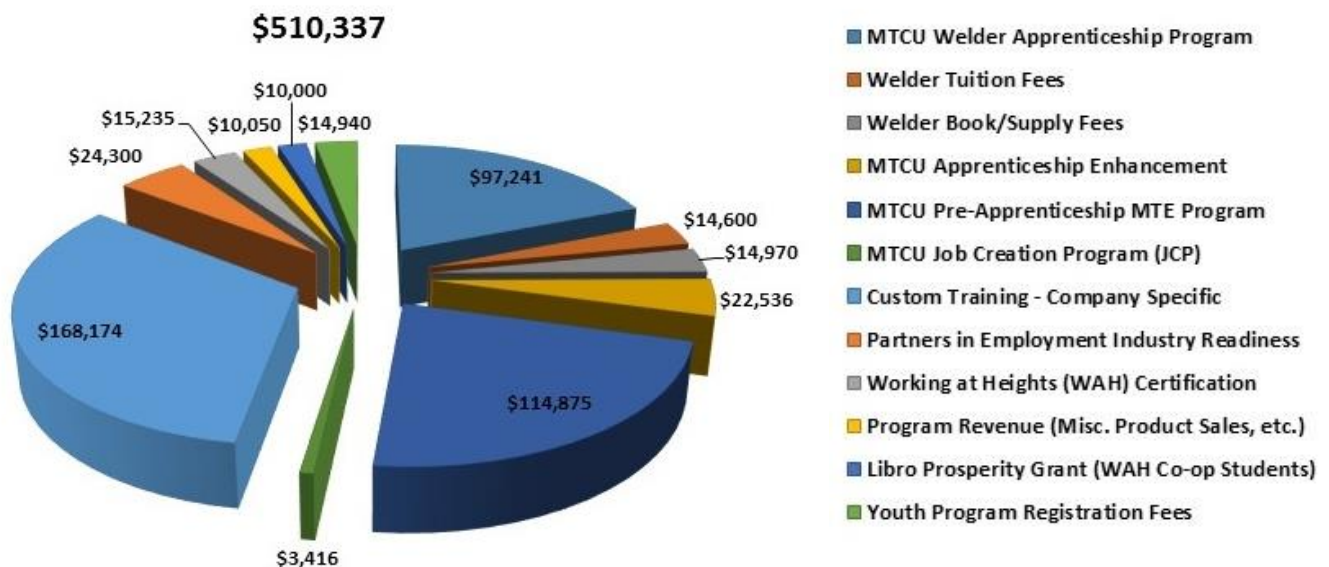
In 2015-16, our main Ministry programs, Welder Apprenticeship and Construction Pre-Apprenticeship Multiple Trades Exposure were delivered along with short term training programs to a variety of stakeholders. New this year is the Manufacturing Pre-Apprenticeship Multiple Trades Exposure program with three related trades: welding, metal fabrication and machining. This program will serve as a feeder group for the Level 1 Welder Apprenticeship program and provide skilled workers to fill the many job vacancies in the local labour market. We were also excited to have an instructor

certified by the Fall Protection Group to deliver their Working At Heights certification program. This in-demand training has the potential to open up many training opportunities with our construction partners.

TTG has a core group of experienced instructors. We extend our thanks to them for their exceptional service. Their strengths drive our reputation and hence, our custom training business. In June 2015, we contracted Liz Balletto to oversee training coordination and continue marketing strategies to key target markets. Our kudos to Liz who worked tirelessly to connect with sponsors, community partners, instructors and the general public. We were privileged to have a SNSS co-op student, Felicia Neeb from Feb to June 2015. She was a tremendous asset to Liz, assisting with all facets of office work. We forecast a great future for Felicia in the business sector.

Finally, Shawn and I thank the Board of Directors for their direction and input over 2015-16. Special thanks go out to our retiring Directors (Bob Allen and Maryann Cox) and all of our community and business partners for their support and inspiration.

## REVENUE 2015-16





## HIGHLIGHTS 2015-16

- Negotiated the Standard Per Diem contract with MTCU to deliver the WELDER Apprenticeship Program 2016
- Received \$25,000: WELDER Apprenticeship Enhancement Funding to purchase five [5] new welders. This Ministry investment continues to upgrade the welding facility at Stratford Northwestern Secondary School [Site 1] to keep pace with industry standards



- Received approval of the CONSTRUCTION Pre-Apprenticeship Multiple Trades Exposure Training Program funding (Carpentry, Electrical and Plumbing) with a Feb 2016 start-up
- Received approval of the MANUFACTURING Pre-Apprenticeship Multiple Trades Exposure Training Program funding (Welding, Metal Fabrication and Machining) with an April 2016 expected start-up

The funding announcement took place on Feb 29, 2016 at Fanshawe College.

(L) Bob Allen, Chair, TTG, Deb Matthews, MPP London North Centre and Steve Crema, Acting Chair, School of Transportation Technology, Fanshawe College

- Granted \$10,000: Libro Prosperity Fund, Economic Development Stream, to deliver mandatory Working at Heights Certification to 2<sup>nd</sup> semester secondary co-op students to prepare them for work placements in the construction sector

The funding announcement took place on Oct 21, 2015. (L-R) Liz Balletto (TTG), Jeff Piro (AMDSB), Bob Allen, Chair and Virginia Lambdin, TTG, Trevor McNeil and Tabatha Morrison, Libro Owner Reps and Marty Rops, Regional Manager, Libro Credit Union



- Raised \$11,050: Annual Youth Sponsorship Drive to help support and invest in STEP Camp and FunTECH to ensure TTG can continue to provide and expand Youth Programming in our community

Platinum [\$3,000]..... Advanced Design Solutions (ADS)

Gold [\$1,500] ..... Stratford & Area Builders Association (SABA) & County of Perth

Silver [\$1,000] ..... Schaeffler Canada, Libro Credit Union and Ideal Supply

Bronze [\$350]..... Contract Framing Group, Huron Manufacturers Association & Home Hardware

Other [\$1,000] ..... HPCDSB OYAP (STEP Camp transportation)

- Had repeat business with: CUSW [Bruce Power] ● City of Kitchener ● Hydro One Southwestern, Eastern and Central Regions ● Stackpole Canada ● Partners in Employment
- Conducted new business with: Schaeffler Aerospace ● IATSE Local 357 ● Stratford Festival
- Implemented new training programs: Fall Protection Group “Working At Heights” ● OSSA Fall Protection ● MIG Welding Industry Readiness
- Delivered two Youth Programs: 2-day STEP Camp (July 2015) ● 1-day FunTECH (Nov 2015)
- Engaged in community partner activities:
  - Sponsor of “Young Women in Skilled Trades” event (May 2015)
  - Set up a trade booth for “Get Connected” Job Fair, St. Marys (May 2015)
  - Presented to Perth Huron Family Services staff (Sept 2015)
  - Set up a trade booth for “Community Employer Resource” Event, Stratford (Jan 2016)
  - Organized “Opportunity Connects Here” Info Day (Feb 2016) for Perth County Service Providers
- Participated in stakeholder meetings:
  - Member of Perth County Labour Market Strategy Committee & Website Sub-Committee
  - Member of Partners for Resources in Employment in Perth (PREP)

# TRAINING SNAPSHOTS 2015-16

## WELDER APPRENTICESHIP

- 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 Mon to Thurs, 6:00 – 10:00 p.m., Sept to June, at Stratford Northwestern Secondary School (SNSS) technical facilities (TTG Site 1). There is a total of 720 training hours per year [Level 1–300; Level 2–180; Level 3–240].

June 2015 Grads: Level 1 - 11; Level 2 - 10; Level 3 - 16

Sept 2015 Intake: Level 1 - 13; Level 2 - 11; Level 3 - 11

## 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 four [4] other individuals wishing to challenge the exam.

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

The TTG facility at SNSS 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.

## PRE-APPRENTICESHIP CONSTRUCTION MULTIPLE TRADES EXPOSURE

- This Ministry approved program gives participants the option to explore three related trades in the construction sector: general carpentry, electrical and plumbing. Training takes place during evening hours Mon to Thurs at St. Michael's Catholic Secondary School tech facilities [TTG Site 2] from Feb to June. There is a total of 240 training hours (Carpentry – 120; Electrical – 60; Plumbing – 60). TTG works with Employment Ontario agencies (Conestoga Career Centre, Stratford Campus and Partners in Employment) to support participants in completing the program and finding employment post program.

Feb 2015 Intake: 12; Sept 2015 Grads: 6





## CUSTOM TRAINING

This revenue stream continues to be a profit generator for TTG with repeat business from many customers. Areas of custom training include: advanced welding techniques, welding specific (Agri-welding, Introductory MIG), Industry Readiness programs (blueprint reading, trade math, measurement and geometric dimensioning and tolerancing) and Working At Heights certification training.



IATSE Local 357 completed the Introductory MIG welding course with TTG Instructors Mac MacDonald and Sandy Ingram. Great job everyone!!!



A great response to the Agri-Welding 101 course delivered Apr 2015. The course was designed specifically for farmers, employees in the agriculture sector and hobbyists to learn more about welding techniques and applications and gain the skills necessary to make general repairs and fabricate equipment.

## LIBRO PROSPERITY FUND

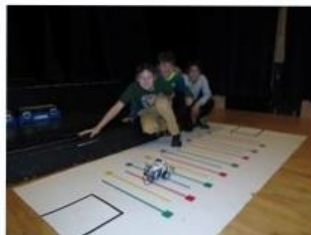
This grant provided Working At Heights safety training to secondary school students to prepare them for co-op placements in the construction sector. Students received the necessary certification and job readiness required to work safely on a work site. A huge thank you goes to Libro Credit Union for investing in this training.



Back row (l to r): Mark Roth, Rob Collings (SNSS), Virginia Lambdin, Bob Allen (TTG), Trevor McNeil, Cathy Thompson (Libro), Tim Martens (HPCDSB), Jeff Piro, and Ken Bailey (AMDSB). Front row: Students with TTG WAH Instructor Sandy Ingram.

## YOUTH PROGRAMMING

### STEP CAMP & FUNTECH



TTG youth programming is designed to introduce students ages 7-14 to technical and skilled trades in a hands-on fun-filled environment. Exposing our youth to these occupations at an early age is a window of opportunity for shaping their career decisions.

The 2-day STEP Camp, held July 2015, and the one-day FunTECH event, held Nov 2015, had 81 and 122 youth in attendance respectively. A total of 18 instructors and 70 volunteers do an amazing job planning, building prototypes, organizing work flow and delivering the workshops which range from aesthetics, automotive, costume props, culinary arts, electrical, graphic design, robotics, welding to woodworking.

Many thanks to Youth Program Coordinators Liz Balletto and Bart Drennan.

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

***Congratulations Taylor Carbone  
2015 Award Winner***



L to R: Mac MacDonald, Mark Roth (TTG), Taylor Carbone (Award Winner), Mike Wille, Joel McLeod and Monty West.

## COMPETITIONS

### SKILLS CANADA-ONTARIO, MAY 2015

Calvin Jacobs, Level 3 Welder Apprentice, participated in the Welder Competition in the Post-Secondary category. Thanks Calvin for a great effort!

## TECHNICAL TRAINING GROUP STAFFING

### CORE

<b>Virginia Lambdin</b>	<b>Shawn Bontaine</b>	<b>Liz Balletto</b>
Administrator	Business Manager	Training & Marketing Coordinator

### WELDER APPRENTICESHIP INSTRUCTORS

<b>Mark Roth</b>	<b>Dave Chandler</b>	<b>Joel McLeod, C.E.T.</b>	<b>Malcolm MacDonald</b>	<b>Dale McGavin</b>
Program Coordinator	Health & Safety	Welding Technologist Certified Welder Red Seal C of Q	Pipe Welder Pipe Fitter	Certified Welder Red Seal C of Q
	<b>Mike Merner</b>	<b>Jason Wagg C.E.T.</b>	<b>Monty West</b>	<b>Mike Wille</b>
	Custom Metal Fabricator	Welding Technologist Certified Welder Red Seal C of Q	Certified Welder Red Seal C of Q General Machinst Red Seal C of Q	ASME Certified Welder/Fitter Radiographic Inspector (RT) Level 2 Magnetic Particle Inspector (MPI) Level 1

### CONSTRUCTION PRE-APPRENTICESHIP INSTRUCTORS

<b>Mark Flanagan</b>	<b>Keith Donnelly</b>	<b>Kirk Scammell</b>
Certified Carpenter Site Coordinator	Certified Electrician	Certified Plumber

### WORKING AT HEIGHTS INSTRUCTOR

<b>Sandy Ingram</b>		
Certified WAH Instructor		

### SCHAEFFLER AEROSPACE PROJECT STAFFING

<b>Shawn Bontaine</b>	<b>Dennis O'Keefe</b>	<b>Mike Rogers</b>
Project Manager	Technical Writer	Internal Trainer/Content Developer



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



TTG is CERTIFIED by Fall Protection Group Inc. to deliver their Fall Protection Working At Heights program.

### Business Contact Information

Liz Balletto, Training & Marketing Coordinator, 519-801-8641, [marketing@technicaltraininggroup.org](mailto:marketing@technicaltraininggroup.org)