



# Technical Training Group

## Annual Report

April 1, 2016 – March 31, 2017



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

## CHAIR'S MESSAGE

My first year as Chair was definitely a busy and remarkable one, full of change and progress.

TTG underwent a growth spurt from 2014-16 and with growth comes opportunities and challenges. Over 2017-18, the Board will focus on "process efficiencies" as this will enable us to continue growth in revenue. With a few strategic adjustments in place, our efforts will concentrate on selling custom training services locally and regionally to maximize growth opportunities.

In June 2016, Directors Bob Allen and Maryann Cox stepped down completing three full terms 2007-2016. Bob served as Treasurer and as Chair (2011-2016). Maryann served as Secretary (2015-16). Many thanks to Bob and Maryann who gave freely of their time and expertise to help better our community. In late January, we welcomed Mike Doupe to the Board of Directors

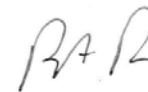
for a 3-year term. Mike brings significant experience and understanding of skill areas relating to the construction sector. Sadly, former Director Doreen Myers passed away Nov 20, 2016 after a brave fight with cancer. Doreen served three years 2007-10 and one year as Chair (2007-08).

Much appreciation is extended to our community partners and to local companies who sponsor youth programs, support skills training, host work placements and hire our graduates. The strong ties we enjoy with our partners is reaping benefits in the local community. These results, of which they can and should be proud, are already having a real and lasting impact.

I thank the Board Directors for their contributions and for staying the course with me in 2017-18. They believe wholeheartedly in our cause and invest themselves in it.

To our Core Contractors, Virginia Lambdin, who takes on a new role as Executive Director in 2017-18, Shawn Bontaine, Business Manager and Liz Balletto, Marketing & Training Coordinator, I thank them on behalf of the Board for their dedication and hard work. They move very quickly to take advantage of funding programs as they become available to create opportunities for the community and businesses. This commitment and ability to adapt makes TTG more robust with each passing year.

As I move into year 2 of my term as Chair, I look forward to 2017-18 with much enthusiasm and confidence that TTG will continue to make its mark on the local community and beyond.



Rick Roes, TTG Chair

## BOARD OF DIRECTORS

<b>Bob Allen, Chair</b> .....	President, Accumetal Manufacturing Inc. (April – June)
<b>Rick Roes, Chair</b> .....	Plant Manager, Schaeffler Canada Inc.
<b>Heather Brown, Treasurer</b> .....	Controller, Accumetal Manufacturing Inc.
<b>Maryann Cox, Secretary</b> .....	Creative Director, Factory 163 (April-June)
<b>Bernia Wheaton, Secretary</b> .....	Ec. Dev. Officer, Rural Oxford Economic Development Corporation
<b>Tine Buechler</b> .....	Career & Work Coach/ Employer Liaison, Conestoga Career Centre
<b>Ross Dale</b> .....	Executive Officer, Stratford & Area Builders Association
<b>Mike Doupe</b> .....	Vice President, McLean Taylor & Stonetown Construction
<b>Meredith Forget</b> .....	Economic Development Coordinator, County of Perth
<b>Cavell Fraser</b> .....	Senior HR Consultant/Coach, Libro Credit Union
<b>Sandy McCann</b> .....	Youth Coordinator, Perth4Youth, Perth East
<b>Ian Nuhn</b> .....	Vice President, Nuhn Industries
<b>Martin Ritsma</b> .....	Councilor, City of Stratford; Principal, Stratford Northwestern SS
<b>Melissa Schenk</b> .....	CEO, Executive Producer, MS2 Productions



## TEAM MESSAGE

This year, TTG continued with positive growth overall. On the custom side, one large scale on-site training project funded through Canada Ontario Job Grant (COJG) kept TTG busy as the project spanned two fiscal years. This fund is an amazing opportunity for companies to up-skill their workforce and enhance their business operations. Other custom training such as Working At Heights certification and specialized training for new and repeat customers is going strong as well. We have a number of proposals pending company approval so the custom forecast for 2017-18 is very favourable.

Our Ministry programs, Welder Apprenticeship, Red Seal Prep and Pre-Apprenticeship Multiple Trades Exposure contribute immensely to the availability of skilled workers in the local area. Also, in March, TTG was approved as a Testing Centre for the new Red Seal Practical Assessment.

As per our 3-year Business Plan objectives (2014-17), the Board examined our roles and a decision was made to re-distribute responsibilities. The changes are underway with some shared responsibilities and a distinct division of management areas that focus our efforts more strategically. Over 2017-18, we expect our roles to be somewhat fluid until we determined what is practical and process efficient.

We extend our thanks to our many instructors for their exceptional and in many cases, long term service. This year, we welcomed two new instructors, Jordan Hayle, Electrician, and Adam Smyth, Welder, as part of our succession planning. Each is mentoring with an experienced instructor to learn the ropes.

Many thanks go to Liz Balletto, our Marketing/Training Coordinator, who oversees pre-apprenticeship and youth programs, provides custom training support, coordinates WAH safety training, manages web, FB and e-marketing. As always, *exceptional* job Liz! We were fortunate to have SNSS co-op student, Braeden Prouse from Sept to Dec 2016. He was a tremendous asset to Liz, assisting with FunTECH delivery and helping out with numerous office tasks. He also showed a hidden talent for the art of animal balloon making during FunTECH. Thanks Braeden!

Finally, we thank the Board of Directors for their direction and input over 2016-17. They are a pretty special and talented group! We appreciate their guidance and look forward to working with them over the coming year. As always, thanks go out to all of our community and business partners for their tremendous support of our programs.

*Virginia Lambdin, Executive Director  
Shawn Bontaine, Business Manager*

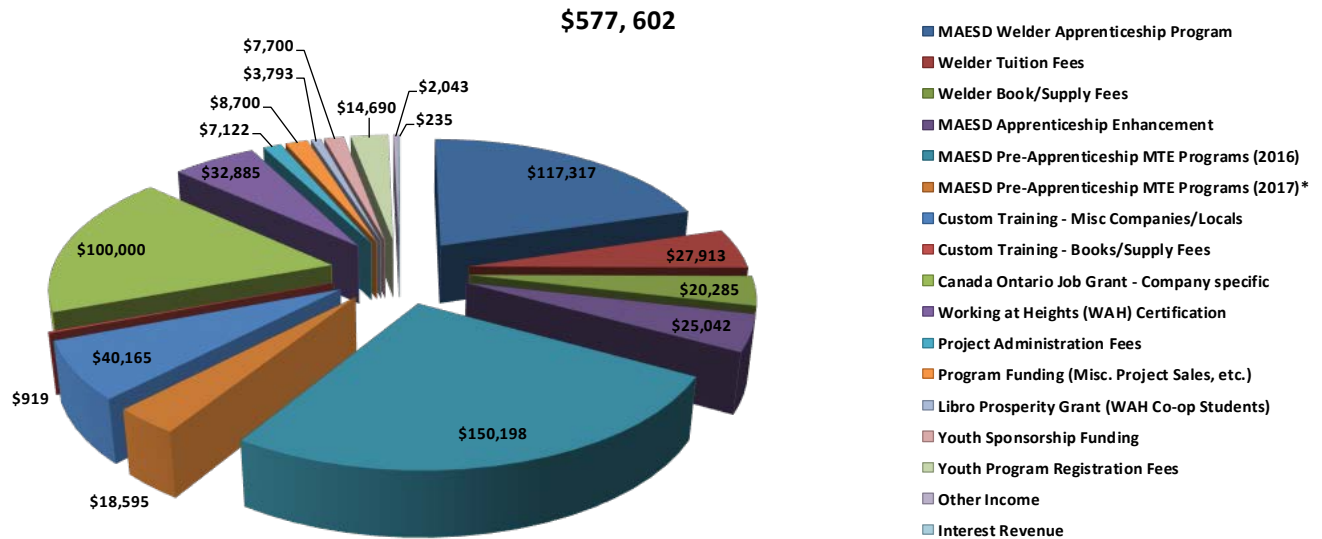
## BUSINESS ACTIVITY OVERVIEW

- Delivered Level 1, 2 & 3 of the Welder Apprenticeship Program; Upgraded curriculum
- Continued with welding and classroom upgrades (electrical configurations and welding booths)
- Received approval as a designated Testing Centre for the new Red Seal Practical Assessment
- Addressed entry-level skill shortages by offering Pre-Apprenticeship Multiple Trades Exposure Training in Carpentry, Electrical and Plumbing and Welding, Metal Fabricating and Machining
- Increased the number of Working At Heights Training classes to meet demand
- Raised \$7,700 through the Annual Youth Sponsorship Drive to support and invest in youth programs
- Conducted business with Schaeffler Aerospace, City of Kitchener, Hydro One Southwestern, Eastern and Central Regions, IATSE Local 357 and Caledon Tubing
- Promoted technical and skilled trade awareness to youth at 2-day STEP Camp and 1-day FunTECH
- Engaged in community partner activities: Young Women in Skilled Trades, Perth Youth Strategy Round Table and Employer Breakfast (St. Pauls), Youth Round Table (St. Marys), Stratford Home & Leisure Show, Oxford County Job Fair, SNSS Career Fair
- Memberships: Perth County Labour Market Strategy Committee, Partners for Resources in Employment in Perth (PREP), Stratford and Area Builders Association (SABA) and Stratford Leisure Activity Council

*"My kids do the regular stuff, they're into hockey, gymnastics and all that is available, but I wanted them to do something that involves working with their hands.....it's wonderful, I'm amazed to see these kinds of facilities and the instructors are great. I'm very happy to see that this is available to kids here."*

*Nidhi Malik, parent (Beacon Herald)*

## ANNUAL REVENUE



\*MAESD PA-MTE 2017- \$74,503 Funding Deferred to 2017-18

## TRAINING DELIVERY

### 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 2016 Grads

Level 1 - 11; Level 2 - 11; Level 3 – 9

Congratulations to Level 3 Welder graduates for excelling in this demanding profession. All of your hard work and dedication will serve you well in the future.

MARK ROTH  
WELDING PROGRAM COORDINATOR



**Level 3 Graduates**  
Instructors - Left: Mike Wills; Back Right: Mac MacDonald and Mike Merner

*"Apprentices report a number of common barriers to block-release training, including financial hardship, inaccessibility in rural and remote locations, inconvenient scheduling and few training opportunities in low-volume trades." (CAF 2016)*

**TTG is an exceptional model of flexibility and innovation in Apprenticeship and Pre-Apprenticeship training!**

## WELDER ENHANCEMENT FUND

Enhancing the apprenticeship system is essential to building a skilled workforce. The Apprenticeship Enhancement Fund (AEF) enables Training Delivery Agencies (TDA) to acquire state-of-the-art equipment, update facilities and support increased apprenticeship completions.



Board of Director Tour of Welder Facility Enhancements

## WELDER UP SKILLING

### Red Seal Exam Prep

The Red Seal designation is the interprovincial standard of excellence in the skilled trades. TTG delivers a 40-hour Red Seal Preparation course for Level 3 apprentices and other individuals wishing to challenge the exam.

### Testing Centre, Red Seal Practical Assessment

New this year, the TTG facility at SNSS is a Testing Centre for the Red Seal Practical Assessment. A Welder Practical Assessment is now required for Welder Red Seal Certification Process, effective March 1, 2017. Upon successful completion of both the practical assessment and the written examination, a Certificate of Qualification with a Red Seal Endorsement (RSE) will be issued.

### Test Centre, Canadian Welding Bureau (CWB) & Technical Standards & Safety Authority (TSSA)

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.

## AWARDS

### KEN HALWACHS

In 2008, Ken Halwachs was honoured on his retirement by STEELCRAFT with an annual award in his name. The award goes to a 3<sup>rd</sup> level Welder apprentice who demonstrates excellence in technical skills, professionalism, leadership and teamwork. Accompanying the award is a \$1,000 cheque.

**Congratulations**  
**Matt Deisley, Level 3 Graduate**  
**2016 Award Winner**



L to R: Mark Roth, Mike Wille, Matt Deisley and Ken Halwachs

## EXCELLENCE IN WELDING

At Stratford Northwestern Secondary School commencement, November 2016, TTG's Award for *Excellence in Welding* was awarded to OYAP Co-op students *Joel Beckett and Andrew Diehl*. Each received a \$100 bursary. Congratulations!

*"....the great thing about becoming a welder....that's not the end of the career path...we've got people moving up from there into welding engineering technicians and technologists.....up to welding engineers, mechanical and civil engineers specializing in welding and related paths like welding inspection."*

*Craig Martin, VP Public Safety, CWB*



## PRE-APPRENTICESHIP MULTIPLE TRADES EXPOSURE

The Multiple Trades Exposure program gives 12 participants the option to explore three related trades in the construction sector: general carpentry, electrical and plumbing (22 weeks long) or the manufacturing sector: welding, metal fabricating and machining (17 weeks long) plus an 8-week work placement. Training takes place during evening hours Mon to Thurs at St. Michael Catholic Secondary School tech facilities [TTG Site 2]. TTG works with Employment Ontario agencies (Conestoga College/Conestoga Career Centre, Stratford Campus and Partners In Employment) to support participants in completing the program and finding employment post program.

### CONSTRUCTION

*"I completed this program in 2016 and found it was a great way to get into the construction industry. I found the course very complete as we learned about the 3 trades and were able to choose which direction we wanted to pursue. The staff were extremely helpful in aiding me to find the correct work placement. I highly recommend this program."* **Alex Ruiz**



Construction Pre-Apprenticeship Graduates  
Instructors: Mark Flanagan (c), Back (c) Keith Donnelly, Kirk Scammell  
and Jordan Hayle (r)



### MANUFACTURING

*"I had a great time. I learned more than I ever expected to, and have made some great contacts along the way. The skills and knowledge I gained through the pre-apprenticeship program and my natural curiosity helped me earn a welding apprenticeship within the first two weeks of my 8-week placement."* **Eli Ward**



Manufacturing Pre-Apprenticeship Graduates  
Instructors Row 2: Mac MacDonald (c) and (r) Mike Merner



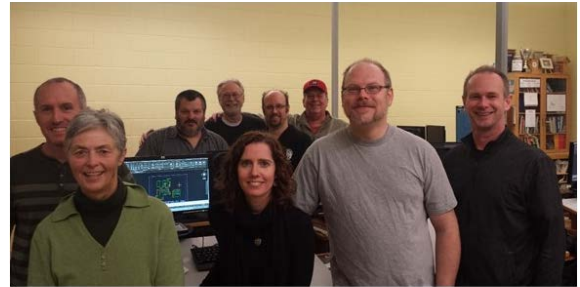
**THANK YOU** Ross Dale, TTG Board Director & SABA Executive Officer and Mac MacDonald, TTG Welder Instructor, for participating as a member of the interview team for the Construction and Manufacturing programs respectively.

## 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), AutoCAD and Working At Heights certification training.

### Introduction to AutoCAD (IATSE Local 357)

This introductory course was designed for those with little or no AutoCAD experience. The course, over 40 hours, was delivered over five weeks through practical, hands-on drawing projects. Trainees set-up drawings from scratch, complete with scaling, layers, colours, linetypes, and lineweights; created and inserted blocks; and learned page set-up for plotting and exporting to .dxf for use in the CNC process. By the end of the course, the trainees had an understanding of the fundamental AutoCAD commands needed to draw orthographic drawings. Trainees felt they had learned a lot and progressed well in the course and feedback on Instructor Keith Edwards was also very complimentary.



IATSE Local 357 Trainees with Instructor Keith Edwards (r)

### Libro Prosperity Fund - Working At Heights

This grant, completed in November 2016, 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 total of 81 co-op students and 6 coop teachers received WAH training through this funding. A huge thank you goes to Instructor Sandy Ingram and to Libro Credit Union for investing in this training.

*"Sandy did a fantastic job....he was knowledgeable, organized, professional and really connected with a group of boys that do not typically do all that well in a classroom setting especially all together! They were engaged and interested, and they had really positive feedback when I spoke to them today."*

*Rachel Skillen, Dept. Head of Business & Co-operative Education  
St. Anne's Catholic Secondary School, Clinton ON*



## YOUTH PROGRAMMING

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. Many thanks to all our instructors, volunteers and Youth Program Coordinators Liz Balletto and Bart Drennan.

## SPONSORSHIPS

- **GOLD** [\$1,500] .....Advanced Design Solutions, Perth County/Opportunity Lives Here, Schaeffler Canada (Automotive) and Stratford & Area Builders Association
- **Bronze** [\$350] .....Contract Framing Group & Home Hardware
- **Other** [\$1,000] .....HPCDSB OYAP (STEP Camp transportation)

*"I came to FunTECH when I was in grade 3 or 4 and loved it. That's what got me into machining. This started it all. It made me want to do this in high school."*

*Kurt Ropp, SNSS grade 12 student (Beacon Herald)*



## STEP CAMP

2-days – 81 students, 8 instructors, July 12-13, 2016

## FUNTECH

1 day – 127 students, 9 instructors, Nov 26, 2016



## TTG TEAM

### CORE TEAM

Liz Balletto  
Shawn Bontaine  
Virginia Lambdin  
Mark Roth

### INSTRUCTION FACULTY

#### WELDER APPRENTICESHIP

Dave Chandler  
Joel McLeod  
Malcolm MacDonald  
Dale McGavin

Mike Merner  
Jason Wagg  
Monty West  
Mike Wille

#### CON PRE-APPRENTICESHIP

Keith Donnelly  
Mark Flanagan  
Kirk Scammell

#### MFG PRE-APPRENTICESHIP

Mac MacDonald  
Joel McLeod

Mike Merner  
Monty West

#### CONESTOGA COLLEGE

Tina Crossfield  
Kati Wade

#### WAH SAFETY CERTIFICATION

Sandy Ingram

#### CANADA ONTARIO JOB GRANT

Dennis O'Keefe  
Mike Rogers

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

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

*For more information, please contact:*

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