



Technical Training Group Annual Report

April 1, 2017 – March 31, 2018



LEADING EDGE PROVIDERS
OF TECHNICAL AND SKILLED TRADES TRAINING

CHAIR'S MESSAGE



My first two-year term as Chair was extremely rewarding and definitely a learning curve. TTG is a complex operation with a mix of contractors, skilled trades, industry and youth programs, short to long term training, target audiences and various partners to deliver its services. I am proud to say we manage to work well within that framework to bring value-added services to our community. Our model is one that many rural communities could utilize to bring training to their area.

Our organization is strongly committed to serving the community's training needs. We know that a well-trained workforce is a key ingredient to increasing productivity and adaptability and coping with economic changes and technological developments.

Much appreciation is extended to our community partners and local companies who sponsor TTG youth programs, support skills training, host work placements and hire our graduates. It takes a multi-faceted team working together to accomplish our goals. We sincerely appreciate your efforts.

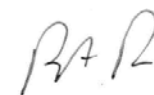
I thank the Board Directors for their volunteer contributions.

Their diversity of skills and experience keeps the Core team on point throughout the year.

This year, we say good-bye to long term Director, Cavell Fraser who served nine years. Cavell was Performance Review Chair during this time. We will miss her HR specialist skills immensely. Two other Directors are stepping down, Ian Nuhn (Business) and Bernia Wheaton (Non-Profit) due to work commitments. Bernia served as Secretary 2016-18. Many thanks to both and we wish them all the best.

To our Core Contractors, Virginia Lambdin, Executive Director, Shawn Bontaine, Business Manager, Liz Balletto, Marketing & Training Coordinator and Irene Blight, Admin Assistant, your hard work keeps the momentum going. You have accomplished much to be proud of over the last year.

Over my first term, the Board focused on "process efficiencies" and this effort will continue in 2018-19. As I move into a second two-year term as Chair, I look forward to TTG strengthening its reputation as a much-valued post-secondary institution in the local area.



Rick Roes, TTG Chair

EXECUTIVE DIRECTOR'S MESSAGE



As a business model, TTG is on target for the province's newly envisioned apprenticeship system. Of its proposed pillars, TTG scores prominently.

- TTG made it easier for local welder apprentices to access in-class learning by providing an evening training alternative starting in 2004.
- TTG offers support for area welders to prepare for certification exams through our Welder Red Seal Prep course and Welder Practical Assessments.
- TTG believes in and promotes skilled trades' careers through experiential learning (FunTECH and STEP Camp) for youth 7-14 (almost two decades).

In November 2017, we took part in the Stratford & Area Builders Association's social media project open to its members. The FunTECH event was highlighted and the live streaming coverage and subsequent viewing was absolutely impressive. Many viewers expressed their support for this programming and the need for more to excite youth about trade careers.

TTG continued to take measures to alleviate the skills gap for the manufacturing sector by growing opportunities for area employers to upskill their workers. In February 2018, TTG was awarded Training Delivery Agent status for the Metal Fabricator trade Level 2 and 3. This achievement is significant as the full package of

welder and metal fabricator trades' training will be available locally for potential trainees to complete their apprenticeships locally.

In March 2018 Skills Catalyst funding was approved for the "Newcomer Construction Trade-focused Workplace Integration" pilot. This project will serve as a model to assess best practices to facilitate a Canadian work experience for newcomers and how it can be modified for other underrepresented groups in rural locales. TTG is excited about its potential to address labour shortages in the local construction sector.

Many thanks go to the Core team and our instructors for their exceptional service in 2017-18. Our services contribute immensely to the availability of skilled workers in the local area.

Sadly, we said good-bye to Mark Roth as the Welding Program Coordinator (2004-2017) and Keith Donnelly, Electrical Instructor (2008-2017). Conversely we welcomed two new instructors, Jordan Hayle, (Electrical) and Adam Smyth, (Welding) to the TTG instruction team.

In 2018-19, the TTG team and I look forward to the new opportunities that present themselves and the potential they bring for new innovation, creativity or incentives for improvement.

BOARD OF DIRECTORS

Rick Roes, Chair Plant Manager, Schaeffler Canada Inc.
Heather Brown, Treasurer Controller, Accumetal Manufacturing Inc.
Bernia Wheaton, Secretary Economic Development Specialist, Rural Oxford Ec. Dev. Corporation
Tine Buechler Career & Work Coach/ Employer Liaison, Conestoga Career Centre
Ross Dale Executive Officer, Stratford & Area Builders Association
Mike Doupe Vice President, McLean Taylor & Stonetown Construction
Meredith Forget Manager of Economic Development & Tourism, County of Perth
Cavell Fraser Senior HR Consultant, Libro Credit Union (Retired Dec 2017)
Sandy McCann Youth Coach, Skills for Change, Experience Ontario Project
Ian Nuhn Vice President, Nuhn Industries
Martin Ritsma Councilor, City of Stratford; AMDSB Systems Principal (Retired Jan 2018)
Melissa Schenk CEO, Executive Producer, MS2 Productions

CORE TEAM

Liz Balletto, Mktg/Training Coordinator
Irene Blight, Admin Assistant
Shawn Bontaine, Business Manager
Virginia Lambdin, Executive Director

Dale McGavin, Welder Program Coordinator

Bookkeeping Services
Tabworks Bookkeeping

INSTRUCTOR FACULTY

WELDER APPRENTICESHIP

Dave Chandler
Malcolm MacDonald
Dale McGavin
Joel McLeod
Mike Merner
Adam Smyth
Jason Wagg
Monty West
Mike Wille

PRE-APPRENTICESHIP Manufacturing Trades

Mac MacDonald
Joel McLeod
Mike Merner
Adam Smyth
Monty West

Construction Trades

Mark Flanagan
Jorden Hayle

Kirk Scammell

Trade Math

Tina Crossfield, Conestoga College

Employment Prep/Placement

Kirstin McKinnon, Conestoga
Career Centre

WAH CERTIFICATION

Mike Knolls

MINISTRY OF ADVANCE EDUCATION & SKILLS DEVELOPMENT (MAESD)

TRAINING CONSULTANT

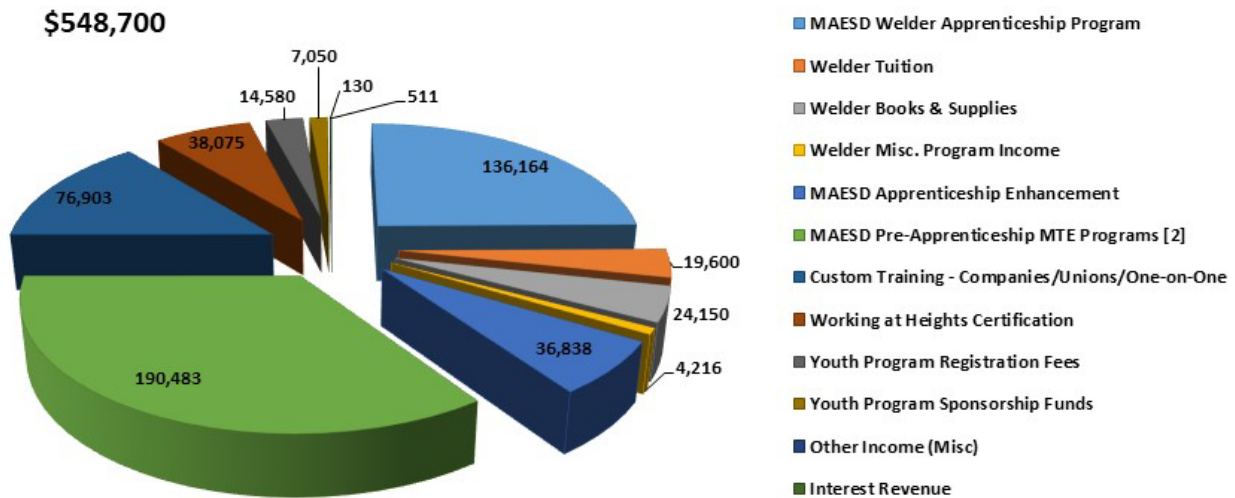
Beth Anstett

PARTNERS

Avon Maitland District School Board
Huron Perth Catholic District School Board
Stratford Northwestern Secondary School

St. Michael Catholic Secondary School
Conestoga College, School of Career & Academic Access
Conestoga Career Centre

REVENUE



BUSINESS ACTIVITY

- ▶ Delivered Welder/Metal Fabricator Level 1 Common Core and Welder Level 2 and 3 Apprenticeship training
- ▶ Increased apprenticeship seats to accommodate Welder Apprentices from U. A. Local 527
- ▶ Offered Red Seal Prep course and Welder Practical Assessments to encourage Welders to test their readiness to certify at the nationally recognized standard level
- ▶ Awarded Training Delivery Agent status (TDA) for the Metal Fabricator (Fitter) trade Level 2 and 3
- ▶ Received permission from OCOT to run Practical Assessments on a two-night (Mon/Wed) schedule opening up access to training during evening hours
- ▶ Addressed critical shortages in the construction and manufacturing sectors by successfully delivering Pre-Apprenticeship Multiple Trades Exposure Training in 1) Carpentry, Electrical and Plumbing and 2) Welding, Metal Fabricating and Machining
- ▶ Signed seven apprentices (3-Construction; 4-Manufacturing) as a result of pre-apprenticeship training
- ▶ Increased the number of Working At Heights training classes to meet demand
- ▶ Raised \$8,750 (cash and in-kind) through the Annual Youth Sponsorship Drive to support and invest in youth programs
- ▶ Delivered customized training to Hydro One (SW, Eastern and Central Regions), IATSE Local 357, Dyna-Mig and Caledon Tubing
- ▶ Contracted with the Four County Labour Market Planning Board to deliver a three-day Supervisory Training course to area employers
- ▶ Delivered hands-on youth programs focused on trades and technology to 300 youth (STEP Camp and FunTECH)
- ▶ Participated in SABA's Social Media Project with MS2 Productions to live stream FunTECH with the following results: 1) amazing FB viewing numbers, 2) excellent engagement, 3) increased inquiries about TTG services
- ▶ Launched a new partnership with Stratford Public Library to provide lunch hour activities for TTG's youth programs
- ▶ Contributed to the City of Stratford Public Library 'Maker Space' sponsorship drive to create a hub where youth can learn about technology, share knowledge and skills and apply their learning by creating things
- ▶ Engaged in community partner activities: The Real Deal, Home & Leisure Show, Manufacturing Day (Stratford)
- ▶ Increased business profile and visibility by participation in local partner groups and community activity

TTG Memberships

Stratford & Area Builders Association; Stratford and District Chamber of Commerce
Huron Manufacturers Association and Stratford Leisure Activity Council

Partners for Resources in Employment in Perth (PREP) and Perth County Labour Market Strategy Committee

SKILLED TRADES TRAINING

WELDER APPRENTICESHIP

TTG is a Training Delivery Agent (TDA) for the Welder/Metal Fabricator Trades' Common Core Level 1 and Welder Apprenticeship Level 2 and 3. Training takes place during evening hours, Sept to June, at Stratford Northwestern Secondary School (SNSS) technical facilities (TTG Site 1).

In 2017-18, we said good-bye to Mark Roth, long time Welding Program Coordinator, who took on a new position as Pathways Coordinator, Avon Maitland District School Board. Mark, a TTG enthusiast and a strong advocate for the trades, continues in an advisory capacity to TTG.

Dale McGavin, Welder Program Coordinator, had big shoes to fill but was up to the challenge. A TTG graduate and Skills Canada-Ontario Gold Medalist, Dale holds a Welder Red Seal Certificate of Qualification and is a certified trade teacher. Dale works as an instructor for the United Association of Plumbers, Steamfitters and Welders, Local 67 and as TTG's Welder Program Coordinator and Welder Instructor.

Mike Merner filled the Site Coordinator position. His primary role is purchasing and inventory control. Mike is a long time TTG Metal Fabricator Instructor and Steelcraft employee.

Greg Hoogenes, SNSS trades teacher, fills the Liaison position and his role is to ensure the Welding facility is ready for instruction each evening.

LEVEL 3 WELDER GRADUATES & INSTRUCTORS (3)



The Welder Apprenticeship Program, Levels 1-3 completed June 2017
 Level 1- 15/18 completed successfully; Level 2 – 16/16 completed successfully
 Level 3 – 11/12 graduated from the Welder Apprenticeship program
CONGRATULATIONS!

RED SEAL EMPHASIS

The Red Seal national designation is the interprovincial standard of excellence in the skilled trades. It confirms a tradesperson's competence to perform a trade anywhere in Canada.

❖ **Level 3 Red Seal Exam Prep**

TTG delivers a 40-hour Red Seal Preparation course for Level 3 apprentices and other individuals wishing to challenge the Red Seal written exam.

❖ **Welder Practical Assessment**

This testing is rigorous. The welder must successfully complete the practical assessment followed by the written examination to receive the Welder Certificate of Qualification with a Red Seal Endorsement (RSE).

APPRENTICESHIP ENHANCEMENT FUND (AEF)

The MAESD Apprenticeship Enhancement Fund (AEF) enables TTG, as a Training Delivery Agent, to keep its Welder training facility at SNSS [Site 1] at industry standards.

- ❖ The Ministry awarded TTG \$25,000 in 2017-18 for room improvements (tool, equipment and material storage), additional new weld booths and to update the plasma cutter.

TEST SITE ACCREDITATION

TTG is an approved test site for the Ontario College of Trades Red Seal Practical Assessments, Canadian Welding Bureau (CWB) and Technical Standards & Safety Authority (TSSA).

SKILLED TRADES EXPANSION

METAL FABRICATOR (FITTER) TRADE

Technical Training Group (TTG) was approved in February 2018 as a Training Delivery Agent for Level 2 and 3 of the Metal Fabricator (Fitter) Trade, Code 437A, giving local access to apprenticeship and industry training.

This milestone achievement is a natural fit with TTG's core expertise. TTG has been delivering part-time (evening) apprenticeship training for Welder and Metal Fabricator Level 1 Common Core since 2004 and will now be able to offer Metal Fabricator (Fitter) Level 2 and 3 to fulfil all the in-school training requirements needed to complete a Metal Fabricator Apprenticeship.

TTG's implementation plan is to offer Level 2 training in 2018-19 with six to eight Metal Fabricator apprentices training alongside their Welder apprentice counterparts during evening hours. Level 3 will be offered after these apprentices have successfully completed their Level 2 in-class training. Through this staged implementation process, the full package of Metal Fabricator 437A in-school apprenticeship training will be available locally. This will complement the existing Welder Apprenticeship in-school Level 1-3 offered by TTG.

TRADES TRAINING 2018-19

Dec 2017

- ❖ MAESD approved TTG's MANUFACTURING Pre-Apprenticeship Multiple Trades Exposure program

Feb 2018

- ❖ MAESD approved TTG as a Training Delivery Agent for the Metal Fabricator trade

Mar 2018

- ❖ MAESD approved funding through its Skills Catalyst stream for TTG's "Newcomer Construction Trade-Focused Workforce Integration Pilot." This program replaces the Construction Pre-App MTE program
- ❖ MAESD approved TTG's Welder Apprenticeship Program per diem seat negotiations for fall 2018
- ❖ MAESD approved \$22,000 Apprenticeship Enhancement Funding

PRE-APPRENTICESHIP MULTIPLE TRADES EXPOSURE

Participants explore three related trades in the construction sector (general carpentry, electrical and plumbing) or the manufacturing sector (welding, metal fabricating and machining) and participate in an 8-week work placement to prove their skills and potentially secure an apprenticeship or employment in the field.

CONSTRUCTION – GRADUATES & INSTRUCTORS (3)



MANUFACTURING – GRADUATES & INSTRUCTORS (2)



Congratulations to our 2017-18 Graduates!

As always a big thank you to TTG's instruction team and Conestoga College and Conestoga Career Centre for their hard work and support.

CUSTOM TRAINING

This revenue stream continues to be a profit generator for TTG with repeat business from many customers. The following highlights a sampling of the diversity of TTG's custom training.

Working At Heights [WAH]

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

Types of Programs

FULL DAY 8-HOUR WORKING AT HEIGHTS CERTIFICATION

- Ontario Ministry of Labour approved
- Meets the requirements of the Working At Heights Training Standard
- Theory and practical modules educate on the concepts and principles of fall safety.

HALF-DAY WORKING AT HEIGHTS RE-CERTIFICATION

- Participants must hold a valid Working at Heights training credential/card (from an approved program) OR
- Ontario Ministry issued Proof of Completion to attend this course.

Hydro One (SW, Eastern & Central Regions)

- ❖ Annual internal qualification and requalification for steel, aluminum and stainless steel welding with inspected weld testing to complete the program.


DYNA-MIG

- ❖ 24 hour MIG Welding Course covering stand-up theory combined with hands-on practical exposure to MIG welding techniques and identifying flaws and defects.

IATSE (International Alliance Theatrical Stage Employees) Local 357

- ❖ 64 hour Introductory Electrical Course involving basic theory, combined with hands-on practical exposure to basic electrical principals and techniques (pictured left)
- ❖ 20 Hour Introductory MIG Welding Course (pictured right)





GENERAL FALL PROTECTION

FALL PROTECTION WORKING AT HEIGHTS

COURSE CODE: 6212 DURATION: 8 HOURS

2017-18 Statistics

29 courses (6-12 participants) delivered:

- 14 sessions to secondary school students in advance of their construction co-op placements
- 15 sessions to employees of area companies



TTG designs custom training solutions for companies looking to upgrade their employees' skills for specific workplace requirements such as new processes and equipment.

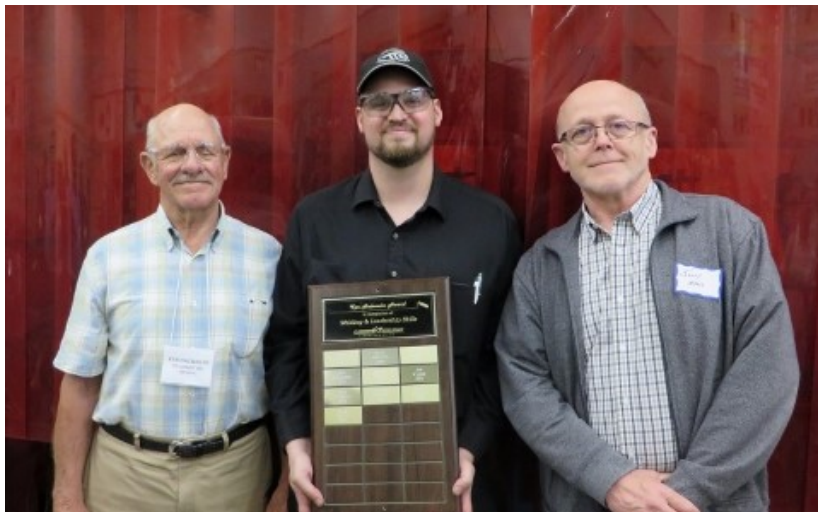
AWARDS OF EXCELLENCE

❖ OYAP EXCELLENCE IN WELDING

Congratulations, to OYAP (Level 1 Welder) students, Eden Lalonde and Zachary Preiss! At Stratford Northwestern Secondary School commencement, November 14, 2017, they were awarded TTG's Award for *Excellence in Welding*. Each received a \$100 bursary.

❖ KEN HALWACHS

At his retirement in 2008, Ken Halwachs was honoured by Steelcraft with an annual award in his name. The award is presented to a Level 3 Welder apprentice who demonstrates excellence in technical skills, professionalism, leadership and teamwork. Accompanying the award is a \$1,000 cheque.



Congratulations!

ADAM SMYTH

Level 3 Welder Graduate
Ken Halwachs Award Winner 2017

Adam Smyth, Halwachs Award Winner, works as a full time Welder, Machinist and General Fabricator at TPI Enterprises Inc, Goderich, Ontario and as an instructor for TTG's Welder Apprenticeship and Pre-Apprenticeship and Custom training programs.

L to R: Ken Halwachs, Adam Smyth,
Jerry Myers, Steelcraft Inc.

❖ MOST OUTSTANDING SERVICE PROFESSIONAL

TTG was thrilled to accept the Most Outstanding Service Professional Award sponsored by Bickell Built Homes, at Stratford & Area Builders' Association's **Awards of Distinction**, June 21, 2017. We are incredibly proud of this achievement. Virginia Lambdin, E.D., accepted the award on behalf of the TTG team



YOUTH SPONSORSHIP DRIVE

TTG is expanding the frequency and diversity of our Youth Programs and we do it with the support of our community. Thank you to those companies and organizations that ensure we can continue to develop and deliver this level of programming now and well into the future.

SPONSORSHIPS

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

GOLD..... [\$1,500] Schaeffler Canada (Automotive) & Stratford & Area Builders Association

BRONZE..... [\$350] Perth Economic Development, Contract Framing Group & Home Hardware

Other..... [\$1,000] HPCDSB OYAP (Transportation and Takeaways)

In-Kind..... [\$350] Stratford Metal Products and Stratford Business Centre

YOUTH PROGRAMMING

STEP CAMP..... 2-days – 79 students, 8 instructors, July 11-12, 2017 (pictured left)

FUNTECH..... 1 day – 119 students, 11 instructors, Nov 25, 2017 (pictured right)

TTG is a pioneer using experiential learning as a model to promote skilled trades to youth. Their two youth programs introduce students ages 7-14 to technical and skilled trades in a fun-filled environment that allows them to explore their potential through a series of hands-on workshops.



Special thanks to the Instructors, Assistants, Volunteers, D&D Automation, Stratford Public Library, St. Michael Catholic Secondary School and Stratford Northwestern Secondary School for helping to make delivery of these youth programs possible.

EXPERIENTIAL LEARNING FOR YOUTH

Stratford & Area Builders' Association

❖ Social Media Project

The Social Media project was an opportunity for Stratford & Area Builders Association (SABA) to add value to its membership with the goal to promote member visibility online. TTG Director, Melissa Schenk, MS2 Productions, was contracted to work with SABA for four months on the project. This package included:

- A Live Stream Broadcast (approx. 10 min.) in length
- Pre-Promotion of the Live Stream
- A Targeted BOOST on Facebook with at least a \$20 budget
- LIKE & SHARE Promotion on FB with a \$25 Gift Certificate to the Queen's Inn.

TTG decided to do a live streaming session during the FunTECH event on Nov. 25, 2017. Three sessions were done and live streamed to Facebook: 1) Joel McLeod, Welding, 2) Mark Roth, AMDSB, 3) Rob Collings, Manufacturing (pictured below).



Viewing numbers for FunTECH live streaming were amazing. Engagement was excellent with a total of 6.8K views and 100 shares of the three videos. Comments included:

- ❖ *What an awesome job, bravo for showing these kids hands on projects that could be the start of future endeavors. Hand-on work can be very rewarding.*
- ❖ *Great day for the kids! Thanks to all who organized and assisted.*
- ❖ *Thanks so much for a terrific event! My son and his friends were excited about the experience!*
- ❖ *Thank YOU for organizing a day full of incredible opportunities.*
- ❖ *What an amazing opportunity for these talented kids! And WHAT AN AMAZING Team that put this on!*
- ❖ *TTG ROCKS!*
- ❖ *One of the best camps! It's AMAZING what these kids learn!*

The live streaming exposure translated into more inquiries into TTG activities. Overall, MS2 Productions and TTG very pleased with the results.

Stratford Public Library (SPL)

❖ Maker Space Project

TTG contributed \$500 towards the SPL Makerspace project. The project fits with TTG's youth program goals as it opens up their world to exploration. Makerspace is a collections of resources, spaces filled with technologies, tools, and toys, including sewing machines, 3D printers, circuits and vinyl cutting machines - all available for youth to come and use.