



Technical Training Group Annual Report

April 1, 2019 – March 31, 2020



LEADING EDGE PROVIDERS
OF TECHNICAL AND SKILLED TRADES TRAINING



CHAIR'S MESSAGE

As I write this message, both personal and business practices as we have known them are changing with the COVID -19 pandemic spreading across the world. It makes me proud to be Canadian as I watch how our country and communities work together to navigate and adapt during these times. While we cannot predict the future, one thing that is not changing is that the demand for skilled trades will continue to increase in our communities. As the Chair of the Board of TTG, I guarantee that we will do our part to help keep our local economy strong. TTG will continue its mission to train and upskill people in preparation for a better future and deliver highly skilled tradespeople to meet the demands of our local employers.

Due to our excellent reputation for Apprenticeship training, TTG is now a Training Delivery Agent for the Metal Fabricator Apprenticeship Levels 1, 2 and 3. The Metal Fabricator Apprenticeship Program, along with our Welder Apprenticeship Program, Welder Red Seal Preparation Course and Ontario Welder Practical Assessment allows TTG to expand its package of post -secondary apprenticeship training locally. TTG trains 70-80 Welder Apprentices/Pre-Apprentices each year.

This year, TTG was approved for an expansion into Huron County. We ran our first 25-week Manufacturing Pre-Apprenticeship Program (primary exposure to Welding and Metal Fabricating with secondary exposure to Machining) in Clinton, at Central Huron Secondary School. This program culminated in an 8-week paid work placement with local employers. We achieved another great success with our partners from the Avon Maitland School Board introducing FunTECH AMDSB to grade six students across Perth and Huron counties. Using the TTG FunTECH model, we were able to offer the experience of fun, hands on skilled trades workshops embedded during the school day at local high schools.

Our staff have much to be proud of this year, given TTG's solid growth and expansion, along with the operational efficiencies that have been accomplished. The first year of our 3-year strategic plan is completed and all initiatives have been accomplished. It is not surprising to me that TTG won the HMA's 2019 Outstanding Associate Member Award which recognized the work done to reach Youth in Huron County with skilled trade promotion, as well as our Pre-apprenticeship expansion to Clinton.

We have some exciting things happening next fiscal year! We have been approved for expansion into Listowel with our Pre-Apprenticeship program. We also have a new website which you can visit at technicaltraininggroup.org. Watch for the new TTG Training Trailer, purchased with support of the Avon Maitland District School Board, to travel to schools and events throughout Huron and Perth! All of these new initiatives strengthen our ability to promote skilled trades.

Thank you to our Board of Directors who share their time and expertise to guide TTG. This year we say good-bye to our Board Secretary, Tine Buechler, who is stepping down after serving 5 years. We will miss her sound business background and advice. Joining the Board is Jeffery Scholl who is the Online Recruiting Specialist for Contact North. Jeff brings knowledge of not-for-profit workplaces, offers a strong educational focus and will be a great ambassador for future Huron County initiatives.

As this fiscal year ends, TTG, continues to be a leading provider of skilled trades training, adapting and adjusting to the new challenges. I am confident that through these changes, we will become an even stronger, more valued post-secondary institution.

Rick Roes, TTG Chair



EXECUTIVE DIRECTOR'S MESSAGE

Who would have thought that as I write this, the whole world would be experiencing the biggest health and economic crisis in history. Businesses are reshaping and reinventing themselves and TTG is no exception. I am finding myself grateful for many things today that I have taken for granted in the past and in that spirit I would like to use this message to acknowledge our Board, Staff, Instructors, Partners and Trainees.

Thank you to our remarkable staff for their quick reaction and adaptation to a new and changing workplace that continues to evolve. Under the exceptional leadership of Business Manager, Shawn Bontaine and Apprenticeship Program

Coordinator, Dale McGavin and the expert implementation skills of Liz Balletto with assistant Stephannie Metcalfe, we have hardly skipped a beat.

With very much effort and partners such as the Centre for Employment & Learning and the Canadian Welding Bureau, our business was transformed from on-site training, to online training through a number of different tools and learning platforms. This transition has ensured that our Pre-Apprenticeship and Apprenticeship Program trainees can continue and complete their schooling.

Of course, none of this could be accomplished without our proficient and highly skilled instructors, many of whom are graduates of TTG. Dale McGavin, Adam Smyth, Monty West and Joel McLeod have all embraced this online training delivery and have been committed to providing the best learning opportunities possible. A big thanks to Malcolm MacDonald who continues to be a huge contributor to our custom and pre-apprenticeship training.

Welcome to our new 2019 instructors, Greg Patterson and Zach Preiss. Thank you very much to all our trainees who have adapted to these new online delivery methods and to a volunteer Board of Directors that is second to none.

This year we added two very resourceful workers to our team from a partnership with the Ontario government through the Job Creation Program. Thank you to Deborah Smith and Dory Montague who have worked diligently to promote skilled trades in Huron County and organizations where little was known about TTG.

Our Bookkeeper extra-ordinaire, Nadine Hayes implemented many time and cost saving efficiencies this year, in addition to regular duties, including setting up for pre-authorized payments and automated funds transfer for payroll and vendors. For all of this we are appreciative.

We are extremely thankful to the sponsors of our Youth Programs. Your support of our TTG FunTECH workshops geared to ages 7-14, give students a taste of what it could be like to be a skilled trades worker. Early introduction is key to engaging students to skilled trade pathways.

In closing, we know that there will be many more adjustments in the world and to businesses, and here at TTG we are more than ready to take on the challenges of 2020-21 with unwavering optimism, open mindedness, adaptability, resiliency and great thankfulness!

Cavell Fraser, Executive Director

CORE TEAM

Liz Balletto, Marketing & Training Coordinator
Shawn Bontaine, Business Manager
Cavell Fraser, Executive Director
Nadine Hayes, Bookkeeping Services
Stephannie Metcalfe, Administrative Assistant

APPRENTICESHIP PROGRAM COORDINATORS
Dale McGavin, Welder Apprenticeship
Mike Merner, Metal Fabricator Apprenticeship
 YOUTH COORDINATOR
Meagan Aarts, FunTECH AMDSB

INSTRUCTOR FACULTY

APPRENTICESHIP PROGRAMS

Chris Dippel, Geoff Kobler
 Malcolm MacDonald, Dale McGavin
 Joel McLeod, Mike Merner, Greg Patterson
 Adam Smyth, Monty West, Mike Wille

PRE-APPRENTICESHIP PROGRAMS

Mac MacDonald, Joel McLeod, Greg Patterson
 Zach Preiss, Adam Smyth, Joe Van Bakel
 Monty West

WORKING AT HEIGHTS CERTIFICATION

Mike Knoll

BOARD OF DIRECTORS

Rick Roes, Chair— Plant Manager, Schaeffler Canada (F.A.G)
Heather Brown, Treasurer - Controller, Accumetal Manufacturing
Tine Buechler, Secretary - Past President, Rotary Club of Stratford
Ross Dale- Retired Executive Officer, Stratford & Area Builders' Association
Mike Doupe – Senior Manager, McLean Taylor & Stonetown Construction
Meredith Forget – Manager, Economic Development & Tourism, County of Perth
Sandy McCann- Human Resource Business Partner, Durisol Ltd.
Martin Ritsma- Councilor, City of Stratford; Systems Principal, AMDSB (Retired)
Melissa Schenk- CEO, Executive Producer, MS2 Productions
Jim Sidwell- Retired, Electrical Trade/Safety Training
Alex Toll- Commercial Lender/Business Analyst, Perth Community Futures Development Corporation
Tina Uhrig- Human Resources Generalist, Dana Incorporated

TRAINING PARTNERS

MINISTRY OF LABOUR, TRAINING & SKILLS DEVELOPMENT (MLTSD)

Beth Anstett, Employment & Training Consultant Apprenticeship Branch

Avon Maitland District School Board, Central Huron Secondary School, Centre for Employment & Learning, Conestoga College, Conestoga College Career Centre, County of Perth, Goderich District Collegiate Institute, Huron County Economic Development, Huron Perth Catholic District School Board, Invest Stratford, Listowel District High School, Mitchell District High School, St. Michael Catholic Secondary School, Stratford Secondary and Elementary School (SSES), St. Marys District Collegiate Vocational Institute

COMMUNITY OUTREACH

TTG’s programming and outreach for youth is unique and offers a potential long-term solution to the skilled trades shortages in our local economy. Our overall goal is to reposition skilled trades as a credible/valid career option in the minds of youth and their parents.

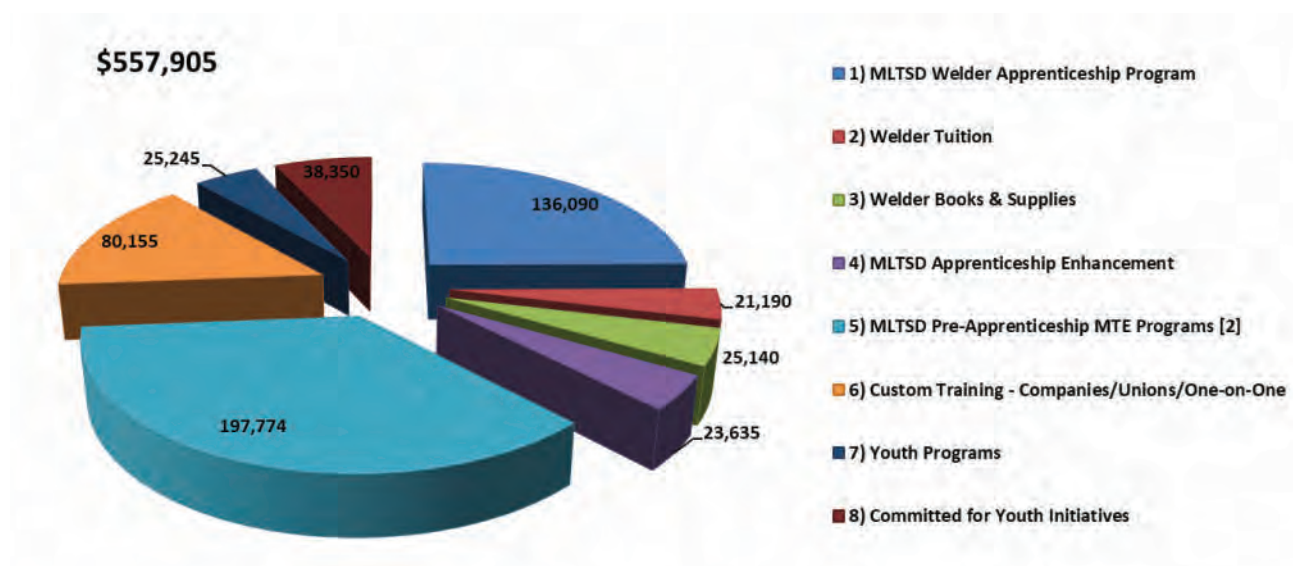
This year, under the Ontario Job Creation Program we were able to hire Dory Montague and Deborah Smith. Their excellent skills, with developing business and working with youth, allowed us to reach more students and business partners than ever before. They assisted in building new relationships in Perth and Huron counties, explored new avenues of business and did extensive promotion of the trades in these communities.



Event Participation

Central Huron SS Grade 8 Tech Days, Central Huron Co-op Breakfast, Clinton Employer Information Session, Conestoga Outreach Sessions, Employer Information Day Clinton, Grade 8 Open House (SSES), Huron County Employer Roundtable, Huron Economic Development’s Newcomer Session and Huron Manufacturers Association Award of Excellence Gala Interactive Pathways Career Day, Partners in Employment Outreach session, Perth County Employers Breakfast, Real Deal on Skilled Trades, Stratford & District HR Association, SABA & HMA Associate Memberships, St Marys Farmers Market, Growing Your Workforce, Stratford Home & Leisure Show, West Perth Business Breakfast Event.

REVENUE BREAKDOWN



ACTIVITY & ACCOMPLISHMENTS

SKILLS TRAINING DELIVERY

- 41 Graduates - Welder/Metal Fabricator Level 1 Common Core and Welder Level 2 and 3 Apprenticeship training
- 19 Graduates; 7 signed as Apprentices - Manufacturing Pre-Apprenticeship Multiple Trades Exposure training in Stratford and Clinton (Welding/Metal Fabricating/Machining)
- 200 tradespeople and high school co-op students received Working at Heights training
- 31 tradespeople received Working at Heights Recertification
- Developed and delivered custom training solutions for companies in both Huron and Perth
- Delivered one-on-one welding training / upskilling to individuals working in Huron and Perth

WELDER RED SEAL PREP AND WELDER PRACTICAL ASSESSMENTS

- 15 Level 3 apprentices - 40-hour Red Seal Preparation Course
- 15 Level 3 apprentices - Welder Practical Assessment (mandatory)

YOUTH PROGRAMS

- FunTECH Day Camp - 121 youth participated in this 1-day event
- FunTECH AMDSB – over 1,000 Huron-Perth students participated in these embedded workshops

OPERATIONAL EFFICIENCIES

- Implemented Automated Funds Transfer (AFT) for outgoing vendor and payroll payments, reducing costs and improving efficiency
- Set up auto-deposit for incoming email e-transfers
- Set up monthly tracking & reminder system for Ministry benchmarks and reporting



HURON COUNTY EXPANSION PROJECT

In 2019, TTG was awarded funding by MLTSD to expand its Manufacturing Pre-Apprenticeship Multiple Trades Exposure programs into Huron County. To prepare for this expansion, TTG worked closely with the Avon Maitland District School Board and Central Huron Secondary School (CHSS) in Clinton to identify the infrastructure required to support this training.

A new ventilation system was purchased and installed at CHSS. TTG's Welding Apprentices and Stratford Pre-Apprentices in Stratford also

fabricated and built new welding booths which the Clinton Pre-Apprenticeship trainees helped install once they were delivered to CHSS.

This new partnership has enabled TTG to have a permanent presence in Huron County and create a training hub in the community to help build and strengthen the skilled trades workforce.

AWARDS AND RECOGNITION



HMA AWARDS OF EXCELLENCE

In 2019, TTG was the proud recipient of the Huron Manufacturing Association's *Outstanding Associate Member Award*. Thank you to the HMA for recognizing our work in Huron County.

As part of our initial expansion into Huron County, TTG delivered a 25-week Manufacturing Pre-Apprenticeship Multiple Trades Exposure Program at Central Huron Secondary School (CHSS) in Clinton. Many successful graduates of this program are now working as welders,

fabricators and machinists. Based on the success of this program, TTG was approved for funding to run another Manufacturing Pre-Apprenticeship Program in Clinton in 2020.

Our AMSDB FunTECH program, in partnership with the Avon Maitland District School Board, also expanded into Huron County. To date this embedded program has engaged over 1,000 grade six students through a series of hands-on workshops focusing on trades and technology.

We owe much of our success to local Huron County manufacturers and community partners who supported our applications for these programs. We want to extend a special thank you to a number of highly committed individuals and organizations for their ongoing help and support including Chris Watson, Kristin Crane, Jim Ginn, Jodi Froud, Mark Roth, Central Huron Secondary School, AMSDB, The Centre for Employment & Learning and the Huron Manufacturing Association.

STRATFORD PERTH COMMUNITY FOUNDATION GRANT

\$5,000 awarded by the Stratford Perth Community Foundation (Melanson Family Fund) to put towards the purchase of a Virtual Welder.



LIBRO PROSPERITY FUND

\$5,000 awarded by the Libro Prosperity Fund to put towards the purchase of the Virtual Welder and four sets of Virtual Reality Goggles.

YOUTH PROGRAMMING AND EDUCATION

\$5,000 each received from County of Perth, Invest Stratford and the County of Huron to put toward Youth programming and education

Exposure to experiential learning opportunities, at an early age, is key to inspiring young people to sign up for tech studies in high school. This type of experience can start discussions about possible trade-focused career paths.

WELDER & METAL FABRICATOR APPRENTICESHIP

TTG is a Training Delivery Agent (TDA) for the Welder/Metal Fabricator Trades' Common Core Level 1, Welder Apprenticeship Level 2 and 3 and Metal Fabricator Level 2 and 3.

APPRENTICESHIP ENHANCEMENT FUND

MLTSD Apprenticeship Enhancement Fund (AEF) enables TTG, as a Training Delivery Agent, to keep its Welder training facility at Stratford Secondary and Elementary Schools [Site 1] at industry standards and ensure high quality training. The Ministry awarded TTG \$22,737 in 2019-2020 which was used to purchase three new welding machines. The remaining funding went towards updating and replacing hardware on existing welding machines.

TEST SITE ACCREDITATION

TTG is an Ontario College of Trades approved Testing Centre for the Welder Practical Assessment and an approved test site for the Canadian Welding Bureau (CWB) and Technical Standards & Safety Authority (TSSA).

WELDER RED SEAL PREPARATION COURSE

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

As a designated testing centre for the Welder Practical Assessment, TTG offers this testing on a 2-night schedule opening up access during evening hours. Applicants receive proof of completion forms and assessment sheets to submit when booking the Red Seal written exam.

LEVEL 3 WELDER GRADUATES



Congratulations to our 2019 Level 3 graduates on a major accomplishment! Their time commitment to become competent in the trade of Welder is 6,000 hours (approximately three years) consisting of 5,280 hours of on-the-job work experience and 720 hours of in-school training at Stratford Secondary & Elementary Schools.

TTG is one of Ontario's best kept secrets.

The program exceeded my expectations and fast-tracked me into starting my career.

Fernanda Mariano, 2017 Manufacturing Pre-Apprenticeship Graduate and current TTG Welding Apprentice.

MANUFACTURING PRE-APPRENTICESHIP MULTIPLE TRADES EXPOSURE PROGRAMS

Congratulations to our Stratford and Clinton Manufacturing Pre-Apprenticeship Program graduates who have launched a new career! Trainees explored three related trades in the manufacturing sector (WELDING, METAL FABRICATING AND MACHINING) and proved their skills in an 8-week work placement and secured employment in the field. Trade skills and safety training was supplemented with trade math, blueprint reading and employment preparation in partnership with Conestoga College, Conestoga Career Centre and The Centre for Employment & Learning.

MANUFACTURING PRE-APPRENTICESHIP GRADUATES



Stratford Manufacturing Pre-Apprenticeship Program

The course was intense but very fulfilling. The high level of commitment necessary to this kind of schedule only ensures that this program will help people develop the much sought-after skills that the industry requires.

That same commitment is very evident in the attitudes of the instructors who have a real passion for teaching. This, combined with the work placement, amassed to a life changing direction that would not have happened without TTG.

I highly recommend TTG to anyone who is looking to become established in the welding or machining trades. I am grateful for TTG's help and commitment to my success.

*Simon Delicata
2019 Pre-Apprenticeship Trainee*



Clinton Manufacturing Pre-Apprenticeship Program



These programs are funded by the Government of Ontario.

TTG provides access to locally based training opportunities, especially in the skilled trades. Companies and individuals have at their disposal a local alternative for training, upskilling and career advancement.

WELDER AWARDS

OYAP EXCELLENCE IN WELDING

Congratulations, to OYAP (Level 1 Welder) students, Ethan Gardiner, Everett Hawkins and Tyler Schwartzentruber who were awarded TTG's Award for Excellence in Welding. Each received a \$100 bursary.

KEN HALWACHS AWARD

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!
STEVE PETTAPIECE
 Level 3 Welder Graduate
 Ken Halwachs Award Winner 2019



L-R: Jerry Myers, Steve Pettapiece, Ken Halwachs

CUSTOM TRAINING

TTG is an industry leader in the design and delivery of highly effective customized training solutions for individuals and local industry. For companies looking to upgrade their employees' skills to increase efficiency and quality in the workplace, TTG has the knowledge, resources and expertise to develop flexible and effective training solutions.

Customized Training Delivery

- Byma's Tire (Introductory MIG Welding)
- Cleaver-Brooks (Welding Upskilling)
- Accumetal (Introductory MIG Welding)
- General Coach (Supervisory Training)
- Hydro One (Welding, Advanced Upskilling)
- IATSE Local 357 (Introductory AutoCAD)
- One-On-One Training and Practice Sessions (Welding)
- St. Marys District Collegiate and Institute (Welding Workshop for SHSM Students)



Byma's Tire & Auto staff with TTG Welding Instructors training at St. Michael Catholic Secondary School tech facilities.

Youth Sponsorship

TTG’s youth programming and outreach initiatives would not be possible without the generous support of local companies and community partners.

This funding allows us to continue to provide and expand our Youth camps and activities; engage exceptional instructors; develop new partnerships with other organizations to create exciting Youth-focused projects that inspire students and allow them to build their skills.

2019 YOUTH DAY CAMP & OUTREACH SPONSORS

PLATINUM (\$3,000)	Advanced Design Solutions (ADS)
GOLD (\$1,500)	Schaeffler Canada Inc/FAG Aerospace
	KYJO Steel
	Stratford & Area Builders’ Association
	Perth County Economic Development
BRONZE (\$350)	Pinnacle Storage, Stratford Business Centre
MEDIA (IN-KIND)	Beacon Herald

Youth Events

INTERACTIVE CAREER DAY 2019

TTG assisted with the coordination of the Interactive Career day held in November at the Rotary Centre in Stratford. Deborah Smith played a key role as exhibition coordinator, ensuring all exhibitors were taken care of and accommodated. Deborah worked as part of the planning team with members of the Avon Maitland District School Board and the Huron Perth Catholic District School Board. Over 1200 youth visited our booth that day to learn more about TTG and careers in the skilled trades.



REAL DEAL ON SKILLED TRADES

TTG Welding Apprentice Laurin Padolina was asked to be a guest speaker and mentor at the Real Deal on Skilled Trades. Laurin shared some of her knowledge and experiences and talked about her journey with TTG as a Pre-Apprentice and as a newly signed Level 1 Welding Apprentice. Laurin, along with other guest speakers and mentors inspired a new generation of young women and encouraged them to explore the career opportunities available in the skilled trades.

YOUTH PROGRAMMING AND OUTREACH



The FunTECH one-day Camp is all about giving youth, ages 7-14, an opportunity to explore their interest and talents in technology and trades. Hands-on workshops allow them to discover different career possibilities in a fun, safe and affordable way!

On November 23, 2019, TTG hosted 121 kids and offered 8 fun-filled workshops to captivate students. Our biggest feedback comment was “when is the next one going to run?!”



FunTECH Camp workshops are taught by Stratford Secondary and Elementary Schools Tech Teachers, with the help of over 45 Technical Students and Community Volunteers.



Since April 2018, TTG has partnered with AMDSB to deliver “FunTECH AMDSB,” a modified version of TTG’s highly successful FunTECH Program. Over 1,000 children in grade six in Perth and Huron Counties have had the opportunity to participate in an experiential learning event at their local high school.

MORNINGTON CENTRAL PUBLIC SCHOOL

As part of FunTECH AMDSB, TTG took the virtual goggles and virtual welder to Mornington Central Public School to reach out and introduce the world of virtual reality and careers in the skilled trades to students in grade six. They loved it!



INDIGENOUS SEWING AND LEATHER CRAFT MAKING CLASS

In partnership with Avon Maitland District School Board, TTG assisted with the delivery of a new indigenous sewing and leather craft making class for students at South Huron District High School. Indigenous leaders led the workshop and the sewing portion of the class was designed and taught by Deborah Smith. Students had an amazing day of honouring their heritage, with Indigenous history lessons, sewing and designing ribbon skirts and medicine bags and learning the trade of operating a sewing machine for the first time.

