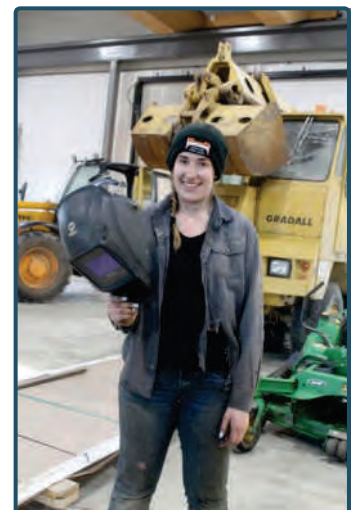
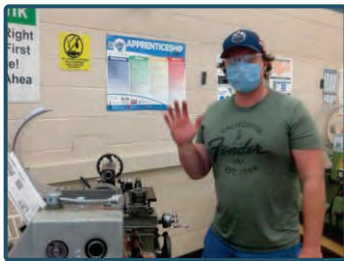




Technical Training Group Annual Report

April 1, 2020 - March 31, 2021



LEADING EDGE PROVIDERS
OF TECHNICAL AND SKILLED TRADES TRAINING



CHAIR'S MESSAGE

As I write this message to you, I am in my final days as the Board Chair of TTG. I wish I could say it was the final days of COVID-19 but I suspect we will be continuing to deal with this issue and its aftermath for months to come.

This year has been most challenging, yet also a great experience. I am proud to tell you that through the leadership, determination, and innovation of TTG's Board of Directors, Staff and Instructors TTG remains both operationally and financially sound. In addition, TTG has continued to evolve into an even stronger, more valued post-secondary institution now offering three Manufacturing Pre-Apprenticeship Multiple Trades Exposure Programs (Welding, Metal Fabrication and Machining), Apprenticeship programs for Levels 1,2 and 3 in Welding and Metal Fabrication, Welder Red Seal preparation course, Ontario Welder Practical Assessment, along with a wide range of custom training solutions. In other words, the full gamut!

TTG is great at what they do and is gaining more recognition, evidenced by the increased requests for custom training, new programs and partnership opportunities. The work TTG is doing today is setting the future for trainees and employers. This work is equally important as the day we started with the demand for a skilled workforce in manufacturing competing against a fast retiring workforce.

Thank you to my fellow Directors for your support over the past four years and know that our new Board Chair will have my full support. We wish Director, Tina Uhrig, all the best as she leaves the Board this year after acting as Chair of the Performance Review Committee.

I am personally proud of the work we are doing in our community, and I look forward to another year of strong growth and new exciting programs, as graduates continue to find new career paths and apprenticeships locally.

Rick Roes, TTG Chair



EXECUTIVE DIRECTOR'S MESSAGE

TTG's model is based on collaboration between government, education, business, industry and community. There has never been a year when this has been more needed and more valued, and there has never been a time where the passion and dedication of the TTG team has been more evident! Thank you to all of the amazing directors, staff, contractors and instructors who have overcome this challenging year! We are grateful to our partners, who rallied with us and continued to provide their backing and support while managing their own challenges throughout the pandemic.

Many thanks to our fantastic local employers who supported our trainees during work placements. They continued to send apprentices for training despite the concerns within their own operations. With collaboration like this, how could TTG not be successful! The one thing bonding everyone together this year was the passion to see the programming continue at every level to keep skilled trades learning alive, with the success of the trainees top of mind at every curve. A special thanks to the financial sponsorship of the Ontario Government, Invest Stratford and the County of Perth for their investment in us through 2020-2021.

As we leave this memorable year behind us, we will miss the strong leadership of Board Chair Rick Roes who has completed his last term as TTG Chair. We are grateful that he will continue on the board for a further year in the role of Director. As things start to open up, we welcome a new Board Chair and look forward to more community involvement, more FunTECH and more face-to-face time with all of you!

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
 Dale McGavin, Bob MacDonald
 Joel McLeod, Mike Merner
 Greg Patterson, Adam Smyth

PRE-APPRENTICESHIP PROGRAMS

Joel McLeod, Zach Preiss, Adam Smyth
 Joe Van Bakel, Monty West, Jasmine Crosby
 Curtis Thomson, Kase Dechert

WORKING AT HEIGHTS CERTIFICATION

Mike Knoll

BOARD OF DIRECTORS

Rick Roes, Chair – Plant Manager, Schaeffler Canada Inc. (F.A.G)
Heather Brown, Treasurer - Controller, Accumetal Manufacturing Inc.
Ross Dale, Secretary - Retired Executive Officer, Stratford & Area Builders' Association
Jeffrey Scholl - On-line Learning Recruitment Specialist, Contact North
Mike Doupe – Senior Manager, McLean Taylor & Stonetown Construction
Meredith Forget – Manager, Economic Development & Tourism, County of Perth
Sandy McCann - Human Resources Business Partner, Durisol Ltd
Martin Ritsma - Councillor, City of Stratford
Melissa Schenk- CEO, Executive Producer, MS2 Productions
Jim Sidwell - Retired, Safety Training/Electrician
Alex Toll - Commercial Lender/Business Analyst, Perth Community Futures Development Corporation
Tina Uhrig - Human Resources Manager, 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 Huron, Huron Manufacturing Association,
 Huron Perth Catholic District School Board, Invest Stratford, Listowel District Secondary School, North Perth
 Economic Development, Partners in Employment, Perth County Economic Development, St. Michael
 Catholic Secondary School, Stratford District Secondary School

*After completing the course, the TTG found me a great Full-Time position working at the Bateman Equipment Corporation as an Industrial Millwright Mechanic and they have signed me as a registered Welding Apprentice.
 Colin Brisbois - 1st year Welder, Bateman Equipment Corporation, and TTG Pre-Apprenticeship graduate*

OPERATIONS DURING COVID The Year That Changed Our Lives – T. Crossfield

Coverage of the first days of the pandemic were like an election broadcast. Numbers flashed across our monitors indicating where COVID-19 was escalating, from province to province, and country to country. It was a time of uncertainty, denial, and fear. Most people can remember where they were on March 11, 2020, when the World Health Organization declared it a global threat. Many of us moved our offices into our homes, which meant huge personal adjustments. Then, on March 17, Premier Doug Ford declared a state-of-emergency and everything began to shut down. The Federal government closed the Canada-USA border, which was the first time since the War of 1812.

On April 6, 2020, TTG suspended all onsite training. This included Apprenticeship and Pre-apprenticeship Programs, Custom Training and Working At Heights. The upcoming Stratford and Listowel Pre-Apprenticeship Programs were placed on hold. At first, the Ontario notice of school closures seemed like a temporary measure.



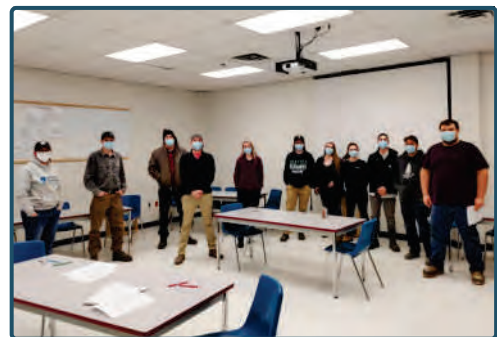
By April 11, all schools were ordered to close indefinitely. According to Shawn Bontaine, TTG's Business Manager, "This caught us totally off guard. And worse, we had no idea that an initial two-week shutdown would lead into what this last year has been." Cavell Fraser, Executive Director, wrote in the 2019-2020 annual report, "Who would have thought the whole world would be experiencing the biggest health and economic crisis in history."

Quoting Shawn, "Initially the concern was how the delay would affect our schedule. Once we realized this was going to be a much longer issue, it was then switching to how to save our Apprenticeship year and ensure the apprentices did not lose their year. Another concern was how we were going to proceed with our pre-apprenticeship programs, as Clinton was only one week in."

The clock was ticking. On May 25, 2020, TTG continued to suspend onsite training while strategizing in the background to develop a plan. They formed a strategic committee composed of Shawn Bontaine, Jim Sidwell (Director), Dale McGavin (Welding Coordinator), Liz Balletto (Marketing and Training Coordinator), and Stephannie Metcalfe (Administrator) to form new policies and procedures. These were checked weekly, and all staff were trained in the new guidelines.

"For the apprenticeship" Shawn said "we were in luck with the Level 2's as they were already scheduled to finish up the beginning of April. They were far enough along that we could successfully complete them. For the Level 3's, we switched over to online training to deliver the Red Seal Prep and remaining theory. Tests were created using Articulate 360, and we administered the tests electronically. Luckily, their practical, too, was almost complete.

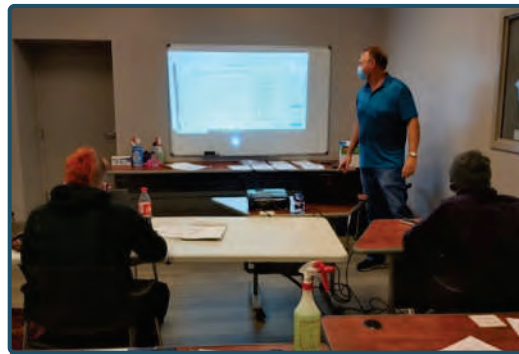
For TTG, the Level 1's had the biggest challenge. We conducted online training for the theory as we did for Level 3, but the practical was a different story. Trainees came back in September to complete the missing practical. Dale McGavin worked with them the entire month to achieve this.



For the Pre-Apprenticeships, we switched to online learning with a combination of instructor led GoTo Training. In the interim, we had them do the Canadian Welding Bureau online ACORN modules, thanks to Dale. This bought us time to start working on procedures and protocols to hopefully be allowed back in the schools for the practical portion. We postponed the start dates for both the Stratford and Listowel Pre-Apprenticeships programs, conscious of their completion within the contractual year.”

From May through August, the province instituted a three-stage plan to lift some economic restrictions. Masks and social distancing were here to stay. For the Pre-Apprenticeships in Clinton, Shawn said “Once we received permission to enter the schools, we had to make sure we stuck to our approved protocols and more importantly, assured AMDSB that we implemented social distancing, sanitizing, mask/gloves protocols and cleaning checklists, and received approval from facilities, principles and custodians.”

According to Liz Balletto, cleaning solutions, sprayers and other PPE were sourced immediately. “We were constantly adapting,” she said, “and the protocols changed numerous times depending on what venue we were using. We also had separate protocols for Working At Heights, Custom Training, and the office.” John Granskou, JCP, developed a COVID tracking app which could be loaded onto people's smart phones for self-screening before entry into buildings.



It was a concerted effort among all players, and open communication held the key. Students wrestled with new barriers such as working-from-home, computer access, internet, batteries, masks and foggy glasses. Many were worried if they would complete their courses within the allotted time. Instructors, such as Monty West, had never taught online before. Everyone's learning curve was huge, but the benefits included greater kindness, respect, a harder work ethic, and more one-on-one instructor time.

Shawn explained that “We were allowed to continue to deliver training but were restricted to a maximum of 10 people at a time. This is when we set up a metal divider for Apprenticeship training, separating our weld shop into two distinct areas with separate entrances and had one instructor per group. We also alternated so the Level 3's did theory the week the Level 1's were in practical, and vice versa, since they train on the same nights. We also turned up the ventilation system prior to apprentices entering class, and safety glasses became mandatory as they (scientists and doctors) started to realize the airborne concerns with COVID-19.”

The state of emergency was finally lifted in Ontario on July 24, 2020, and a week later, TTG held its first virtual AGM. Despite the challenges to skilled trades training, they had proven that using innovative and effective online solutions brought student success. The Level 1's and 2's completed their in-class training, and after three years of hard work, Level 3 Welders graduated in June. The blended training delivery model would continue in the fall. By now, the program deliveries had become second nature despite what COVID-19 tossed in their path.

Having that one-on-one training led me to feel more confident in my work especially with the amount of progress in such a short time with the training. I not only left the training with more confidence in my work, but I left with more confidence in myself. Stephanie Raidt - 1st year Welder, Huron District Contracting, and TTG Pre-Apprenticeship graduate

If TTG didn't have such a supportive Board of Directors and a dedicated staff, the story would have been much different. Shawn Bontaine and Dale McGavin stepped up with great determination and didn't allow COVID barriers to cancel training, or any trainee to miss his/her year. Fueled with deep passion for what TTG stands for, Liz Balletto joined the crusade for change with great versatility to keep the day-to-day programs operational. Stephannie Metcalfe provided strong support. Nadine Hayes (Bookkeeper) expertly handled the finances and internal controls. Beth Anstett (MLTSD) walked beside us all the way. John Granskou and Tina Crossfield, our two candidates from the Ontario Job Creation Partnership Program (JCP), adapted considerably to their changing roles as COVID altered their mandates. Our second-to-none instructors quickly pivoted to online learning techniques and new protocols. We were also fortunate that TTG founder, Mark Roth joined us officially as Business Development Coordinator after acting as an advisor for many years.

The second and third waves of the virus were coming. In late-November, Ontario began placing regions in rolling lockdowns, and ended with a provincial shutdown on Boxing Day. This order remained in effect until March 5, 2021, when the province briefly loosened some restrictions. However, by mid-month, a third wave of the virus was raging. On April 1, 2021, the government announced a second shutdown. The year had come full circle. But now it was business as usual. Teamwork and strategy was the winning combination. When asked if TTG had a success model to share, Shawn said "Always be flexible and have good contingency plans."



Mike Wille, TTG Instructor

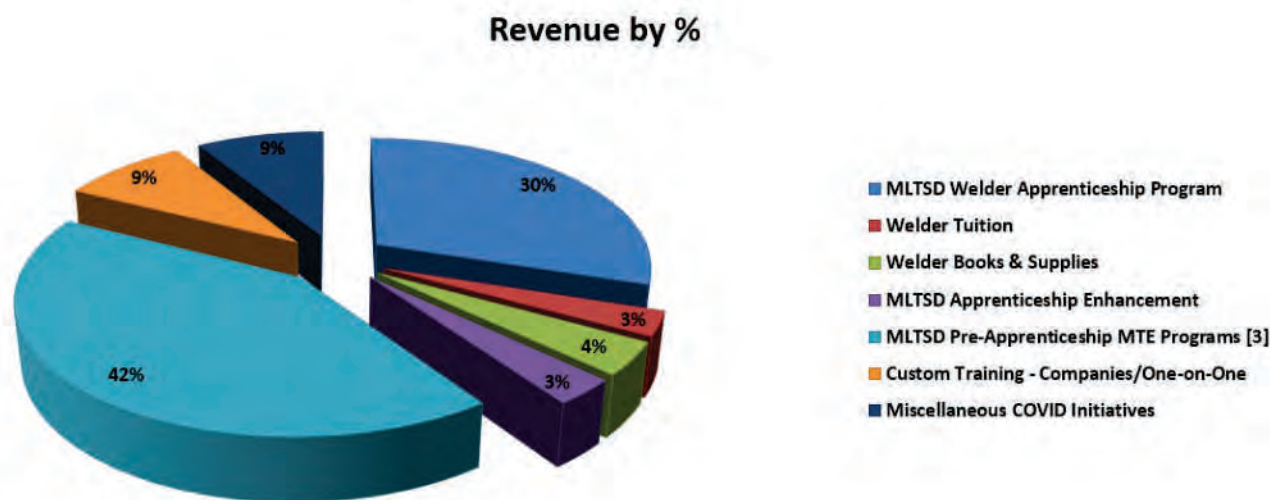
Mike Wille has retired from TTG as a Weld Theory Instructor for the Welder Apprenticeship Program. Mike is a proud alumnus of Stratford Northwestern Secondary School and longtime employee of Cleaver Brooks in Stratford. Mike has a wealth of knowledge and experience in metallurgy and radiography pertaining to the manufacturing of pressure vessels. Mike played a key role in the development of TTG's apprenticeship curriculum, and we thank Mike for his contributions. Mike also involved students on many tours of Cleaver Brooks and demonstrated firsthand sub arc welding processes and other specialized topics that often, many apprentices had little or no industry experience. Typically, Mike delivered two-hour Weld Theory to apprentices two nights per week from September to June for the past 12 plus years. Thank you for training many welding trainees over the years, Mike!



Bill Hilton, TTG Supplier, Territory Sales Rep for Linde, formerly Praxair

Bill Hilton has been involved since day one in the building of TTG. Bill has been the go-to person for his expertise in the industry and has guided us to industry standard equipment and cost-effective training. If Bill was not sure he always knew who to ask in the local sector to guide TTG in the right direction forward. Bill also was key in building partnerships with industry and would often bring forth donations and provide TTG with rich introductions to key stakeholders. His invaluable support of TTG to train a skilled workforce and making welding relevant to industry needs is very much appreciated over the past two plus decades. Congratulations Bill on your retirement, and thank you for your many contributions!

BUSINESS BREAKDOWN



ACTIVITY & ACCOMPLISHMENTS

SKILLS TRAINING DELIVERY

- 46 Graduates - Welder/Metal Fabricator Level 1 Common Core and Welder Level 2 and 3 Apprenticeship training
- 21 Pre-Apprenticeship Graduates; 7 signed as Apprentices to date (4 Welder, 2 General Machinist, 1 Sheet Metal) – Manufacturing Pre-Apprenticeship Multiple Trades Exposure training in Stratford and Clinton (Welding/Metal Fabricating/Machining)
- 143 tradespeople and high school co-op students received Working At Heights training
- 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 and beyond

WELDER RED SEAL PREP AND WELDER PRACTICAL ASSESSMENTS

- 10 Level 3 apprentices - 40-hour Red Seal Preparation Course
- 10 Level 3 apprentices - Welder Practical Assessment (mandatory), along with 2 fee-for-service testing blocks

OPERATIONAL EFFICIENCIES

- Developed and implemented a wide range of COVID-19 policies and procedures
- Introduced new intermediate scheduling software

NORTH PERTH EXPANSION PROJECT

In 2020, TTG was awarded funding by MLTSD to expand its Manufacturing Pre-Apprenticeships Multiple Trades Exposure Programs into North Perth. TTG worked closely with the Avon Maitland District School Board, and the Listowel District Secondary School (LDSS) to develop policies and procedures required to support this training.

The program was very, very helpful, I had some wonderful teachers ... and I learned a lot. I was able to ask questions very freely and was comfortable. TTG was also very helpful in helping me to find a placement.
Abigail Zondervan - 1st year Welder, Accumetal Manufacturing Inc. and TTG Pre-Apprenticeship graduate

Through this exciting new partnership, TTG's Pre-Apprentices were able to train in the welding and machining facilities at LDSS.

This has also enabled TTG to have a permanent presence in North Perth. In partnership with LDSS, and the municipal team in North Perth, it will allow for the growth of a centralized training hub in the community to help build and strengthen the skilled trades workforce.



WELDER & METAL FABRICATOR APPRENTICESHIP

TTG is a Training Delivery Agent (TDA) for the Welder/Metal Fabricator Apprenticeships, Level 1 (Common Core), and Levels 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 2020-2021 which was used to purchase three new MP360 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

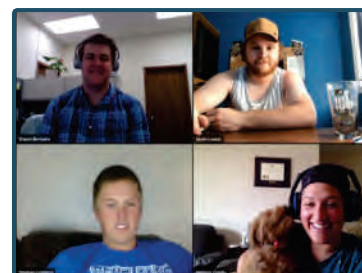
TTG delivers a 40-hour Red Seal Preparation course for Level 3 apprentices and other individuals wishing to challenge the Red Seal written exam.

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.

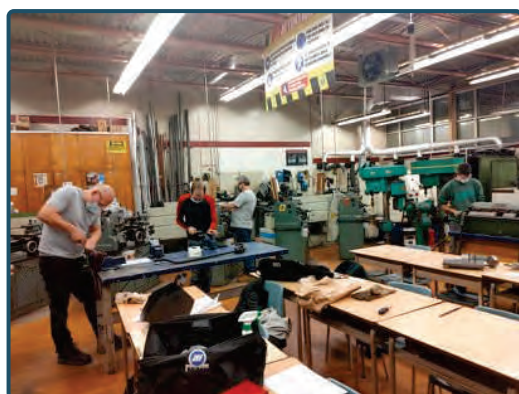
LEVEL 3 WELDER GRADUATES

Congratulations to our ten 2020 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 District Secondary School (SDSS). **Instructor Joel McLeod with a few of our graduates: Jevon Looser, Stephan Linthorst, Jasmine Crosby**



MANUFACTURING PRE-APPRENTICESHIP MULTIPLE TRADES EXPOSURE PROGRAMS

Congratulations to our Clinton, Stratford, and Listowel 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 trades. Trade skills and safety training was supplemented with trade math, blueprint reading and employment preparation in partnership with The Centre for Employment & Learning, Conestoga College, Conestoga Career Centre, and Partners in Employment.



**Stratford Manufacturing
Pre-Apprenticeship Program
(at Stratford District Secondary School and
St. Michael Catholic Secondary School)**



**Listowel Manufacturing
Pre-Apprenticeship Program at Listowel
District Secondary School**



**Clinton Manufacturing
Pre-Apprenticeship (Central Huron Secondary
school)**



These programs are funded by
the Government of Ontario.

I hope that TTG continues to share its philosophy and to deliver skilled training to future students. I don't assume to be the voice for all students, but I know for a fact that TTG's in-class training and faculty are a huge part of the success behind my story and many other students like me. Laurin Padolina - 2nd year Welder, Van Nes Custom Welding Inc., and TTG Pre-Apprenticeship graduate

WELDER AWARDS

OYAP EXCELLENCE IN WELDING

Congratulations, to OYAP (Level 1 Welder) students, Brandy Bundcho, Sebastien Dalton, and Dawson Kreyger 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.



William Morgan, recipient 2020

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

- Accumetal Manufacturing Inc. (Introductory MIG Welding, Trade Math and Blueprint Reading)
- Harvco Farms Ltd (Introductory Stick, MIG, and TIG Training)
- Four County Labour Market Planning Board – Connect2SKILLS (Introductory Trade Math, Blueprint)
- Various One-On-One training and practice sessions



Accumetal training



Harvco Farms training

COMMUNITY OUTREACH & EVENTS

This year, under the **Ontario Job Creation Partnership** program we were able to hire Tina Crossfield, Project Manager Events, and John Granskou, Project Manager Virtual Reality Goggles.

Tina immediately took the opportunity to use the newly formed Trailer partnership with the Avon Maitland District School Board to participate in the **Christmas Stationary Parade Event**. Assisted by Mark Roth and Jodi Froud (AMDSB), they decorated the trailer and took their place beside other unique floats on Riverside Drive. Tina has also partnered with **St. Marys Radio** to write and record true stories about men and women in the trades. The show, called The Story Trade, will air this summer.

Tina took an active role in supporting the virtual Women's Day Conference on behalf of TTG. The extra opportunity to engage in video production and B roll photography with John G. was very satisfying. Tina added many new contacts to her network, and polished her virtual reality skills by participating in several partner events.

John took over the TTG Virtual Reality Goggles designing new goggle skins, arranging for a new TTG introduction, and creating an inventory of content. He then proceeded to procure equipment that could be used for videos that could be produced and uploaded to the goggles in the future. John then set about learning new video software, how to calibrate camera angles, and learned even more about sound and lighting. John has filmed interviews with TTG apprentices and has already created testimonial videos for TTG and is working on a video about TTG, as well as a video for a Xiris Welding Camera contest.



Stratford Stationary Christmas Parade



Virtual Goggles showing new skin

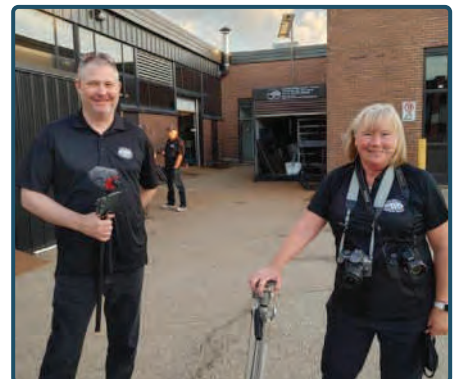


Mark Roth and John Granskou interviewing Brandy Bundscho for promotional video.



St. Marys Radio Station, The Story Trade

Technical Training Group's 20th ANNIVERSARY is Coming Soon!



For more information,
visit www.technicaltraininggroup.org, email info@technicaltraininggroup.org; or call 519-801-8641
617 Duoro Street, Suite 202, Stratford, Ontario, N5A 0B5