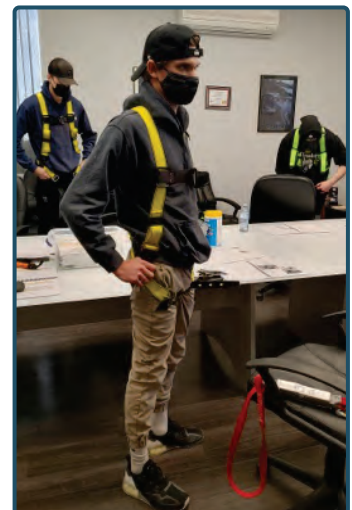
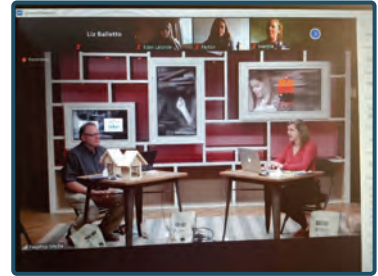




Technical Training Group Annual Report

April 1, 2021 - March 31, 2022



LEADING EDGE PROVIDERS
OF TECHNICAL AND SKILLED TRADES TRAINING



CHAIR'S MESSAGE

My first year as Chair of the TTG Board of Directors comes just before we celebrate our 20th Anniversary! TTG has been manufacturing careers, through pre-apprenticeship, apprenticeship, custom and youth training for almost 20 years! Our unique model of collaboration between government, education, business and community partners promotes continued success in boosting the local economy by supplying newly skilled workers to in-demand jobs. We proudly accepted the Stratford Chamber of Commerce Business Excellence Award recognizing our work in the community.

Despite the number of trained workers we graduate, the shortage of skilled workers in Stratford and Areas remain serious. Our new Pathway Pilot Program (see article) enables youth with no existing career path to get the skills needed to achieve local full-time employment in well-paying manufacturing jobs. We have partnered with local manufacturing industries to provide custom training. Welder Red Seal Prep and National Practical Assessment continues to be offered in our efforts to continue upskilling our trades people.

This year we welcomed a new Director to the Board: Natalie Promislow, Owner of Smith Steel & Fabrication. Natalie's knowledge, skills and abilities add great strength to the already strong team. My personal thanks to Rick Roes, former TTG Chair, for paving my way and being there for support as needed for a first year Chair.

I am pleased with TTG's strong momentum and look forward to announcing our future initiatives in Strathroy-Caradoc and North Perth, which will create even more great opportunities.

Mike Doupe, *TTG Chair*



EXECUTIVE DIRECTOR'S MESSAGE

In this age of disagreement, controversy and changing information, it is easy to get swept up in our differences of opinion and find ourselves at a stalemate. Yet at TTG, I see forward momentum, growth, and excitement throughout this discord. I continue to marvel over the passion and dedication at TTG of our staff, instructors, contractors and Board of Directors.

I have come to understand that the key to success at TTG is the ability of the team to seek to understand each other and demonstrate compassion and respect. Everyone has a different view on issues, and despite their point of view, and the rapid pace of change, there has been an underlying attempt to understand and accept each other.

We see it at all levels from the Board to those staff and instructors who show personal leadership each day by taking accountability within their own realm, whether holding a leadership role or not, and in our trainees, who have shown cooperation and patience as we mandated policies and then made subsequent changes. Our ultimate goal has always been to keep each other safe.

Recently I was reading over testimonials from former graduates and learning about the impact TTG continues to have over their lives. These programs continue to encourage and support the training of skilled trades. I am hoping that along with the quality technical learning, experiencing the compassion, respect and general care for each other's success and well-being, while adapting to unprecedented change, has been a big part of the learning process too.

I, personally, am looking forward to another great year of growth and opportunity for TTG. Let's keep seeking to understand and to respect one another, as we can be sure that more change is inevitable.

Cavell Fraser, *Executive Director*

CORE TEAM

Liz Balletto, TTG Office and Pre-Apprenticeship Program Administrator
Shawn Bontaine, Business Manager
Tina Crossfield, Projects/Vaccine Coordinator
Cavell Fraser, Executive Director
Nadine Hayes, Finance Administrator
Stephannie Metcalfe, Administrative Assistant

Mark Roth, Custom Training Administrator
Marcia Thomson, Apprenticeship Administration Assistant

APPRENTICESHIP PROGRAM ADMINISTRATORS

Dale McGavin, Welder Apprenticeship
Greg Patterson, Metal Fabricator Apprenticeship

INSTRUCTOR FACULTY

APPRENTICESHIP PROGRAMS

Chris Dippel, Cody Gee, Geoff Kobler,
Dale McGavin, Bob MacDonald,
Joel McLeod, Mike Merner,
Greg Patterson, Zach Preiss, Adam Smyth

PRE-APPRENTICESHIP PROGRAMS

Jasmine Crosby, Joel McLeod, Will Morgan,
Zack Preiss, Adam Smyth, Curtis Thomson,
Joe Van Bakel, Monty West

WORKING AT HEIGHTS CERTIFICATION

Mentor Safety Consultants

BOARD OF DIRECTORS

Mike Doupe, Chair - Senior Manager, McLean Taylor & Stonetown Construction
Heather Brown, Treasurer - Controller, Accumetal Manufacturing Inc.
Ross Dale, Secretary - Retired, Electrician
Meredith Forget - Manager Economic Development and Tourism, County of Perth
Sandy McCann, Education Committee Chair - HR Business Partner, Durisol North America
Natalie Promislow - Owner and Executive Vice President, Smith Steel & Fabrication
Martin Ritsma - Councillor, City of Stratford
Rick Roes - Plant Manager, Schaeffler Canada Inc.
Melissa Schenk - CEO, Executive Producer, MS2 Productions
Jeffrey Scholl - On-line Learning Recruitment Specialist, Contact North
Jim Sidwell - Retired, Safety Training/Electrician
Alex Toll - Commercial Lender/Business Analyst, Perth Community Futures Development Corporation

TRAINING PARTNERS

MINISTRY OF LABOUR, TRAINING & SKILLS DEVELOPMENT (MLTSD)

Beth Anstett, Employment & Training Consultant Apprenticeship Branch

ADDITIONAL PARTNERS

Avon Maitland District School Board, Central Huron Secondary School, Centre for Employment & Learning
Conestoga College, Conestoga Career Centre, Contact North, County of Huron, Huron Manufacturing
Association, Huron Perth Catholic District School Board, Invest Stratford, Libro Credit Union, Listowel District
Secondary School, North Perth Economic Development, Partners in Employment, Perth County Economic
Development, St. Michael Catholic Secondary School, Stratford & District Chamber of Commerce, Stratford
District Secondary School, Strathroy-Caradoc Economic Development.

THE VACCINE EXPERIENCE



When we logged-off our 2020 AGM in June 2021, there were many unknowns. Public schools remained shuttered after spring break, and the long-awaited June 6th Ontario re-open date was fraught with forecast modelling, case numbers, and projections of another wave. These statistics were brought to us daily by the media, if one had the courage to follow the continuing “change of rules.”

By mid-summer, we began to enjoy some return to social gatherings and activities that had been prohibited. It was not to last. On August 17, 2021, the Chief Medical Officer of Health issued a directive mandating hospitals and home and community care providers to have a COVID-19 vaccination policy in place for employees, staff, contractors, students and volunteers. This quickly escalated into new rules for businesses, training providers, colleges, universities, and public schools. The documentation was enormous.

After Labour Day, Cavell Fraser, TTG Executive Director, approached me about accepting the new role of Vaccine Coordinator. This meant collecting, communicating, reporting and storing documents containing confidential information. I would be the recipient of illness and exposure reports from students, staff, instructors, partners, and close contacts, and provide support and guidance on next steps. I also held the inventory and distribution of no cost rapid antigen test kits (provided by the Stratford Chamber of Commerce) for people who were unable to accept vaccination as a solution. My role was not secretive, rather it was confidential; not judgmental but assisting. It was about getting a person where he/she needed to be.

As predicted, many students, families, and their contacts became ill, some with rushed ambulance rides and hospitalizations. My cell phone and email were receiving daily images of tests and queries about other medical concerns: “I have symptoms, “someone would say. My reply, “Tell me more.” Some calls were urgent: “My roommate is sick, should I go to class?” My reply, “Has he been tested with a molecular PCR test? Answer, “Yes, he is positive.” My reply, “No, you also need to be tested and please stay at home.” That day he tested positive and could have innocently taken out an entire level of students and instructors. It was a great save.

At times, I tested people in random parking lots, at their workplaces, or at their doorsteps. I delivered kits to homes and mailed others by Canada post (until weather became a factor due to the possible freezing of the kit in mailboxes). It was often difficult to steer people into isolation knowing what that would entail for themselves, their careers, and their families. Above all, I want to emphasize that even though we had both vaccinated and unvaccinated groups, we worked together in an amazing way. We respected each other's boundaries and were even able to create a few smiles.

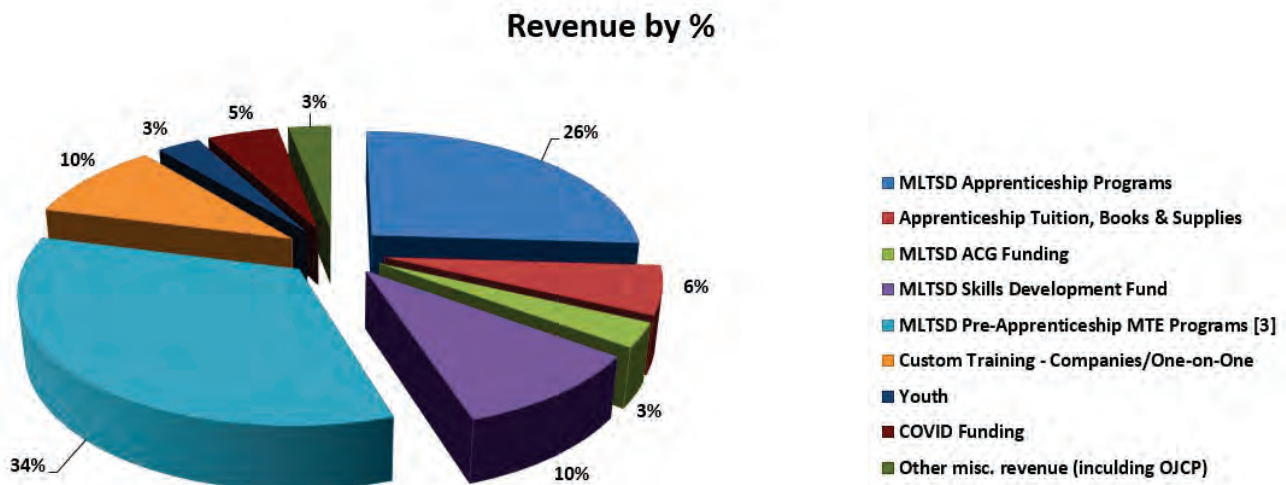


Rapid antigen test kit assembly

My role as Vaccine Coordinator concluded on April 1st, 2022, two weeks after the Ontario mandate was revised yet again. Rapid Test Kits, now known as RATS, could be found at grocery stores, and in single units requiring no aliquoting! Our TTG Vaccination Policy was reviewed and archived for future reference. It felt like a huge weight was finally lifted, although I missed my weekly student chats and texts. We had great success overall – everyone under our care was followed and supported, and we are immensely proud of this.

Tina Crossfield, *Project Assistant and Vaccine Coordinator*

BUSINESS BREAKDOWN



ACTIVITY & ACCOMPLISHMENTS

SKILLS TRAINING DELIVERY

- 57 Welder and Metal Fabricator Apprenticeship Graduates. Includes 18 Welder/Metal Fabricator Level 1 Common Core Apprentices, 20 Level 2 Welder Apprentices, 4 Level 2 Metal Fabricator Apprentices, and 16 Level 3 Welder Apprentices.
- 27 Manufacturing Pre-Apprenticeship Multiple Trades Exposure Graduates (Stratford, Clinton and Listowel). Includes 8 signed as Apprentices to date (7 Welders, 1 General Machinist, 1 Millwright) and 14 additional graduates currently working in the sector (3 of whom are also currently in the process of being signed as apprentices).
- 237 tradespeople and high school co-op students received Working At Heights training and 24 tradespeople received Working At Heights Refresher 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

- 16 Level 3 apprentices - 40-hour Red Seal Preparation Course and 2 fee for service attendees
- 16 Level 3 apprentices - Welder Practical Assessment (mandatory)

OPERATIONAL EFFICIENCIES

- Re-structured the roles within Administration in order to reflect our main streams of business with consideration to maximum efficiency and succession planning
- Continuous review and update of COVID-19 policies and procedures to meet government and public health directives
- Continued conversion and test uploading to Contact North Learning Management System
- Implemented Mobile Deposit to eliminate trips to deposit cheques

APPRENTICESHIP - WELDER & METAL FABRICATOR

TTG is a Training Delivery Agent (TDA) for the Welder and Metal Fabricator Apprenticeships, Level 1 (Common Core), Level 2 and Level 3. *Effective October 2021, TTG commenced the first year of delivery for the Level 3 Metal Fabricator Apprenticeship.*

APPRENTICESHIP CAPITAL GRANT (ACG)

The MLTSD Apprenticeship Capital Grant (ACG) enables TTG, as a Training Delivery Agent, to keep its Welder training facility at Stratford District Secondary School [Site 1] at industry standards and ensure high quality training. The Ministry awarded TTG \$50,291.00 in 2021-2022 which was used to purchase a new semi-automatic double mitre bandsaw, a cold cut saw, various accessories for the welding machines, along with completing some room enhancements (electrical).

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 Welder 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 sixteen 2021 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).

2021 TTG LEVEL 3 GRADUATES INCLUDE:

Michael Avery

Morgan Bennewies

Michael Brennan

Zachary Dunsmore

Ethan Gardiner

Everett Hawkins

Devin Kraushar

Austin Lucas

Bailey McCann

Mark Mooney

Garner Negrazis

Brett Peter

Andrew Reinink

Tyler Schwartzentruber

Rayona Thompso

Cameron Varey



"A lot of my success I owe to the hard-working people and instructors at Technical Training Group who taught me that this lifestyle and career is possible for someone like me. It can be a rewarding and extremely successful career for anyone." Fernanda Mariano, TTG Graduate (Pre-Apprenticeship and Welder Apprenticeship Programs)

WELDER AWARDS

OYAP EXCELLENCE IN WELDING

Congratulations, to OYAP (Level 1 Welder) students, Steven Moss and Ethan Bell who were awarded TTG's Award for Excellence in Welding. Each received a \$100 bursary.



Jerry Myers (L), Everett Hawkins (C), Ken Halwachs (R)

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!

EVERETT HAWKINS

Level 3 Welder Graduate

Ken Halwachs Award Winner 2021

AWARDS AND RECOGNITION



STRATFORD CHAMBER OF COMMERCE BUSINESS EXCELLENCE AWARDS - 2021

TTG was thrilled to win a Business Excellence Award this year in the Non-Profit category! Staff and instructors do what they do each day because they believe in the difference they are making to the lives of people and their communities. To be recognized by others for this work, was both moving and inspiring. Thank you to Martin Ritsma (Director on the TTG Board) for accepting our award and to the Stratford Chamber of Commerce for their recognition!



LIBRO PROSPERITY FUND

TTG was extremely appreciative of receiving the news that they are the proud recipient of a Libro Grant, which will support a new Welding and Metal Fabricator Pathway Program. This is geared to changing young people's lives by providing a quick path to employment opportunities in local in-demand skilled trades jobs in manufacturing. Each youth will receive a gear bag equipped with a welding helmet, safety glasses, safety gloves, trade related tools and work boots. Libro will also provide their safety awareness training. Together with their training, work placement and equipment, these youth will be ready to accept full time jobs and potential apprenticeship opportunities. Thank you Libro!

"I can't say enough good things about the instructors and everyone who is a part of TTG always there to answer questions, give direction even outside of classroom hours, and check in to see how things are going. I have already learned so much through TTG that will benefit me the rest of my life." Brittany Harrison, TTG Pre-Apprenticeship Graduate

PRE-APPRENTICESHIP MULTIPLE TRADES EXPOSURE PROGRAMS – MANUFACTURING

Congratulations to our Clinton, Stratford, and Listowel Manufacturing Pre-Apprenticeship Multiple Trades Exposure Program graduates who have launched exciting new careers!

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, and Conestoga Career Centre.



*Stratford Manufacturing Pre-Apprenticeship Program
Stratford District Secondary School and
St Mikes Catholic Secondary School*



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



*Clinton Manufacturing
Pre-Apprenticeship Central Huron Secondary School*



Ontario 

*These programs are funded
by the Government of Ontario.*

"The Pre-Apprenticeship program has allowed me to find a career that I love, where I can still be hands on and create some cool stuff. It has also helped me to become the happiest version of myself that I have been in a long time." Thora Bilcke, TTG Pre-Apprenticeship Graduate

PATHWAY PROGRAM PILOT FOR YOUTH - WELDING AND METAL FABRICATION

For several years, TTG has delivered 25-week Ministry-funded Manufacturing Pre-Apprenticeship Multiple Trades Exposure Programs which are delivered in the communities of Stratford, Clinton, and Listowel.

Based on their success, TTG applied to the Ministry's new Skills Development Fund in 2021 to develop a new program specifically targeting youth. The proposal was to develop and deliver a Welding and Metal Fabrication Pathway Pilot Program, in partnership with the Avon Maitland District School Board. Funding was approved and program delivery started in September of 2021 with 10 participants from across Perth and Huron Counties.

This unique pilot specifically targeted youth and was embedded within Stratford District Secondary School (SDSS) and delivered during school hours. The Pathways program was tuition-free and supported youth who were 16-25 in Perth and Huron Counties who had finished school and had not identified a career path or were looking for an opportunity to realign their existing pathway plan.



The in-class portion of the program ran three afternoons per week at SDSS from September until the end of January. During the program participants received hands-on training in welding and metal fabricating and took classes in basic blueprint reading and trade math. They also received employment preparation classes which were delivered in partnership with the Conestoga Career Centre.

In December TTG's Pathway students helped to deliver a week of hands-on welding workshops to grade 8 students during St. Mike's Tech Days. This allowed them to put their welding and leadership skills into practice.

Once the in-class training was complete, the Pathways program culminated in 8-week, full-time, paid work placements with local employers. The goal was to connect participants with full-time employment opportunities, allowing them to build on the skills they acquired in the program and pursue careers in the skilled trades.

This pilot program proved to be a success – nine of the ten trainees successfully completed the program and seven of the trainees are pursuing careers as welders and are working at local companies!



These programs are funded
by the Government of Ontario.

"After leaving high school I wasn't sure what direction I wanted to take. I applied to the Pathway Program because it seemed like a great opportunity and I wanted the chance to work with my hands and try welding. In the program I have learned how to weld, and how to work with people and actually make things - which is the best part. There is so much joy in creating things and being proud of what you have accomplished. I hope to get signed as a welding apprentice in the future and would recommend this program to anyone interested in exploring a career in welding!"

Rubeca Pritchard

Graduate - Welder, Accumetal Manufacturing and TTG Stratford Pathway Program

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 AND CONSULTING SERVICES

Accumetal Manufacturing Inc. (Introductory MIG Welding, Trade Math and Blueprint Reading), Blue Branch, DeZURIK, Hydro-One, AMDSB Teacher Orientation Session (Welding and Equipment Orientation), One-on-One Upskilling, Consulting for City of Strathroy-Caradoc (Skills Development Fund)



One-on-One Training



AMDSB Teacher Orientation

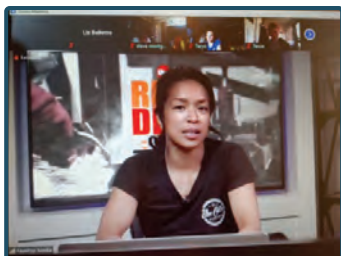
STRATHROY – CARADOC EXPANSION PROJECT

As part of the Skills Development Funding Initiative through the MLTSD in 2020-21 the area of Strathroy-Caradoc received 5.8 million in funding to establish a Skills Training Centre in Strathroy. TTG has been asked to be a partner to deliver Welder and Metal Fabricator Apprenticeship training and an application for a Strathroy site is in the works and conditional on a Skilled Trade Centre being established.



COMMUNITY OUTREACH & EVENTS

Avon Maitland District School Board and Huron-Perth Catholic District School Board Real Deal in Skilled Trades Event, GDCI GLN40 Navigating the Workplace class presentation, St. Mike's Grade 8 Tech Days, 2022 Spring Break Fun-TECH AMDSB, Celebrating Women in Manufacturing Virtual Event.



The Real Deal – host Laurin Padolina



TTG Women Manufacturing Event

We owe much of our success to local community partners and employers who supported our funding applications as well as the delivery of our wide range of programs and initiatives.

RICK ROES BOARD CHAIR (2017-2021)



Rick Roes joined the TTG Board of Directors in 2013. He was elected to the role of Board Chair in 2017. Through his four years of leadership, Rick steered the Board in the direction of growth and expansion. Highlights of TTG achievements under Rick's leadership:

- Newcomer Construction Trade pilot for Syrian refugees with an Arabic translator
- First time offering Level 2 Metal Fabrication apprenticeship training
- Expansion into Huron County and North Perth for Pre-Apprenticeship delivery
- New Stratford Pathways program
- HMA Business Excellence Award
- TTG Administrative Office moved to 617 Douro Street
- TTG contractors became staff for the first time

We are grateful for Rick's strategic leadership over the years! TTG by-laws allow Directors to serve for nine years, and Rick will serve his last year in 2022.



IN MEMORIAM - Ted Lange

It was with great sadness that the Board and staff of Technical Training Group learned of Ted Lange's sudden passing on December 13, 2021 at the age of 64. In addition to being a family man and good friend to many, Ted was a good friend to TTG. He served on the Board of from 2008 until 2014. During that time, he acted as an advocate for skilled trade training, sharing his experience, knowledge and advice with fellow Board members and staff. His compassion was always in the forefront.

Ted is remembered warmly and respectfully by all his friends and colleagues at TTG.

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.



**YEAR
ANNIVERSARY**

SERVING OUR COMMUNITY

As we proudly commemorate 20 years of promoting and delivering skilled trades training in our community, we want to thank our past and present Board Members, Instructors, Staff and Community Partners who have helped make this possible.

In the coming months, we will be sharing some of our historic milestones and celebrating some of the incredible people who have been part of TTG's growth and success.

Moving into the future, we will continue to strategically build and expand our services and supports to serve the need for local, relevant technical and skilled trades training.

Technical Training Group

**Proudly Celebrating 20 years of Training
and Promoting the Skilled Trades**



For more information,
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