



# 2020

## Annual Report



Georgina Trades  
Training Inc.

## Our Mission

Georgina Trades Training Inc. is committed to providing innovative learning partnerships that fulfill community and individual needs and aspirations both current and future.

## Our Vision

Our vision is to be an innovative, flexible and socially responsible organization, meeting the needs of the local job market. We empower people and businesses through training and skill development to realize their full potential.

## We Value

- Personal Development
- Mutually Supportive Partnerships
- Innovation
- Community
- Character and Personal Potential



## Message | Board Chair

*John De Faveri*



To say that 2020 was a remarkable year would be an understatement. The impact of the COVID-19 pandemic has created a dramatic shift in how we do things. For us at GTTI, it has caused several slow-downs in our programming as well as changes to how we deliver our programs. Several of our funders had to withdraw funding for programs that were scheduled to run and others were deferred. Nonetheless, where practical and possible, we adapted to providing more virtual training sessions and reducing the number of participants per intake for in-person programming.

While all of these negative pressured were around us, our big news arrived on March 31st when we were informed that we were successful in our application to the Ministry of Labour, Training and Skills Development and we were awarded a contract for over \$4 million through the Skills Advance Ontario program. After more than three years of multiple presentations to a variety of stakeholders, we were able to launch our Skills Trades Institute through this funding. We were also thankful that the Town of Georgina continues to support our efforts and has committed an additional \$ 2.6 million to provide a new campus for the Institute that we will lease back from the Town. This initiative is intended to be self-funding in that our students will be engaged in the construction of affordable, modular homes that will be directed towards meeting the demands of the affordable housing market. Proceeds from the sale of these homes will be used to offset tuition costs for students. Read more about this in our Institute report.

We look forward to 2021 as we continue to explore opportunities to offer a wider range of programs to more people.

## Message | Operations Manager

*Ashley Walker*

First, I would like to take this opportunity to thank the GTTI Board of Directors and staff for welcoming me back to GTTI.

2020 brought a lot of growth and change to GTTI. As a result of the pandemic we have had to adapt our program offerings to both online and in-person training at reduced numbers of participants. However, despite these changes GTTI was able to serve 266 community members in 2020.

Following lockdown we completed a number of modifications to our building and daily operations in order to enable us to reopen, knowing that our staff and students would be safe. Plexiglass barriers were installed in the reception area as well as in each classroom. Work stations were blocked off and smaller class sizes established so that students could keep a safe distance from one another. Common area access was also restricted and sanitizing of all high touch surfaces completed every 2 hours. All of these measures have been put in place in order to keep our staff, students and community members safe during these challenging times.

Funding by the Regional Municipality of York enabled us to offer Skills Education Training (SET) for the 12th year. This program provides low to moderate income York Region Residents with the skills and tools they need to gain or maintain employment. In 2020 the SET program offered career specific training in Booking, Landscaping and an Online Office Administration.

Thanks to funding from South Lake Community Futures, we were able to offer a new Try the Trades program this year for at risk youth. Through hands on training students were able to experience a number of trades including carpentry, tiling, concrete, small engine repair, landscaping and general construction labour.

2020 also brought 22 students to GTTI for the Carpentry Pre-Apprenticeship program, funded by the Ministry of Labour, Training and Skills Development. The students were very motivated and didn't let the shut down and COVID-19 restrictions hold them back from learning through a combination of online and in-person training.

GTTI was fortunate enough to partner with Habitat for Humanity again in 2020. Both our Try the Trades and carpentry students worked alongside staff and volunteers from Habitat to frame townhomes currently being built on Dalton Road. This opportunity allowed students to experience working on an active job site and witness firsthand how each trade works together to produce the final product.

We are truly grateful to have been able to continue to serve our community and would like to thank all of our partners, funders, and community members for your continued support. We look forward to serving you in 2021.



## Message | GTTI Skilled Trades Institute Director

*Phil Adams*



I will start with a sincere thank you to GTTI's Board of Directors and team for allowing me to be a part of such an amazing project.

Beginning in June 2020, the GTTI Skilled Trades Institute (GTTI-STI) team began developing our unique training model in preparation for the program launch in January, 2021. And I'm happy to say we successfully achieved it.

With a focus on practical, hands-on training, GTTI-STI began delivering skills training in Electrical, Plumbing, Carpentry, Roofing, HVAC, Drywall, Flooring and Cabinetry. There were and continue to be extraordinary challenges throughout 2020/2021 due in large to the COVID-19 pandemic, but these obstacles have led to innovated approaches to curriculum deliveries, and our staff continue to work together to overcome all challenges that arise.

The GTTI Skilled Trades Institute has quickly become a pioneer in the skilled trades training environment. Through solid support from our industry partners, Municipal and Provincial governments and our community we are delivering skills training in all eight of our prescribed trades.

Our success would not have been possible if not for the dedication and commitment from all of our staff and continuing support from the Board of Directors and GTTI Skilled Trades Institute Committee members.

Thank you to everyone who has contributed to our success!



## GTTI Skilled Trades Institute



The GTTI Skilled Trades Institute (GTTI-STI) began with the inception among board members from Georgina Trades Training Inc. (GTTI) in 2017. In order to assess the current state of the trade profession, they commissioned a report by Deloitte which indicated a potential decrease in overall apprenticeship registrations would result in a shortfall in the skilled trades in the near future. As a result, there was a great need to promote careers in the skilled trades.

A funding proposal was presented to the Ministry of Labour, Training and Skills Development (MLTSD), through the Skills Advance Ontario (SAO) and the Town of Georgina for a new pre-apprenticeship training facility to give students experience in residential construction and prepare them for a new career in the trades.

In the spring of 2020, this became a reality with the awarding of \$4.026 million in Provincial funding through the SAO. The funding would be used to create programs to train students in one of eight trades: Electrical, HVAC, Plumbing, Carpentry, Roofing, Flooring, Drywall, and Cabinetry. The training would include 26 weeks delivery of both theoretical and practical training, as well as building and completing modular homes which would assist with the needs for affordable housing within the community.

The Town of Georgina provided an additional \$2.6 million to assist with the development of town-owned land to build a permanent location for the institute to be repaid through a multi-year leasing agreement.

Progress began with hiring an Executive Director in 2020, and onboarding the remaining staff in 2020/2021. The new faculty created and developed the programs and curriculum for the launch of the first cohort in January 2021.

There were unforeseeable challenges with building the permanent location for the institute. With tremendous efforts by the staff and GTTI board members, a temporary location was found at Salvation Army Camp located on Metro Road in Jackson's Point, ON. Currently, other leasing options are being explored until occupancy of the permanent location in Willow Beach at the end of 2021.

Despite the challenges arising with COVID-19 and the lockdown, we successfully launched the first cohort of 108 students for their training in January 2021. The second cohort is scheduled to start training on July 5, 2021. Training has been well received from the public, and the Municipal and Provincial governments. We are continuing to grow community partners and have developed a solid relationship with MLTSD who oversee our SAO funding.

Recently, GTTI-STI has partnered with a reputable, local contractor who will assist us with the site builds and provide us with other building opportunities. One potential project is with York Region Youth Housing Projects.

Currently, GTTI Skilled Trades Institute has met and is poised to exceed the current business plan.



# Message | Skilled Trades Institute Committee

*Bil Trainor*

2020 will be remembered in part as the year that the GTTI Skilled Trades Institute was established. Three years from concept to funding, many meetings, confirming the need, gaining support, and refining the vision. From funding by the Ministry of Labour in April 2020, to hiring of staff - all online, to arranging operational systems, creating and approving eight curriculums, to arranging temporary facilities, to marketing, interviewing and approving 120 students, phase one was completed in less than eight months.

The first semester started as planned on January 5th, on time and on budget, with 108 students, having lost 12 to last minute COVID-19 concerns.

GTTI's Skilled Trades Institute is a first-in-Ontario business model. While GTTI is a not-for-profit, the Institute teaches eight trades that are part of residential construction. Journeymen instructors deliver a fast-paced, 26 week curriculum that emphasises real-world skills that prepare students to pursue well paying jobs in skilled trades. Starting with soft skills training such as safety and working at heights, the later weeks focus on actual construction, building and selling bungalows targeted to the affordable segment of the housing market. The profits from housing sales will go towards funding subsequent semesters.

The training offered in classroom and co-op is Carpentry, Electrical, Plumbing, Flooring, Roofing, Cabinetry, HVAC and Drywall. All students are also provided with cross training in each trade as well as an introduction to Computer Aided Design.

Thanks to the Ministry of Labour grant of \$4,026,500, all start-up and operational costs including tuition are fully funded for 2020/2021. There are also a number of other supports in place to assist a job-ready graduate with personal equipment to be productive on his or her first day on the job.

Our first cohort is 78% male, 22% female and range in age from late teens to early 50's. All faculty and staff were carefully selected from a large volume of applicants.

GTTI is grateful to The Town of Georgina for its consistent support since 2006, our first year of operations. In launching the Institute, a contract with the Town, to be executed in 2021, will see an initial investment of \$2.6 million to be used to establish a new 4 acre campus at 1614 Metro Road. GTTI will enter into a 15-year agreement with the Town to lease the new facility, thus providing a good return to Georgina taxpayers.

20/20 is often an expression used when referring to vision including hindsight. While launching in 2020, we've had tremendous success to date. It would however be unrealistic to expect that creating a new enterprise of this complexity would be flawless, especially in the midst of a pandemic. Each challenge presented has been met, feedback has been evaluated and improvements made where needed.

The Institute Committee wishes to acknowledge and thank Phil Adams, Institute Director and our entire staff and students for their hard work, dedication and creativity.



## Message | Human Resources Committee

*Anne Pegg*

This past year has been a busy one for Georgina Trades Training Inc., through which the Skilled Trades Institute (STI) was launched under the leadership of its Director, Phil Adams.

This event provided an opportunity to grow the organization through the hiring of numerous staff for STI and to align policies and employment practices amongst the two branches of the organization. The Human Resources Committee has continued to review and modify current policy and to develop new policy in accordance with the Employment Standards Act.

The Human Resources Committee extends its thanks to Sharon Russell, who took on the role of Chair of the Board during the three month leave of absence of Chair John De Faveri. Sharon was instrumental in reviewing operations and contributing to improving efficiencies. As a result, a review of management and support staff roles at GTTI was undertaken. Two of the outcomes of this review are the hiring of Ashley Walker as Manager of Operations at GTTI, and Gary Schecter as part-time Human Resources Manager. We anticipate more changes to come as we continue to amalgamate both branches of the organization.

## Message | Finance Committee

*Carr Hatch*

2020 was a year filled with promise, fear and Covid-19. Some Governments suspended their funding during the pandemic while other support funding CEWS and Loan funding CEBA supported the scaled down operations of GTTI. The Town of Georgina refunded property taxes due to the pandemic.

In the midst of COVID, STI was launched, employees were hired, students enrolled and the school went into operations mode on Jan 5, 2021. By the end of Dec 31, 2020. We had received \$1,189,750 from SAO, Skills Advance Ontario through the Ministry of Labour, Training and Skills Development.

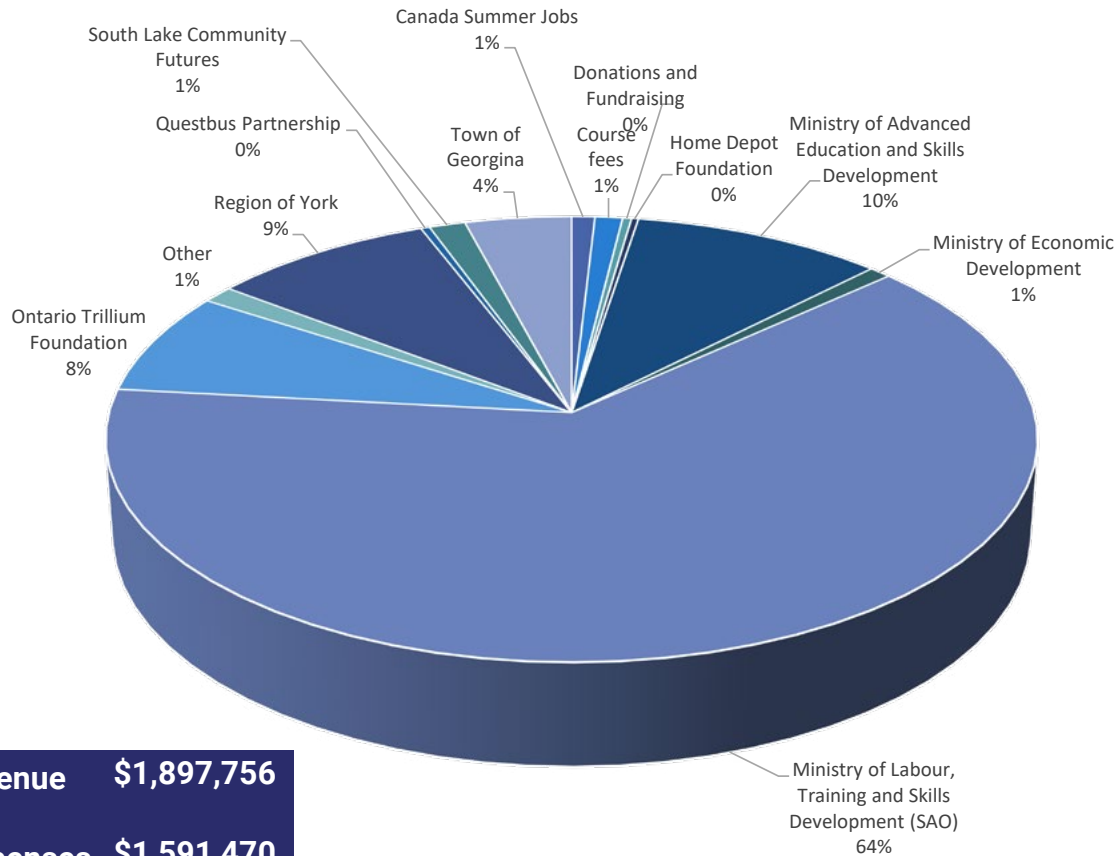
We continued our Partnership with Routes Connecting Communities and purchased a new bus in December to replace our old bus with the help of a Trillium Grant from the Province of Ontario. The buses will help students and others travel around Georgina and York Region.

We would like to thank our growing number of supporters including the Town of Georgina, the Region of York and The Province of Ontario and South Lake Community Futures as well as our private donors. The Finance Committee is also grateful for our dedicated staff who hung in there during a tough COVID year and produced some amazing teaching moments.

We would be remiss if we failed to thank our Auditor, Joel Lipchitz and his staff for their continued guidance as we grow.

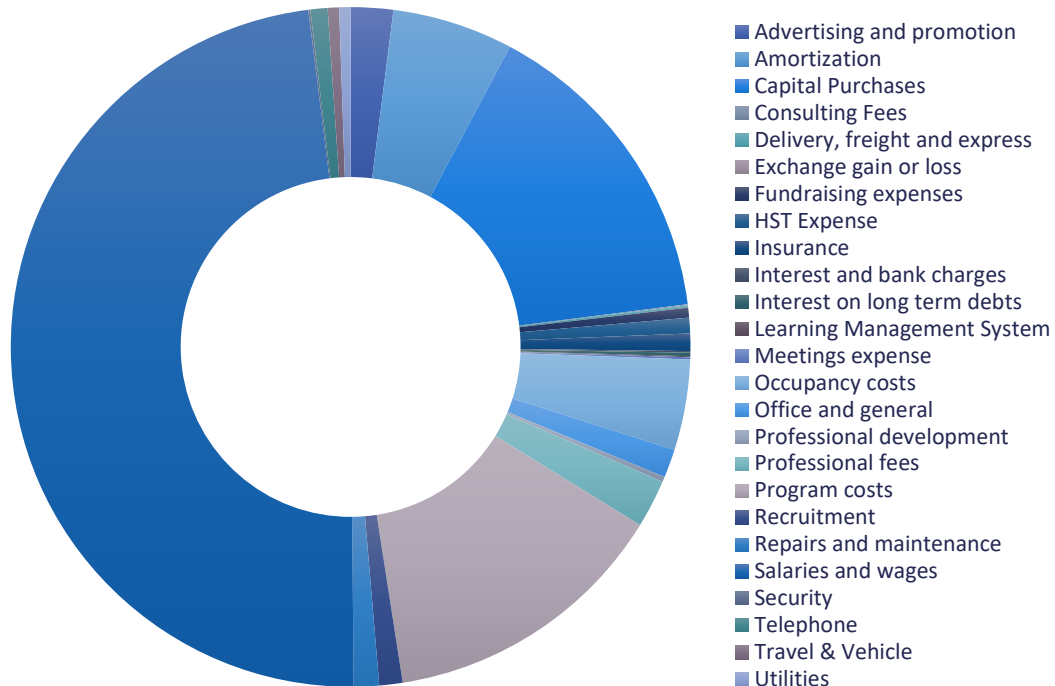


## Revenues for 2020 (\$1,897,756)



Total Revenue	\$1,897,756
Direct Expenses	\$1,591,470
Capitalized	(\$334,657)
Total Expenses	\$1,256,813
Net Surplus	\$640,943

## 2020 Expenses (\$1,591,470)



### The Gerry Brouwer Scholarship Award

The Gerry Brouwer Scholarship Award was created in 2010 by Gerry Brouwer, the founding Chair of the Board of GTTI. Gerry's vision, commitment, and determination continue to be the driving forces in making GTTI a successful partnership in the Town of Georgina. His hope was that residents in Georgina and surrounding area would be given opportunities to find, reach, and sustain their goals, right in their own community. The Gerry Brouwer Scholarship Award will be awarded to a GTTI client or clients who meet the following criteria:



- Is a resident of Georgina, or a nearby community
- Has successfully completed a learning program at GTTI-The Training Centre;
- Has met with success despite significant obstacles;
- Is pursuing further education; and,
- Is in need of further financial support to accomplish this goal.

### 2020 Recipient: Ryan Turnbull

Ryan was a student in the Try the Trades program. During the program, he had perfect attendance and was very interested in learning new things. Ryan completed the program successfully and went on to further his education at the Skilled Trades Institute in the HVAC program.



## The Len Westcott Memorial Award

This award recognizes a client of The Training Centre who reflects the essence and spirit of the man in whose name it is given. Len Westcott overcame a number of obstacles in his youth to become the successful business owner that he was. His work in the plumbing trade and industry was and is well-known in Georgina and surrounding areas, and this award is intended to assist someone in a trade to overcome barriers as well. Len's ambition, drive, hard work, and energy contributed to his success, but so did his enthusiasm, his relationships with friends, family and clients, and his involvement in and support of the community. The recipient of the Len Westcott Memorial Award exemplifies these characteristics and activities.



### 2020 Recipient: Andrew Hannigan

Andrew is an EOP student who has become one of the most improved students in his program. He has been able to overcome barriers and does not let that stop him from meeting his goals. Andrew always goes above and beyond to help out both in class and with GTTI.

## Westcott Bursaries

The Westcott Bursaries are intended to assist GTTI clients to overcome a barrier to employment or training, and are given for two of the following: transportation support, tools or equipment support, continuing education support.

### 2020 Wescott Tools Bursary Recipient: Kameron Holmes-Ramage

Kameron is a student from the Carpentry pre-apprenticeship program. He is an extremely motivated student, who has a willingness to learn from both his instructors and fellow students. Kameron is beginning his career and apprenticeship in Carpentry and will benefit from the additional tools to start his new trade.

### 2020 Wescott Transportation Bursary Recipient: Jen Holborn

Jen is a student from our SET Online Administration program. She is a Community Living client who was able to use our bus during the program to attend. Currently, she is using public transportation to get to and from her place of employment which extends her day by several hours doing so.



## The Bill Wahrer Memorial Award

The Bill Wahrer Memorial Award is given to any student enrolled in programs at GTTI that will lead to certification in any trade. This includes students enrolled in the PSW program and EOP programs that are offered in partnership with the York Region District School Board.

The purpose of the awards is to provide financial support to students who wish to pursue further education, training and/or certifications that will allow them to gain employment in a skilled trade.



Students will be considered based on the following criteria:

- A commitment to their current program by demonstrating punctuality, attendance, respect for instructors, staff and fellow students.
- A demonstrated commitment to furthering their education, training and certification in the trades.
- Evidence of registration/enrolment in a program in the trades at an institution acceptable to GTTI.
- During their time at GTTI, demonstrated behaviours and attitudes consistent with the core values of GTTI.

### 2020 Recipients:

#### Dane Sachse

Dane is a Carpentry Pre-Apprenticeship student who successfully completed the pre apprenticeship program and is pursuing his apprenticeship to further his career in Electrical and Carpentry.

#### Isaac Dobson

Isaac is a student from the Try the Trades program who has worked hard to overcome several obstacles and continued his training with the Skilled Trades Institute in Cabinetry.

#### Drew Osmond

Drew is a Carpentry Pre-Apprenticeship student who successfully completed the pre-apprenticeship program and will be going on to his apprenticeship in Carpentry.

#### Reese Iddison

Reese is a student from the EOP program who will be graduating from Sutton District High School in June 2021. Reese is going to continue his education in the trades and become a lines man with Ontario Hydro.

#### Colin Seres

Colin is a Carpentry Pre-Apprenticeship student who has successfully completed the pre-apprenticeship program and is going on to his apprenticeship to further his career in Carpentry.

***“It has given me the first steps into my future.”***

*- 2020 S.E.T. Student*

## Our Impact | 2020 Highlights

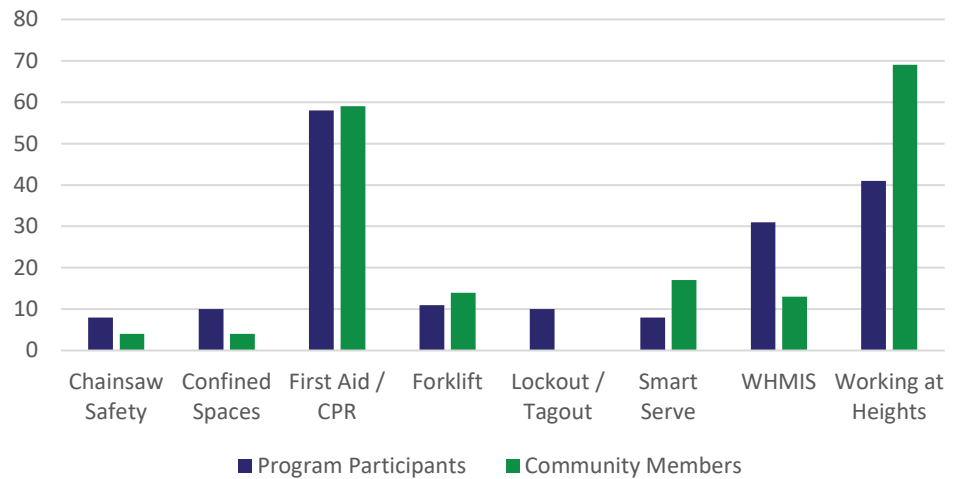
### Career Training

Carpentry Pre-Apprenticeship  
Try the Trades  
Skills Education and Training (SET)

### Industry Certifications

Chainsaw Safety  
Confined Spaces  
First Aid/CPR Training  
Forklift Training  
Lockout/ Tagout  
Occupational Health and Safety  
Smart Serve  
WHMIS Awareness  
Working at Heights

Industry Certifications for 2020

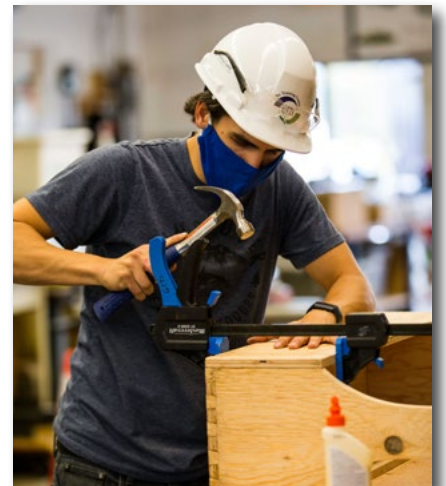


In 2020, **266** community members accessed programming at The Training Centre.

Since its inception in 2006 GTTI has provided training and support services to **more than 11,000 residents.**

(That's more than 22% of Georgina Residents).

Since its inaugural year in 2009 GTTI's **SET program** has successfully assisted **212 students gain employment**, many of whom were previously accessing a form of social assistance.



## Board of Directors

### Elected

Bil Trainor  
John De Faveri  
Iain Donnell  
Sean Bell

Sharon Russell  
Susan Wansbrough  
Alexander Logie  
Tom Ross

### Appointed

Anne Pegg  
Dan Gillis  
Dan Fellini  
Karyn Stone

Lou Paonessa  
Michelle Kearney

## Committees

### Skilled Trades Institute Committee

Bil Trainor - Chair

### Finance

Carr Hatch - Chair

### Human Resources

Anne Pegg - Chair

## Staff | The Training Centre

### Full Time Staff

Valerie Ellis, Executive Director  
Tammy Malcolm, Operations Supervisor  
Jamie Rietvelt, Program Coordinator  
Bonnie Dalton, Transportation Coordinator

### Part-Time and Contract Staff

Robert Phillipe, Caretaker  
Lisa Melanson, Bus Driver  
Pecy Fraser, Bus Driver  
Miranda Sharp, Bus Driver  
Ashley Friesen, Summer Student  
Mackenzie Kelly, Summer Student  
Briana Malcolm, Summer Student

## Staff | Skilled Trades Institute

### Staff

Phil Adams, Director  
Shannon Neally, Administrative Assistant  
Pamela Weir, Marketer/Recruiter  
Serena Dearlove, Accountant/Registrar  
Prasad Jayasekera, Program Coordinator  
Blaze Fawns, Program Coordinator  
Adriana Cardenas, Program Coordinator

### Faculty

August Stiemer, Roofing Instructor  
Dale Bowerbank, Drywall Instructor  
Devon Dwinnell, Electrical Instructor  
Joshua Neuman, Plumbing Instructor  
Kory Cameron, Carpentry Instructor  
Steve Dover, Flooring Instructor  
Terry Hart, HVAC Instructor  
Zacharie Taylor, Cabinetry Instructor

***"Local, free, friendly, helpful staff and trainers."***

*- 2020 S.E.T. Student*

At Georgina Trades Training Inc. our accomplishments would not be possible without the ongoing support of our many partners, funders, donors, and our community. We would like to thank and recognize those that have helped to make 2020 a hugely successful year for Georgina Trades Training Inc.



MAESD





Donations can be made through [CanadaHelps.org](https://CanadaHelps.org)




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