



SKILLS
TRAINING
CENTRE

TRAINING FOR YOUR TOMORROW



ANNUAL
REPORT **2022**

tran·si·tion

[tran'ziSH(ə)n, tran'siSH(ə)n]

the process or a period of changing
from one state or condition to another



2006



2023



TRANSITION | Evolution and Rebranding

At the time of its inception, the name 'Georgina Trades Training Inc.' perfectly reflected the objective of the organization and goals of the original Board of Directors...to provide training to residents of Georgina, primarily in trades-related professions.

Since that time, Georgina Trades Training Inc. became much broader in its scope and reach. Programs are no longer narrowly focused on the trades, but have expanded to include skills development in a variety of disciplines, community-based interest programs and industry certification courses. Many of these programs are delivered in collaboration with community partner organizations, often at no cost to participants.

Furthermore, Georgina Trades Training Inc. is no longer focused primarily on the delivery of programs to residents of the Town of Georgina. Though the local community remains an essential client base, the organization has expanded its geographical scope of service delivery, providing programs to students and businesses throughout the Regional Municipality of York, Durham, the Greater Toronto Area and beyond.

As a result of this evolution, Georgina Trades Training Inc. will now be publicly known as the Skills Training Centre. This will ensure the name better reflects its broader program mandate and geographical reach.

This new name and organizational focus shall be supported by the introduction of a new corporate logo and branding.

The new logo for the Skills Training Centre is made up of three parts: a gear symbol, used to represent progress, work and innovation; an inner circle, used to represent wholeness, inclusivity and strength; and, lastly a group of people, to represent community, friendship partnership and inclusivity.

**A total of 658 community members
accessed programming at the
Skills Training Centre in 2022.**

ABOUT US | Our Mission

The Skills Training Centre is committed to providing innovative learning partnerships that fulfill community and individual needs and aspirations, both current and future.

ABOUT US | Our Vision

The vision of the Skills Training Centre 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.



ABOUT US | Our Values



ABOUT US | Character

The Skills Training Centre values developing and highlighting those aspects of personality traits and behaviour among clients and staff, that express who they are as a person. Individual character. Key determinants of character includes: discipline, resilience, integrity, honesty, flexibility, persistence, conscientiousness and curiosity.

ABOUT US | Community

The Skills Training Centre is a strong advocate of community in its many forms. Community can, in the narrow sense, mean within Georgina. However, community also means supporting the enrichment and improvement of not just an individual community, but the larger society as a whole. Valuing of community is also demonstrated through our commitment to social enterprise activities, providing skills and knowledge opportunities to a broad cross-section of community members and prioritizing access and affordability of our programs and services.

ABOUT US | Mutually Supportive Partnerships

The Skills Training Centre values and nurtures mutually supportive partnerships which are characterized by trust, goodwill and commitment and which represent differing interests and objectives, but which also find common ground to constructively support their respective organizations, clients and communities.

ABOUT US | Innovation

The Skills Training Centre adapts and evolves to meet the ever-changing needs of its constituents and community. Innovation results in the introduction of new programs, services and processes that add value to the organization.

ABOUT US | Personal Development

The Skills Training Centre values personal development of clients, staff and members of the Board. Personal development includes activities that contribute to the development of skills, knowledge and potential which can support the realization of career and knowledge aspirations and which drive the achievement of the Skills Training Centre's Mission and Vision.

ABOUT US | Personal Potential

The Skills Training Centre seeks to enable its students to become the best they can be and realize their full personal potential through our programs, services and resources. The Skills Training Centre recognizes that the achievement of personal potential is an individual process.



MESSAGE | From the Executive Director



ASHLEY WALKER
Executive Director

The year brought a lot of change to the Skills Training Centre as we transitioned back to more in-person programming and services.

The Skills Training Centre was able to offer a number of skilled trades courses with the S.E.T. and Building UP Youth programs along with an experiential course for York Catholic District School Board ('YCDSB') Pathways students. The skills and knowledge gained in these courses allowed many of the graduates to obtain gainful employment. One such graduate was living in a local shelter when they entered the program, and upon conclusion of the program, was hired on for full-time employment by the program's training partner. Student success stories like these continue to drive the Skills Training Centre to provide skills development and training to meet community and labour market needs.

This year also saw the addition of a new program at the Skills Training Centre, an Entrepreneur speaker series that offered valuable information for new and existing business owners. The series received many rave reviews including one attendee stating that it was "life changing" as they worked on opening their own local business. It is through programs like these that the Skills Training Centre empowers people and businesses to realize their full potential.

The Skills Training Centre has felt the many impacts of the pandemic, and thanks to a Resilient Communities grant received from the Ontario Trillium Foundation, it will be able to plan for current and future needs, along with adapting and building on its program offerings to meet the changing demands of the community. This report serves as the first introduction of the new and updated look. Stay tuned for more exciting things to come in 2023!

MESSAGE | From the Chair, Board of Directors



CARR HATCH
Chair, Board of Directors

The Skills Training Centre, previously known as Georgina Trades Training Inc., completed its sixteenth year of operations in 2022. In those years, it has continued to evolve and grow, but has never deviated from its mission to “to provide innovative learning partnerships that fulfill community and individual needs and aspirations.”

In March 2022, a contract with the Ministry of Labour, Immigration, Training and Skills Development to operate the Skilled Trades Institute ('S.T.I.') was completed. The organization pivoted and focused on the delivery of innovative programming for our students including Skills Education Training ('S.E.T.'), New Horizons for Seniors and Building UP Youth program.

It is a challenging and exciting time to be involved in the delivery of training and skills development in Ontario. The Ministry of Labour, Immigration, Training and Skills Development, projects that **1 in 5 job openings** are to be in the skilled trades by 2026. Various organizations aimed specifically at encouraging females to consider careers in the trades have been formed and many unions are looking for non-traditional candidates to fill trades-related jobs in a tight labour market.

This has prompted the Government of Ontario to launch **Skilled Trades Ontario** to address labour shortages by improving training throughout Ontario. Although the plan for a permanent trades school in Georgina has not occurred to date, the organization is moving ahead with the Skills Training Centre, offering innovative programs such as one on Entrepreneurism. Two sessions of this program were offered with more planned for 2023. Thanks to everyone who supported GTTI as the organization continues to expand its course offerings.

Gratitude is extended to the Province of Ontario, the Regional Municipality of York, the Town of Georgina, South Lake Community Futures, other funders, a growing private donor base and the volunteer members of the Board of Directors and Committee members who generously give of their time, insight and knowledge.

MESSAGE | From the Chair, Governance & Human Resources Committee



ANNE PEGG
Chair, Governance and
Human Resources
Committee

This past year was a transitional year for both governance and human resources at the Skills Training Centre.

The COVID pandemic unleashed a transformation in the workplace that impacted on virtually all employers, and the Skills Training Centre was not immune.

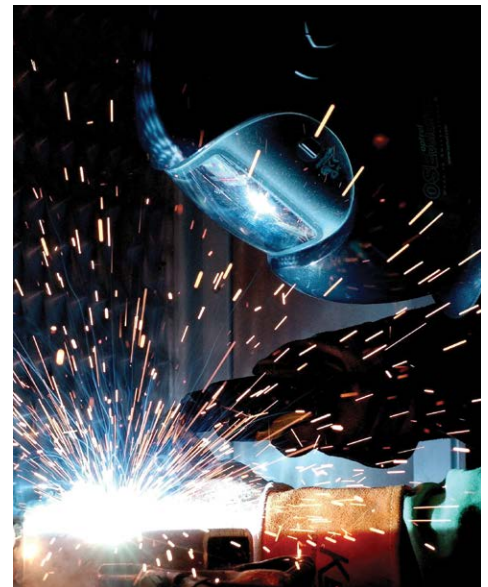
The navigation of COVID and its protocols had a significant impact on programs, their participants and our employees.

We are grateful for the collaborative relationships that were maintained with employees, students, visitors and with the Town of Georgina, Public Health York Region and Public Health Ontario. All parties helped to foster positive outcomes in spite of the many challenges presented by the pandemic.

The year continued to be a productive one for the Committee. It adopted a proactive approach to fulfilling its mandate to provide support to the governance responsibilities vested with the Board of Directors. The Board continued to operate at a high level of commitment and dedication by its volunteer members. Retaining Board members was an unqualified success, however, attracting new members to the Board was challenging.

Continuous policy review and development continue to be an integral role of the Governance & Human Resources Committee, particularly with regard to the implementation of amendments to the Employment Standards Act and evolving public health regulations impacting on the workplace.

The Governance and Human Resources Committee supported the closure of the Skilled Trades Institute, taking a leadership role in addressing the on-going human resource issues arising from the shut down.



MESSAGE | From the Chair, Finance & Fund Development Committee



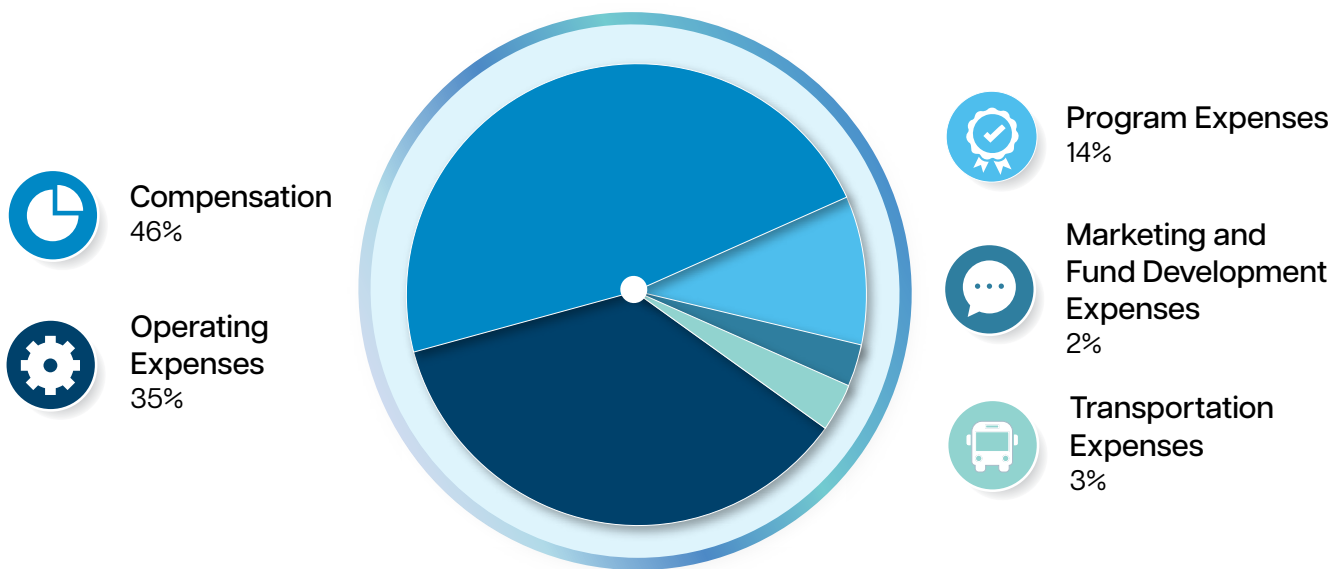
CARR HATCH
Chair, Finance and Fund Development Committee

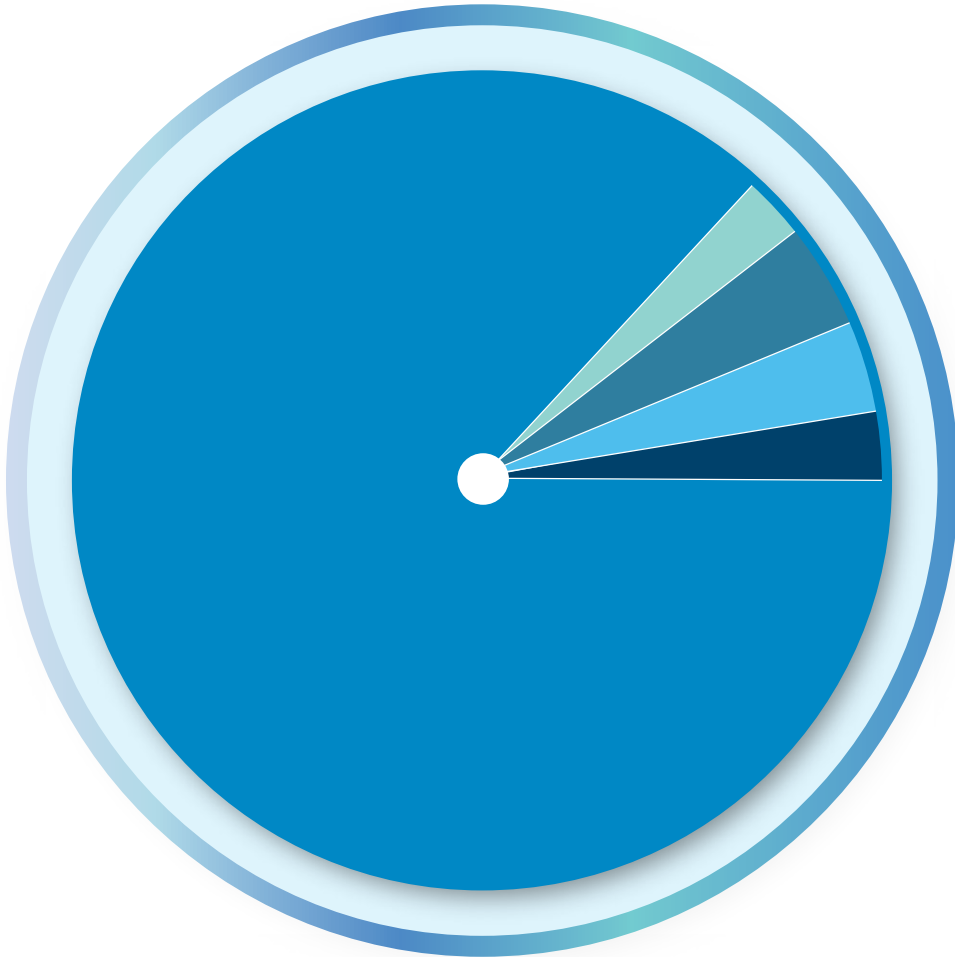
A grant provided by the Ministry of Labour, Immigration, Training and Skills Development to fund the Skilled Trades Institute was completed in March 2022. Georgina Trades Training Inc. ('GTTI') returned \$122,000 to the Ministry as it was not required to complete the contract. The Skilled Trades Institute downsized accordingly by reducing a Bell telephone contract and cutting other costs as necessary. A complete audit of the program was submitted, covering the period from March 2020 to March 31, 2022; this audit was accepted by the Ministry.

Georgina Trades Training Inc. continued its partnership with Routes Connecting Communities, chartering the Quest Bus for events in the Greater Toronto Area.

Special thanks to the bookkeepers, members of the Finance and Fund Development Committee and the auditors for their continued guidance in a difficult operating environment.

FINANCIAL SNAPSHOT | Expenses for Fiscal 2022

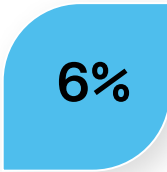




Grants



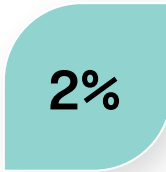
Program
Revenue



Transportation
Charters



Donations



Administration
Fees

Total Revenues	\$610,835
Total Expenses	\$885,694
<hr/>	
Deficit	(\$274,853)



AWARDS & BURSARIES | Founders Award

The Founders Award recognizes students who have demonstrated the values that have been identified at the Skills Training Centre.

The recipients of the **Founders Award** are:



Amanda Crate S.E.T. Construction Program

“After completing the S.E.T. Construction Program, I had the opportunity to participate in an extended framing course run by the Skills Training Centre. From there I began working at a lumber yard where I used the skills learned in the program to perform daily tasks like safely operating a forklift and using a mitre saw. I am currently employed with the Local 27 Carpentry Union where I am constantly using and building upon the skills learned from the program.”



Ben Klein EOP Program

“I am in an Ontario Youth Apprenticeship Program electrician co-op placement. I learned through the Fleming College program about circuits and wiring which helped me on-site. I learned how to use several tools and several trades while being in the Exploring Opportunities Program.”

We Value...
PERSONAL POTENTIAL

AWARDS & BURSARIES | Gerry Brouwer Scholarship



The **Gerry Brouwer Scholarship Award** was created in 2010 by Gerry Brouwer, the founding Chair of the Board of Georgina Trades Training Inc. Gerry's vision, commitment, and determination continue to be the driving forces in making the Skills Training Centre 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** is awarded to a client or clients of the Skills Training Centre who meets the following criteria:

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

“It is remarkable how far GTTI has come and thank you to those involved. Gerry would be very proud.”

~ Margaret Burrows, Wife of Gerry Brouwer

The recipient of the **2022 Garry Brouwer Award** is:



Paulie Lonsdale S.E.T. Metal Roofing Program

"As a Roofer with Sheet Metal and Roofers Local 30, the training I received through the S.E.T. Metal Roofing program was directly relevant to my career in the trades.

Participation in the S.E.T. Metal Roofing program gave me the willingness to chase my dreams. Receiving the Gerry Brouwer Scholarship Award will enable me to purchase a welding kit for flat roofing."

AWARDS & BURSARIES | Bill Wahrer Memorial Award

The **Bill Wahrer Memorial Award** provides financial support to a student enrolled in a GTTI program that leads to certification in a trade, Personal Support Worker or EOP program.

The recipient of the **Bill Wahrer Memorial Award** is:



Jeff Sedore S.E.T. Construction Program

“The instructions...and the hands on experience from the S.E.T. construction course has been extremely valuable in helping me to have the confidence and skills to take on a full renovation project. The tools and safety training are definitely an asset to my success in the Gas Technician course and will be essential for my new career. This course helped me to have the confidence to change my career and set new goals with my new-found skills and knowledge in the trades.”



AWARDS & BURSARIES | Len Wescott Memorial Award

The **Len Wescott Memorial Award** recognizes a client of the Skills Training Centre who reflects the essence and spirit of the man in whose name it is given.

Len Wescott overcame a number of obstacles in his youth to become successful in business, and a supporter of the community. The recipient of the **Len Wescott Memorial Award** exemplifies these characteristics and activities.

Len Wescott's work in the plumbing trade and industry was and is well-known, and this award is intended to assist someone in a trade overcome barriers.

The recipient of the **Len Wescott Memorial Award** is:



Benjamin Asuako S.E.T. Flooring Program

"Simply speaking, it has contributed to my personal development by acquiring a new skill. A skill that is in demand, that can be utilized and monetized. Also becoming more disciplined in my current work situation. My participation at the Skills Training Centre prepared me for my job responsibilities by being punctual, asking questions and always trying to learn more as the job progresses."



AWARDS & BURSARIES | Len Wescott Transportation Bursary

The **Wescott Bursaries** are intended to assist clients overcome a barrier to employment or training, and are given for: transportation support, tools or equipment support, continuing education support.

The recipients of the **Len Wescott Bursaries** are:



Narin Suon S.E.T. Flooring Program

“I have been working on starting my own small business in the renovating and repair of houses in my local community with a focus on installing new floors at a quality and cost effective way for families of all income classes. As a newcomer to Canada with challenges of language and culture, I found that the program at the Skills Training Centre helped me open up and made me feel welcomed in my new home.”



Gideon Pray Dela Cruz S.E.T. Roofing Program

“The introduction to metal roofing program helped me familiarize myself with the equipment used in this trade and it also helped me get an overview of the workflow in this trade. Participation in the Roofing program helped me enhance the skills that I already have needed for this program, as well as knowing what environment I want to be at while working, which is outdoors.”

“The program met all my needs and expectations. The teachers were great and learning new skills was amazing.”

~ Student, S.E.T. Intro to Metal Roofing



PROGRAMS & PARTNERSHIPS

PROGRAMS | Impact and Transition

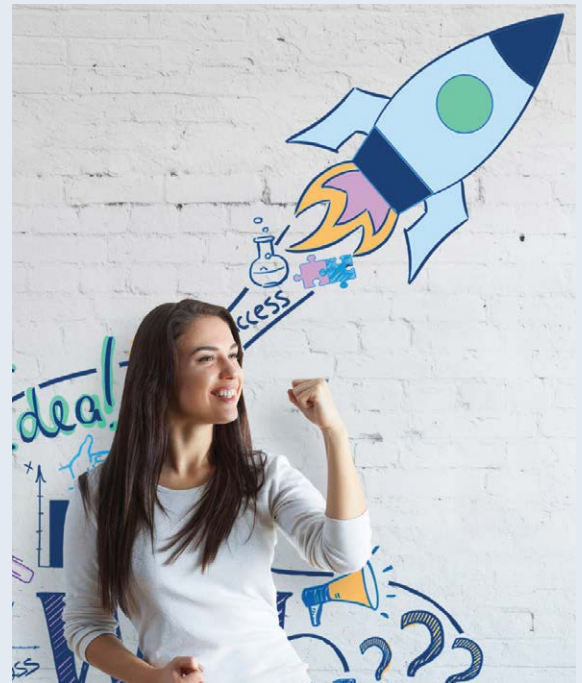
2022 was a challenging period for program delivery to clients as the pandemic continued to impact the provision of in-house courses.

However, the centre remained nimble, transitioning into a flexible provider of courses online and, when possible, in person. 2022 saw the transition from an emphasis on trades training, specifically through the Skilled Trades Institute to a broader palette of skills development programs.

As a result of the grants that the Skills Training Centre accessed, many programs were provided at minimal or no cost to participants. This ensured that, regardless of economic status, access to reliable transportation or level of education, clients were able to access training and education that would enable them to pursue their personal and professional goals. The 'Skills, Education, Training' ('S.E.T.') program, offered in partnership with the Regional Municipality of York, is an example of a tuition-free program that supported the community.

In the instance that a program was not funded through a grant, courses were offered at nominal rates based on the Skills Training Centre's ability to deliver training in-house. Such programs supported the Skills Training Centre's commitment to provide innovative learning partnerships that fulfilled community and individual needs and aspirations.

As Georgina Trades Training Inc. transitions into the Skills Trading Centre, the organization remains steadfast in its commitment to seek social enterprise opportunities for the people, communities and partnerships served.



“We need to arm and enable the workforce to meet the changing world we live in.”

~ Sharon Russell,
GTTI Board of Directors



PROGRAMS | 2022 Program Highlights & Impact

The Skills Training Centre continued to innovate, and successfully deliver courses and training that more fully reflected the needs of the community.

PROGRAMS | Georgina: Bringing Together our Seniors and Youth

Funded through a Ministry of Employment and Social Development - New Horizons for Seniors grant, this innovative hybrid program connected youth and seniors 55+. Participants met one hour per week for 6 weeks. All materials were supplied at no cost to program participants. A variety of program topics were offered, including: Mixed Media Art, Woodworking, and Technology and Social Media.

PROGRAMS | Entrepreneurism in Georgina

An innovative program that supports entrepreneurs in Georgina by giving them access to local entrepreneurs who have real-life experience and knowledge. The 8 week series consisted of two-hour seminars and workshops geared to entrepreneurs, with participants able to attend in-person or virtually via Zoom.

Topics included entrepreneurship, business plans, legal issues, bookkeeping, tax and accounting, branding, employment law and business coaching.

Since its inception in 2006, the Skills Training Centre has provided training and support services to more than 12,000 residents.



PROGRAMS | Building Up for Youth Program

Funded by the Home Depot Canada Foundation, Orange Door Project, this four-week experiential program was offered at no cost to participants.

The program provided invaluable hands-on experience in residential construction, 'soft' skills, and other related topics.

PROGRAMS | S.E.T. Program

This multi-dimensional program, funded by the Regional Municipality of York, enabled the Skills Training Centre to provide participants with a broad variety of practical skills and knowledge. In 2022, the Skills, Education, Training ('S.E.T.') program provided instruction on Administration, Construction, Flooring Installation and Metal Roofing, continuing the long history of providing trades-related training to the community.

In addition to providing high-calibre instruction and hands-on training on various subjects and techniques, the S.E.T. program also provided clients with soft-skills, including resume preparation and job search techniques.

**A total of 49 individuals
attended S.E.T. training.**

PROGRAMS | Pathways Experiential Program

The 6 week Pathways Experiential program for grade 11 and 12 students taking 4 credit co-op taught students a variety of carpentry and construction skills that helped prepare them for employment and co-op placements.

**“I found it to be a very good
start in the trade
I would like to pursue.”**

~ Student, S.E.T. Intro to Construction



PROGRAMS | Industry Certifications

The Skills Training Centre continued its commitment to provide industry certifications. In 2022, the following industry certification courses were attended by 422 participants. These courses were delivered by a team of exceptional instructors.

INDUSTRY CERTIFICATION	# ATTENDEES
Chainsaw Safety	12
Confined Spaces	6
First Aid/CPR	141
Forklift Safety	71
Smart Serve	10
WHMIS Awareness	96
Working at Heights	86

Total Industry Certifications: 422



**“Very informative, very up-to-date and advanced.
Thank you for assisting me with an excellent
foundation and tools to embark on and maintain
my own business.”**

~ Participant, EIG Seminar Series



PARTNERSHIPS | Serving the Community

Transportation support was made available to the Skills Training Centre's program students with the centre's 24 passenger bus. The bus allowed those facing transportation barriers to come to and from training. The year saw an increase in charter requests from the community and local organizations. The Skills Training Centre completed 106 chartered trips over the course of the year.

Services continued with the Quest Bus in 2022, a community-focused transportation initiative operated in partnership between the Skills Training Centre, the Town of Georgina and Routes Connecting Communities, and was funded by the Ministry of Transportation.

This service provided access to transportation for community members who may have been disadvantaged or socially isolated. Monthly trips were planned both within and outside Georgina.



TRAINING FOR YOUR TOMORROW



GOVERNANCE

BOARD OF DIRECTORS | Elected Members



Carr Hatch ^E
Chair/Treasurer



Sean Bell ^E
Vice-Chair



Sharon Russell ^E
Secretary



Iain Donnell ^E
Ad Hoc Member



Dianne Hawkins
Member-at-Large



Peter Tarpay
Member-at-Large

^E Members of the Executive Committee

BOARD OF DIRECTORS | Appointed Members



Jim Beechy
Georgina Chamber
Of Commerce ¹



Dan Fellini
Town of Georgina ²



Candice Mott
York Region District
School Board ¹



Lou Paonessa
York Catholic
District School Board ¹



Anne Pegg
South Lake Futures ¹



Karyn Stone
Town of Georgina ²

¹ Organization with one (1) appointed member

² Organization with two (2) appointed members

GOVERNANCE | Committee Members

FINANCE & FUND DEVELOPMENT

Carr Hatch, Chair
Ashley Walker
Stephen Rawn[✓]

[✓] Committee Volunteer

GOVERNANCE & HUMAN RESOURCES

Anne Pegg, Chair
Iain Donnell
Dianne Hawkins
Carr Hatch (Ex Officio)
Gary Schecter[✓]



OPERATIONS | Staff of the Skills Training Centre

Ashley Walker, Executive Director ^{F,1}
Claire Leblanc, Bus Driver ^{P,1}
Sergio Scordamaglia, Bus Driver ^{P,1}
Earl Smith, Maintenance & Grounds Worker ^{P,1}
David Goode, Maintenance & Grounds Worker ^{C,1}
Yvette Nadon, Bus Driver ^{C,1}
Michelle Gelette, Administrative Assistant/Program Assistant ^{F,2,3,4}
Angeline Kipling, Communications & Social Media Assistant ^{F,3,4}
Bonnie Dalton, Program Coordinator ^{F,3}

FT Full-Time
PT Part-Time
C Casual
V Vacant
1 Permanent
2 Contract
3 Employment Ended
4 Canada Summer Jobs 2022

“The Skills Training Centre’s success is a direct result of the efforts of the staff. Their hard work and dedication are invaluable to the organization’s mission.”

~ Ashley Walker, Executive Director, Skills Training Centre

PARTNERSHIPS | Our Community Partners

Mutually Supportive Partnerships are a key value of the Skills Training Centre. The Skills Training Centre values and nurtures mutually supportive partnerships which are characterized by trust, goodwill and commitment and which represent differing interests and objectives, but which also recognizes common ground to constructively support their respective organizations, clients and communities. The Skills Training Centre would like to acknowledge the generous contributions of its community partners:



Donations to Skills Training Centre can be made through CanadaHelps.org

NOTES

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**SKILLS
TRAINING
CENTRE**

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