



MANITOBA
CONSTRUCTION
SECTOR COUNCIL

ANNUAL REPORT

2018–2019





2018–2019 MCSC Annual Report

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Message from the MCSC Chair Board

Colleen Munro
Hugh Munro Construction Ltd.

MCSC continues to grow as a sustainable organization training Manitobans with the support of the provincial government. Our success relies on participation from industry and partnerships to promote people within and into the construction industry. The majority of associations lack a skilled work force; MCSC is addressing skill gaps that meet these targeted needs.

With the board's representation of the heavy, commercial and home building industries and our relationship with the educator working group, we together are committed to having a diverse, well educated group of new entrants and returning workers from underrepresented groups in Manitoba.

MCSC, with funding from Western Diversification, the province, First Nations communities and Indigenous Services Canada graduated six community members on May 16th 2019 in the drilling program in Thompson. The final event was attended by the Mayor of Thompson and the Thompson Citizen newspaper. Attendees included students from communities in the northern school bundle. We timed training with work in their home communities. Indigenous Services Canada viewed the latest drill blast video and is reaching out to co-ordinate photos they will use for the Northern school bundle site to close the loop on training and eliminate the cynicism of training not leading to meaningful employment. The blast hole drilling video: <https://youtu.be/ctqji3d8cio>

The simulators will be used next for the southern school bundle. Training will be located at the Manitoba Institute of Trades and Technology (MITT). MITT also partners with South East Collegiate, an Indigenous grades 10-12 program. Delivery of the drilling training at MITT will tie into a new initiative with South East Collegiate. South East Collegiate will be partnering with MCSC and Manitoba Heavy Construction Association to generate interest in careers in the heavy construction industry with the use of simulators. It is the ability of MCSC to realize the benefit of partnerships and relationships that leads to the continued growth of their training programs. We look forward to the expansion of our training within building trades including carpentry, steel & concrete construction.

I would thank all of the board members who contribute their valuable time to our association including outside partnerships that strengthen and build our training initiatives. The MCSC team would not be what it is without the strength of the Executive Director, Carol Paul and her dedicated staff who have a passion for their organization's success.

MCSC Board Members

Colleen Munro

Chair, Hugh Munro Construction

Andy Dutfeld

(Retired) Vice President, Lafarge Canada Ltd.

Chris Taran

Treasurer, IBEW Local Union 2085

Lanny McInnes

Manitoba Home Builders' Association

Andrew Reimer

All-Fab Building Components Inc.

Janet Milne

Milne Homes

Steve Ducharme

Plumbers & Pipefitters Local Union 254

Betty Lou Doerksen

Operating Engineers Training Institute of Manitoba Inc.

Don Hurst

Manitoba Heavy Construction Association

Gord Lee

Nelson River Construction

Ron Hambley

Winnipeg Construction Association

Peter Grose

Westland Construction Ltd.

Dan Bickerton

Penn-Co



Message from the Executive Director

Carol Paul, B.Ed, M.Ed

MCSC has taken education and training to the next level.

There is no longer need to market our products; there is a huge demand to deliver MCSC resources in partnership with industry, colleges, Indigenous communities, schools, community centres and immigrant agencies.

In 2018, the Community and Youth Liaison presented career awareness to 3,339 grade 5-12 students and attended 20 career fairs. The Indigenous Liaison delivered job readiness, framer and flatwork technician training in 12 communities. The Director of Education and Training mentored 64 immigrants and helped support their transition to work.

Two new staff members were added to the MCSC staff complement. Ramir Diaz, electrical journey person/vocational education instructor is the new Education and Training Coordinator and Jennifer Daniels, who has a background in construction and facilitation of career awareness in the inner city, is the new Virtual Trades Coordinator. These additions have brought energy and fresh ideas to the team.

The twenty-s even-member educator working group continues accrediting and delivering MCSC courses. Our reach is expanding across the province as word spreads about the quality of MCSC training, our willingness to share resources and our ability to bring training to the communities. The MCSC model of dissemination is respectful of existing partners and innovative in the distribution plan. It's about raising construction awareness, employer engagement and addressing education/training gaps in construction across Manitoba in collaboration with our multiple partners.

Staff are project managers who are responsible for overseeing their provincial and externally funded activities. MCSC staff take great pride in their own and each other's accomplishments. The MCSC board provides valuable feedback, guides the activities of the sector council and supports the growth of the organization.

This is the first year the new blast hole drilling simulators have been used to train Indigenous drillers in the north. This has resulted in federal government's recognition of MCSC's contribution. 2018 marks the first-year Indigenous communities

are working with MCSC to move graduates from the micro courses into Apprenticeship training. The MCSC plan to ladder new entrants from job readiness, to micro courses and onto college accreditation is proving effective.

The province commented that MCSC is carrying out their human resource plan exactly as the sector council program was intended. MCSC successfully leverages provincial funding, develops innovative courses that address construction skill gaps and collaborates with multiple stakeholders to build capacity.

"Our mission is to support and coordinate the development of a *diverse, inclusive, well educated* workforce in support of careers in a dynamic and evolving construction industry."

MCSC Mission Statement



Message from the Coordinator of Education & Training

Ramir Diaz, Technical Vocational Teacher Education Certificate,
Journeyman Construction Electrician Red Seal

As a new member of the Manitoba Construction Sector Council, the Coordinator of Education and Training has been on a steady learning curve to take on the new role at the MCSC. The beginning of February kick started with a two-day Construction Safety Association of Manitoba conference at the RBC Convention Centre. This two-day event showcased an abundant amount of safety products, equipment and safety related topics covering all aspects of construction. The Manitoba Construction Sector Council shared a booth with Bit Space Development where virtual reality headsets were displayed to allow safety advisors, students and contractors to enter a construction site out of harms way and become more aware of the use of technology to support good safety practices. Augmented reality was also displayed; individuals used eight power tools in the virtual world. They became more aware of the value of using technology to make new entrants more aware of the proper use of power tools to prevent harm.

The Coordinator of Education and Training has had the pleasure of building relationships and networking with the board of directors, external funding partners, industry partners, sector council partners, community partners, post secondary partners, school partners, Indigenous partners and the MCSC staff. With the Introduction to Homebuilding course set to launch this year, meeting curriculum developer, Linda Maxwell from Keystone Adult Education Services and Lanny McInnes from the Manitoba Home Builders Association has this initiative off to a great start.

Networking with community partners such as Manitoba Start and Success Skills Centre connects MCSC with newcomers who are interested in the construction industry. The MCSC is supporting the training and transition to work for skilled newcomers seeking leadership positions within the construction industry. Manitoba Start collaborated with MCSC to host an April mentorship event for newcomers; they acquired insightful construction information, learned about safety and came to a better understanding of the roles and responsibilities of superintendents/foremen. Newcomers had the opportunity to ask questions to industry professionals. As the construction season ramps up for 2019, Success Skills Centre approached MCSC to provide project management training for newcomers seeking employment in construction. MCSC and Success Skills Centre collaborated to offer a project management mentorship event in May. This event featured five immigrants working as leaders in the construction industry in Canada sharing

their transition stories with skilled newcomers.

Heading to Roseau River for part of a day with the Indigenous Liaison, William Kirkness turned out to be an incredible experience. It was a chance to witness first hand students in these remote communities. Students were engaged in the framer course learning new skills and preparing for a future construction career using hand tools and power tools. The MCSC is proud to be encouraging and engaging youth from all over the province of Manitoba to become future construction workers and leaders in the construction industry.

The Educator Working Groups is an integral part of the Manitoba Construction Sector Council. The purpose of this group is to liaise high school and post secondary professionals with leaders in the construction industry and accredit MCSC's industry driven training. Subject matter experts and education leaders share, collaborate and brainstorm ideas to promote and grow education and training in the construction industry. The last Educator Working Group meeting was held on February 26th at the Kildonan-East Collegiate. At this event, the Coordinator of Education and Training had the opportunity to introduce himself and learn more about the working group's priorities. At the next Educator Working Group, the Coordinator of Education and Training will suggest ideas and will work to implement any innovative ideas that may further enhance the construction trades.

As part of the Manitoba Construction Sector Council's commitment to advanced technology, partners like Bit Space Development and Flipside XR has allowed the MCSC to be truly engaging and interactive at events, career fairs and conferences. The Coordinator of Education and Training has been attending events to network, provide suggestions and support the dissemination of technology. Being fully immersed with MCSC's technology brings participants a new awareness of the construction industry and the future it can provide.

Being a part of the Manitoba Construction Sector Council brings on an exciting new challenge. The goal of the Coordinator of Education and Training is to continually provide students, youth at risk, Indigenous individuals and newcomers the resources required to gain skills and secure employment in the construction industry.



Message from the Community & Youth Liaison

James Murphy

CEPP Program

Cohort-5 the fifth and final Flatwork-Concrete and Framing program for the Construction Employment Preparation Program completed their training on June 29, 2018. Cohort 5 was split up in two groups with one group doing 10 weeks of Flatwork Concrete Finishing and the other group doing 12 weeks of Framing.

Both group spent the first 4 weeks together, splitting time at 1000 Waverly Street training room for the Job Readiness and Safety Training and one week together at Manitoba Institute Trades Technology (MITT) Henlow Bay campus for a week of carpentry math.

The next 5 weeks the two groups split up, with the 10 Flatwork Technology students splitting their time at 1000 Waverley Street and Western Construction Inc. as well as on visiting residential construction sites around the city. Followed by a graduation for the 10 students with included invitation for the families to attend and watch as they received their certification in safety and concrete finishing which was held at Canad Inn Pembina Highway.

The 10 framing students spent the next 12 week for their residential framing training at 765 Main St sharing classroom and workshop space with MITT carpentry youth build students.

The remaining framing students found time to volunteer for Habitat for Humanity, and the Winnipeg Downtown Biz then wrapping up their 12 week training with a grad at Canad inn Polo Park with their instructor awarding the 7 students that completed the program with an certificate from CSAM for their week of safety training and a MCSC framing certificates for the 12 week training with two special certificates being awarded to:

Lead Hand Bradley Swampy
Foreman Jamie Bear

TradeUp Manitoba

The 2018-2019 new school year got underway with career fairs and Trade Up Manitoba school presentations. The 60 minutes construction trades presentation have been presented to over 700 students in the first semester. Kildonan East, Miles MacDonnell, John Taylor Collegiate, Portage La Prairie Collegiate, Sisler High School, Argyle School, Tec Voc high school are some of the schools that was attended.

Kildonan East Collegiate and Miles MacDonnell are trying something a little different and are working together to provide students and parents with an information night that is solely focused on careers to help expose them to numerous employers, occupations and potential career paths for their futures.

MCSC sent a representative from our Construction Employment Preparation Program, lead instructor Iain Greeves up to Thompson Manitoba to a career fair at University College of the North to talk to students about careers in construction.

The second semester the Community and Youth Liaison Director attended career fairs or presented at twenty three schools, engaging with over 2,463 students, promoting the construction industry to potential job seekers, answering question, sharing trade talk videos, providing construction trades brochures with information regarding wages, where to get training, to what the work environment is like, as well as encouraging students to visit our Trade Up Manitoba website for even more information about the construction trades.

In our effort to promote the construction industry to high school teachers, career guidance counsellors and teachers at adult learning centres and adult literacy centres, I collaborated with two representatives from the Province of Manitoba, Adult Learning and Literacy Unit, Marcey Cherniak and Julie Fine, to present at the Adult Secondary Education Council (ASEC) Conference held on October 18-19th.

I did a 25 minutes segment overview of MCSC as well as provided information about our Trade Up Manitoba website. I demonstrated how to navigate the site and then showed a couple of MCSC construction trade talk videos. We also set up a table at



their conference with construction trades brochures and contact information in the event a teacher wanted me to come to their school to do a 45-minute presentation with their students.

Community

MCSC along with Skills Canada and Community Education Development Association (CEDA) hosted three summer camps, MCSC along with Skills Canada presented at two schools doing the second quarter.

Summer Welding Camp at Technical Vocational High School in Winnipeg. The idea is to get students interested in welding, and to show them the future they can have as a welder. The students enjoyed the two full day camp because it was interactive, they got to work with their hands, for some of the girls and newcomers it helps to remove the fear and stymie associated with the trade, it also gives them an opportunity to meet new friends.

Summer Landscaping Camp at Wahbung Abinoonjiiag Drop in Centre in Winnipeg. The students converted a flower bed into a medicine wheel garden, using black lava, white, red, and yellow rocks. Most of their time was spent digging up weeds, then placing down a black weed barrier liner and hauling finely crushed limestone and adding water to make the limestone hard. Then they create the wheel using 64 paving stones then adding the rocks to the wheel. They also replanted a flower garden with perennials hopefully that will regrow ever spring. The 10 students were giving participating certificates on third day along with a nice lunch.

Summer Heavy Equipment Operator Camp at Operating Engineers Training Institute of Manitoba (OETIM) In this summer camp 15 students got a chance to learn about operating heavy equipment, the students started out in the morning in the class room at OETIM and was presented with a power point by one of OETIM's instructors, he talked about safety and crane operator training, on-line course you can take to become a operator, rigging, crane awareness, skid steer, forklift and GPS, in the afternoon the students got a chance to climb up onto a real crane tower that is 100 feet off the ground.

Most of these students had never been out of the inner city, so being around this kind of equipment was something some of them could have never imagined.

September 12, 13, 2018 – 145 students CANWELD EXPO & CONFERENCE. MCSC attended a two-day youth summit for the First People Development Inc. (FPDI), in partnership with Indigenous Service Canada that brought together youth from 63 Manitoba First Nation communities to learn about community infrastructure planning and youth employment programs. This was a unique opportunity for youth to participate with their community's leaders in the planning and development of a new community infrastructure program.

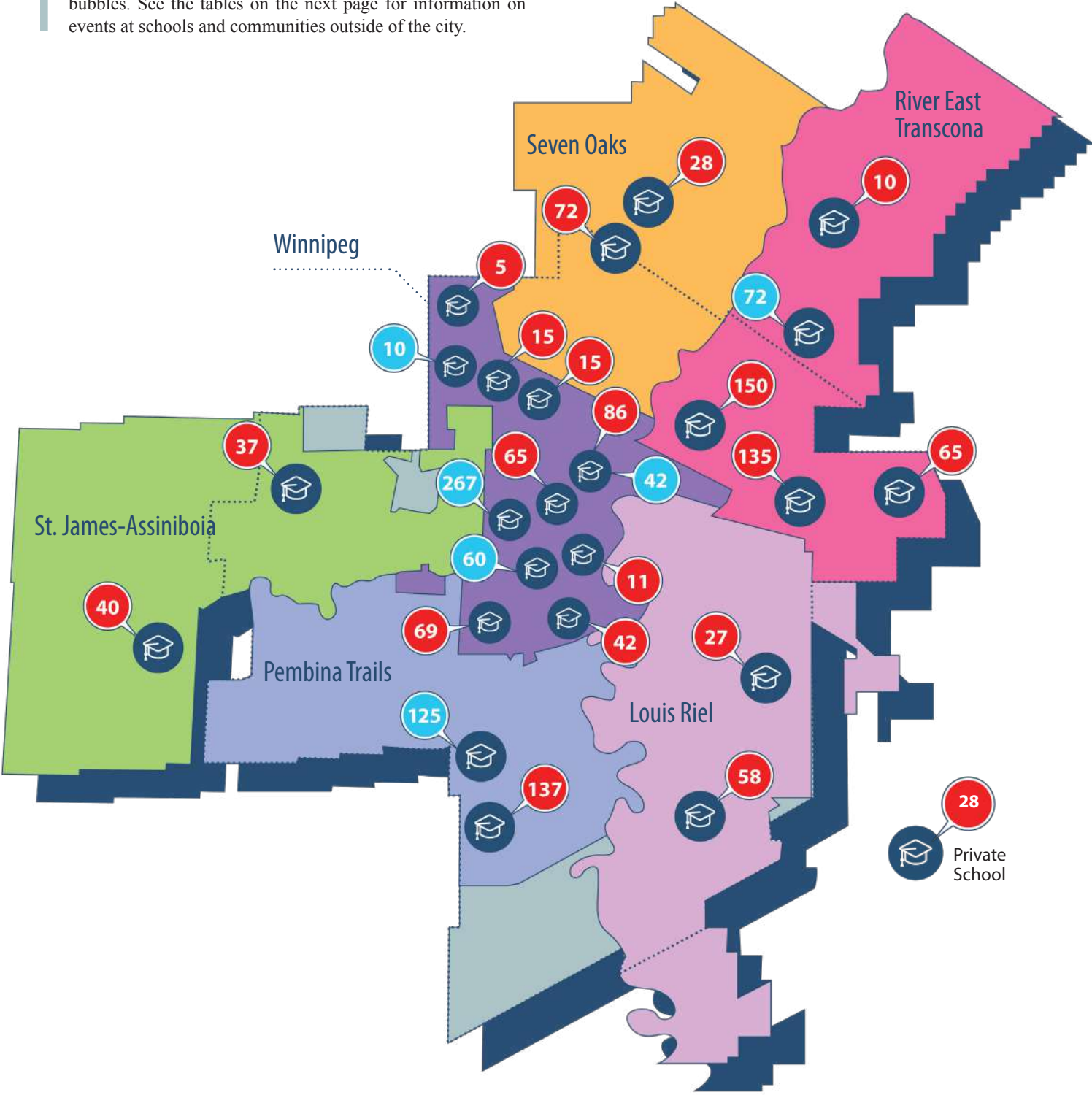
MCSC participated in 1 Career Fair/ EXPO hosted by CANWELD organized in partnership with the Canadian Welding Association, this event is entering its ninth year, this national event travels between Western and Eastern Canada, supporting over 74,000 CWA members, connecting industry with live equipment from in- demand suppliers, top technical speakers and unparalleled networking. This event welcomed 2,500 of Canada manufacturers, metal fabricators, welders, engineers and suppliers from across Canada and the Manitoba region to the RBC Convention Centre in Winnipeg.

MCSC and BIT Space Development INC partnered together and introduce a welding simulator to over 145 students from high schools and post-secondary intuitions in Winnipeg, as well as instructors that was willing to give it a try, said some positive things about it and thought it would go over well in schools.



2018–2019 School Presentations & Career Fairs

This map illustrates the school division areas where MCSC staff delivered school presentations and participated in career fairs. The number of attendees are indicated within the bubbles. See the tables on the next page for information on events at schools and communities outside of the city.





Map Legend



Schools



Presentations



Career Fairs

Outside of Winnipeg

72	Grand Rapids School
102	Helen Betty Osborne Ininiw
103	Frontier Collegiate
365	Steinbach S.S.
165	WPG Learning Centre
38	Frontier School Division
225	Lac du Bonnet High School
62	Lord Selkirk S.S.
125	Edward Schreyer School
120	Rosenort School
246	Red River Valley School Division
80	

Communities Visited

58	Rotary
475	WCH Expo
20	First People Day
38	Manitoba Museum
10	Wahbung CC
15	OETIM
145	CanWeld Expo
25	Adult Secondary Education Council
117	FPDI Youth Summit
35	McLeod ALC
23	Healthy Start for Mom





Message from the Indigenous Liaison

William Kirkness

The Indigenous Liaison is responsible for developing partnerships with Indigenous communities, supporting the community's application for funding, meeting with funders, meeting with Chief, council and leadership in the communities, hiring journey people as instructors and educational assistants from the community, booking safe and affordable accommodations, writing contracts and arranging transportation to and from each community. He maintains accurate records for reporting and evaluation purposes.

He recommends communities start with job readiness training, followed by safety and technical training that meet the needs of construction projects in the communities. He orders and ships materials and supplies required. He coordinates the program from start to finish to make sure students, instructors and community members are supported. When situations become challenging, whether it be due to the weather or difficult situations, the Indigenous Liaison is there to bring solutions that are best for the program and the community. Here are some of the highlights of the 2018-19 program year.

April 9, 2018 was the start of the five-week heavy equipment operator training in Roseau River. On April 20, 2018, a three-week job readiness started in Birdtail Sioux. Heavy equipment operator training followed in Birdtail Sioux on May 14, 2018. A second job readiness started in Birdtail Sioux on September 17th 2018. 18 of 18 students graduated from the course. These graduates continued their learning with a 12-week framer course starting on October 22, 2018.

October 15th was the start of Work Safely training in Birdtail Sioux. All 18 students completed this training. On October 22, 2018 job readiness also began in Garden Hill. 17 of 22 students graduated. This was followed by job readiness in Wasagamack; on October 29, 2018 with 13 of 20 students completing this training. Next was job readiness in Roseau River on November 26, 2018 which saw 17 of 19 students graduate.

January 7, 2019 was the start of the framer course in Roseau River. The Community Leadership selected renovation projects for the students to complete as part of the training. They also wanted to have two storage sheds built, one for the day care centre and one for the band office. With an election ahead, the local leadership was very involved with the training and stopped in the training

centre to see how the course and participants were progressing. March 29th was the graduation for the framer course in Roseau River; 12 participants completed the course out of 15. The Chief and two of the Councillors attended the graduation.

Five of the graduates struggled with math. They were given certificates of participation. Heath Bunn, the local coordinator was advised. When the Indigenous Liaison suggested offering the students assistance with their math, Heath suggested they could offer a math tutoring session in their training centre three evenings a week to assist the students and other community members that struggle with math.

The graduates expressed interest in continuing on to Level 1 Carpentry. The Chief informed MCSC that he would support any additional training that would allow the students to carry on with their carpentry training. Red River College and Assiniboine Community College were contacted to determine who could provide the Carpentry Apprenticeship level one requested by the community.

February 11th 2019 was the first day for job readiness in York Landing. March 1st was the graduation with 19 of 20 participants awarded certificates of completion.

Job readiness started in the Pas on February 18th. Participants came from, Chemawawin Cree Nation (Easterville), Mosakahiken Cree Nation (Moose Lake) and Sapotaweyak (Pelican Rapids) to attend classes in the Pas. 21 of 25 participants successfully completed the training.

March 11th was the start of the framer course in York Landing; 10 participants attended the course and 5 graduated. The graduates were approached by Pen-co to work as framers on a York Landing construction project.

The Blast Hole Driller/simulator training began on March 25, 2019 in Thompson at University College of the North. Participants came from God's Lake Narrows, God's River, Oxford House and Wasagamack. All 6 students graduated and were approached by Penn-co to work on the northern school build project in their home communities.



2018–2019 MCSC Indigenous Liaison Outreach

This map illustrates the areas inside and outside of Winnipeg where MCSC staff delivered presentations, organized workshops, and participated in career fairs with community organizations.



Map Legend

1.	Winnipeg (including IDSS)
2.	Wasagamack
3.	Bunibonibee Cree Nation
4.	Manto Sipi
5.	Moose Lake
6.	Birdtail Sioux
7.	Rousseau River
8.	York Landing
9.	Oxford House
10.	Swampy/Easterville
11.	Fisher River Cree Nation
12.	Thompson (UCN Drilling)





Message from the Office Manager

Karla Dugay, B.A.A

During 2018-2019, the Office Manager worked on four main areas to assist with office and training needs of MCSC. The four areas were:

- Office Work Support
- MCSC Training Evaluation Database: Data Entry, Charting, Statistic Organization
- MCSC Course Materials: Digitizing, Formatting and MCSC Branding
- Work Practicum Student Supervision

Office Work Support

The Office Manager supported the MCSC administrative functions, tracked the MCSC office inventory and swag, prepared Pico Goblin headsets and iPads for the project managers, and developed and maintained the MCSC database of office assets for insurance purposes.

All the MCSC swag purchased was divided for use by the three MCSC project managers. The Office Manager updated the database to track usage of MCSC swag at events and created an inventory sheet to monitor future use. The sheet allowed the MCSC team to track usage of MCSC swag and order supplies when materials ran short. This system minimized loss of MCSC swag and accurately measured usage.

In April 2018, the Office Manager prepared 15 iPads, 15 Pico Goblin headsets, and 15 Bose headphones for Manitoba Heavy Construction Association (MHCA) and in December 2018, the Office Manager prepared 15 iPads, 15 virtual reality headsets, 13 Bose headphones and 15 I Pods for use by University College of the North (UCN). The Office Manager created a Sign out Sheet for all the equipment borrowed to track the location of these technology devices.

For insurance purposes, the Office Manager updated the MCSC Inventory Sheet to track the new MCSC office assets purchased and labeled all the equipment with codes. In the

winter of 2018, MCSC purchased 50 Pico Goblin VR headsets and other accessories to support the training up north. All items were coded, labelled, and then updated to the MCSC Inventory Excel Sheet.

MCSC Training Evaluation Database: Data Entry, Charting, Statistic Organization

To assist the MCSC Indigenous Liaison and ensure the quality of the MCSC Job Readiness course and Framer Certificate course in northern communities, the Office Manager prepared Instructor manuals and student supplies. She updated the evaluations and student information and entered the data into the electronic MCSC evaluation files and student record files.

There were 166 evaluations received from the indigenous communities last fiscal year. After the files were updated electronically, they were printed and compiled by community into MCSC evaluation binders.

MCSC Course Materials: Digitizing, Formatting and MCSC Branding

During the 2018-2019 program year, the Office Manager finished digitalizing the revised MCSC course materials for Job Readiness and helped in formatting the Structural Steel Fitter Course Facilitator Guide, the IBEW facilitator guide and the 3 MHBA facilitator guides, Confined Space, Fall Protection and Scaffolding Awareness.

The Job Readiness Course, which consists of six modules, was revised by the MCSC contractor, Linda Maxwell; the Office Manager assisted the contractor by retyping and formatting the material with the MCSC brand. Over 200 copies of the manual have been printed and used in six Indigenous communities including Bird tail Sioux, Wasagamack, Garden Hill, Roseau River, York Landing and The Pas. The professional appearance of the manual drew the attention of many others who are now requesting delivery of the Job Readiness Course in their Indigenous communities or in Winnipeg.

Supervising Practicum Students

The Office Manager developed the tasks and responsibilities for three practicum students from MITT's Business Administrative Assistant program. The three students performed various tasks related to maintaining the MCSC and Trade Up websites as well as assisting in the MCSC office work, school presentations, and career fairs. The Office Manager measured student progress weekly and completed a final performance report at the end of each work placement.

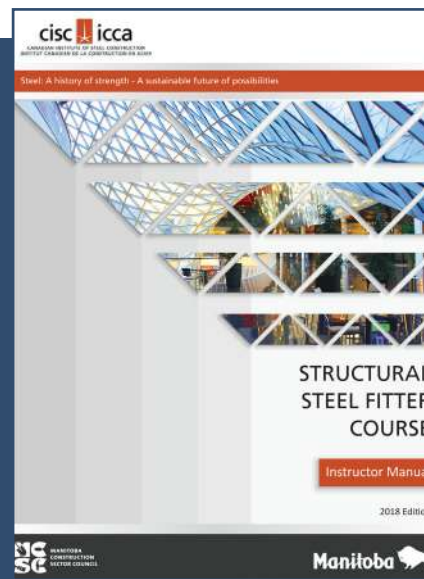
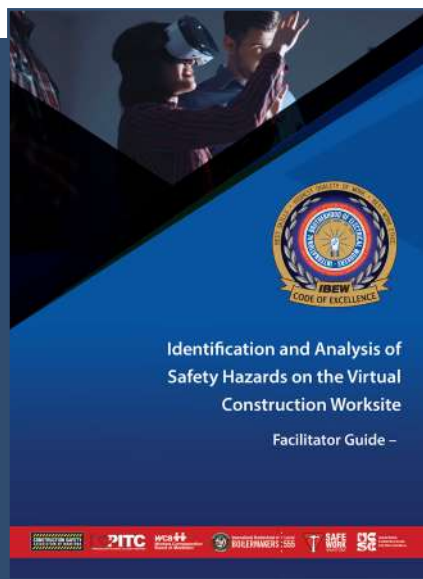
2018–2019 Practicum Students

Allen He
Office Administrative Assistant
MITT Business Administration Assistant (B.A.A) Program

Sooyeon Suh
Office Administrative Assistant
MITT Business Administration Assistant (B.A.A) Program

Simranjeet Kaur
Office Administrative Assistant
MITT Business Administration Assistant (B.A.A) Program

Erin Jung
Website Designer/Developer
Canada Summer Jobs Grant Program





Message from the Financial Manager

Alex De Girolamo, BA in Economics, Public Accountant, BA in Business Administration, Member of the Golden Key International Honour Society

Normally, a multiplicity of ratios and indicators are produced and reported to show how well an organization performed. There are figures and percentages intended to analyze the financial position at a point in time, mainly comparing two “photos”, one at the beginning and the another at the end of the year. Variances within a fiscal year shows erratic “ups” and “downs” and the financial performance (lifespan) based on cash flows. Inflows and outflows of funds show in detail the financial position but can be a source of confusion, exhaustion and a good reason to focus our attention on the final number. Is it a red (loss) or a blue (profit) number?

Since its inception, MCSC always was and will always be in the blue numbers. MCSC is definitely a profitable “non-for-profit” organization. There is a reason. MCSC is proficient in securing funding, effective in managing projects, efficient in maximizing the use of resources and consistently achieving activity goals set at the beginning of each year. This results in better performance and positive affirmations from our stakeholders.

The profit from the organization is given back through services, expanded reach to students in Winnipeg and remote communities across Manitoba and through the purchase of education and promotional products. MCSC is trying to maximize our profit to expand the benefits to our member associations, the construction industry, our education and community partners. The quantity and the quality of our services have improved because we have equity to support a wider audience with a more professional image and advanced mode of delivery.

For this reason, I would rather share the milestones achieved in the last year rather than filling the report with complex financial statements and comparisons. I personally take these accomplishments as a valuable measure of success. Moreover, MCSC is receiving an increased number of calls inviting us to be part of a new concept or project.

Here are some “not strictly numeric” highlights that will surely capture “what was on” for this fiscal year:

- Western Economic Diversification (WED) provided \$627,600 to complete the acquisition of two more drilling simulators, a second trailer and supporting services. MCSC has doubled its current equipment to deliver training for drilling and, with other purchases, has substantially increased the number of physical assets.
- The Government of Manitoba approved and signed an agreement to provide \$495,000 a year for the next 4 years to MCSC starting January 2019; this represents over 7% increase on last year’s budget. The province asked MCSC to submit this increased budget request. The province also recommended MCSC apply to the province for special project funding and funding through the Canada Manitoba Job Grant. MCSC took advantage of both opportunities in 2018 and continues to do so in 2019. This financial support demonstrates the province’s confidence in MCSC and ensures our financial sustainability.
- Indigenous communities across Manitoba and other organizations have increased their interest in MCSC and therefore, higher revenues and expenditures were seen by March 31, 2019. The source of these external revenues in 2018 came from 12 different communities in northern and southern Manitoba. Projects that were once 3 weeks in length in 2017 are now 12 weeks and longer. For the first time, Indigenous communities are communicating with MCSC to link them to post secondary education and training following the completion of micro courses.
- Training courses, workshops, career fairs, industry in kind contributions and presentations increased dramatically. MCSC focuses on three pillars: education, awareness and engagement. In terms of education, MCSC had two

times the number of participants in 2018 compared to 2017. Career awareness increased by 10% and industry/education/community engagement was four times higher in 2018 compared to 2017.

- There was substantially more spent on office supplies, technology and materials in 2018 to support our work in schools and in remote communities. MCSC purchased more swag, banners, training publications, I-pads and VR headsets. MCSC also purchased 15 computers for Bird Tail Sioux Adult Learning Program.
- As a result of additional revenue, a new position for the Virtual Trades Coordinator and a technology person were added. MCSC also donated \$5,000 to Seven Oaks and Maples MET School for the school production at the MCSC anniversary event and was the first to donate \$5,000 to the new MITT Women in Trades Scholarship. MCSC is receiving widespread recognition for these

contributions.

- A new MCSC safety standards manual was developed and liability insurance was purchased this year.
- The investment in digital technology, web-based applications, video productions and game-based learning tools created higher standards for MCSC presentations. Adding to this, MCSC added to the role of the Trade Up Manitoba Facebook social media specialist and also hired a part time graphic designer.

With the approval of proposals and partnerships in place, MCSC foresees a bright future in financial terms for the 2019-2020 fiscal year.



Message from the Virtual Trades Coordinator

Jennifer Daniels

The first month of employment for the Virtual Trades Coordinator was an important time to plan for the coming year. This started with a meeting with Frontier School Division, the largest school division in the province, to discuss a partnership and scheduling virtual trades presentations in their school divisions remote communities. Additional meetings were held with South East Collegiate, Yellow Quill College, RB Russel High School and Manitoba First Nations Education Centre to partner with them and locate a technology person to support the delivery of the career awareness program.

The MCSC team and BIT Space Development collaborated with the Virtual Trades Coordinator to introduce her to all the technology available for northern presentations. The Community and Youth Liaison shared power points, game-based learning tools and resources currently used in the

public schools. BIT Space Development loaded a series of 360-degree videos on the pico-goblin VR headsets so students could see and hear firsthand from the 15-journey people what it looks like to work in construction.

With a schedule in place, the Virtual Trades Coordinator travelled to Norway House, Waboden and Cranberry Portage. Over 300 students were excited and engaged in this first ever technology experience. The teachers, counsellors and administrators have already planned a return visit for MCSC. The next fiscal year will start with a trip to Gilliam, Churchill and Rorketon Manitoba! Stay tuned.

2018–2019 Activity Highlights

Education

Education is a form or process of learning through which knowledge, skills and attitudes are acquired by one or more learners. Any experience that has a formative effect on the way one thinks, feels or acts can be considered educational. Activities under education include coaching, mentorship, and training.



Driller in Training: Thompson



Structural Steel Fabricators
Fitters Course



Job Readiness: Easterville



MCSC Educator Working Group



CEPP Cohort V



CEPP Cohort V: Downtown Biz



Heavy Equipment Operator



CEPP Cohort V: Graduation



Driller in Training: Thompson



Job Readiness: The Pas



Driller in Training: Thompson



CEPP Cohort V Flatwork Technician

2018–2019 Activity Highlights

Awareness

Awareness means a conscious effort to increase the knowledge of others. It often takes the form of a group of people attempting to focus the attention of a wide group of people on some cause or condition. Activities under awareness include outreach activities, key note speeches at banquets/conferences, production and distribution of sector information or promotional materials.



Digital Technology Demonstration:
Kildonan East Collegiate



CanWeld Expo



**FPDI Provincial Youth Summit and
Information Sharing Session**



Healthy Start for Mom



Careers in Crane Operation: OETIM



Newcomer Construction Tour: Brandt Tractor



Newcomers Construction Tour: Hugh Munro



Landscaping Summer Camp: Wahbung CC



Welding Summer Camp



Alternative Careers for Internationally Educated Civil Engineers



Unlocking the Toolkit Girls Forum



Career Fair: Daniel McIntyre Collegiate Institute



Young Women's Conference: RRC

2018–2019 Activity Highlights

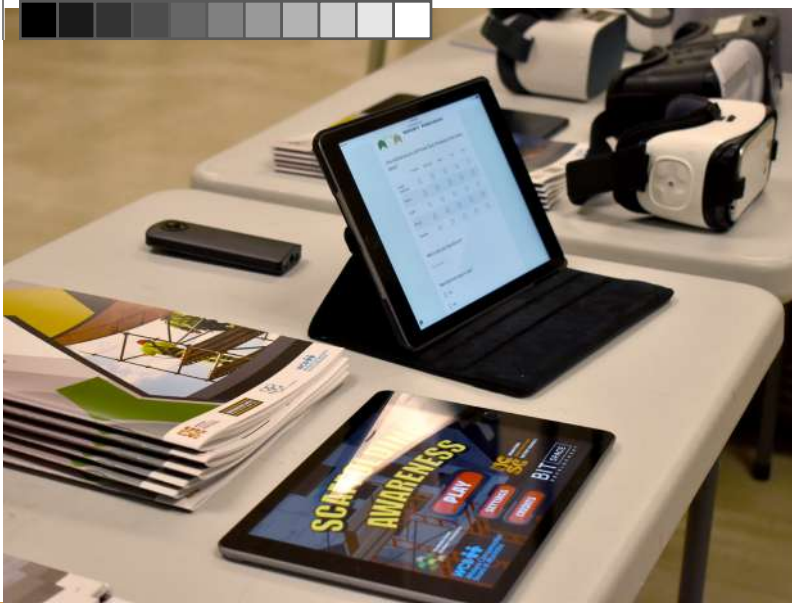
Engagement

Engagement is the act of sharing in the activities of a group. Engagement activities include industry consultation, networking, partnership development and business development.



South East Collegiate:
Grand Opening





Technology Demo: Kildonan East Collegiate



Manitoba Start Employer Awards

Metro Region and MCSC



Technology Demo: Kildonan East Collegiate



MCSC 10th Anniversary Celebration: MITT

2018–2019 Activity Highlights

Mentoring & Internships

During the fiscal year 2018 to 2019, there were three practicum students from Manitoba Institute of Trades and Technology (MITT), and one student from *Canada Summer Jobs Grant Program*. The four students maintained MCSC Social Media and assisted with MCSC office work.

MITT Business Administrative Assistant Students

Allen He, Sooyeon Suh, and Simranjeet Kaur were enrolled in the MITT Business Administrative Assistant (BAA) program. The three students were assigned to MCSC to gain office administration experience before they graduated. Each student worked as a full-time office administrative assistant for six weeks to assist the MCSC team with office work.

Canada Summer Jobs Grant Program

Erin Jung was hired by MCSC as a Website Designer/Developer under the Canada Summer Jobs Grant Program in June 2018. She worked on developing the MBCSC and TradeUp Manitoba websites.





Testimonials



“I think it’s important for people to take training in the construction industry because there is always going to be people retiring and if there is so few people taking these courses then there won’t be anyone to take over these jobs that will build our future and keep everything running and I am proud that one day I will contribute to that growth. I want to thank MCSC for giving me the opportunity for the experience and showing me what I want to pursue as a career.”

— Charlene Walker
Fabricator Structural Fitter Course Graduate



“The VR headsets are a great opportunity for students to experience the broad range of trades in Manitoba. This exposure will hopefully encourage those who are interested in the trades to pursue a hands-on career.”

— Amanda Toews
*Resource/Post-Secondary Counselor,
Southeast Collegiate*



“The games were very engaging. My students are highly energetic and this held their interest for a long time. I enjoyed the games as well.”

— Wendy Gautier
Teacher at Duke of Marlborough





“I didn’t get accepted at first, I applied but didn’t get an interview. I took the initiative and called James Murphy, asked him why I was not picked. He gave me a second chance, and I took every opportunity, and I am here. Volunteering at Habitat and building a pop-up project for Downtown Winnipeg Biz. The program taught me the importance of a positive attitude and helped me to grow as a productive individual and to be reliable, humble and confident to take the initiative. My hope is honestly to be a Red Seal or a great contractor for my community, my people, and my neighbourhood, make something out of my life. Making something out of nothing. First of all, I’d like to thank MCSC and First People Development Inc. for giving Indigenous people the opportunity to create and build a better future for ourselves, our kids and our communities—they help us with highlighting our goals and values for better opportunities. If opportunities don’t exist, then build a door.”

— Jamie Bear
*Student at Construction Employment
 Preparation Program (Cohort V)*



“What got me into the program was daily life struggles and I just wanted to find me an opportunity that would help me rebuild and help me learn something new. What I enjoyed most was the hands-on work and being able to come out of my comfort zone. It was a new surrounding, it was a lot of new people, a lot of new different aspects about it. It was pretty awesome. My hopes for this program are that it continues to grow and continues to hire people and individuals like myself who are dealing with struggles. It also helps to open opportunities for everyone, it doesn’t hold you back, and it helps you build and moves you forward. I would recommend it because it opens a lot of opportunities, it gives you more skills, it helps you with new friendships, and it helps me with settling my goals, it helps me set what I want to achieve in life.”

— Destiny Daniels
*Student at Construction Employment
 Preparation Program (Cohort V)*



“The simulators offer the students an opportunity to work in equipment in a safe way, right from the start.” When Greenfield started in construction many years ago, a new hire “was just thrown the keys to an excavator and told to figure it out.” Ultimately, the program is intended to help build skill sets of individuals and improve job readiness to strengthen their prospects for employment into the heavy construction industry, and, to grow the future workforce of skilled labour for the industry.

— Geoff Greenfield
*MHCA WORKFORCE Training Instructor
 Blast Hole Drilling & Heavy Equipment Operator*



“Phil B. saw the benefit right away. A student in the course, Bourgeois said there was more involved than just virtually hopping on the mammoth machinery. “What was an eye opener for me was the depth of safety training on practices and procedures that needs to be done before you even step foot on a piece of equipment,” he says.

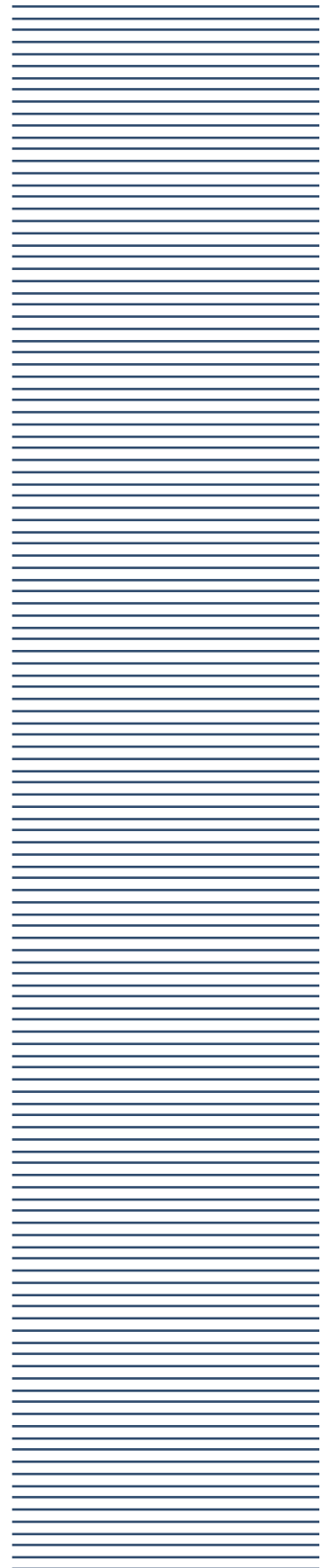
— Phil Bourgeois
Blast Hole Drilling Student at Thompson

“As for my future in this field, I can honestly say I have gained confidence in my ability to do the work. May it be through volunteering or gaining employment.”

— P. Saunders
MCSC Framer Course Graduate

“The course was challenging at times, felt like giving up but I didn’t. I stuck with it and did the work. If you’re committed enough and positive in yourself, you can do lots of things. It was really fun working alongside my Uncle Leo, my Cousin Amber. I’ve helped them and they’ve helped me. This course taught me what I was looking to learn and more, and I’m sure I can apply everything that I’ve learned in this course to the real world.”

— Wayland Redhead
MCSC Framer Course Graduate



Newcomer's Testimonials



“Amazing gathering! I have learnt quite a lot being here. And I look forward to another opportunity to share and learn from others.”

— Olale Ken Kehinde



“Very well organized, great communication with employer, best event so far! And Ramir did an excellent job.”

— Johann Dietsche



“This is a great program. It is highly commendable as a presenter I would love to experience this again. It is very helpful for employers, presenters and job seekers.”

— Adedayo Adeyin



“It is an excellent event and looking forward to more of these.”

— Aihwarya Sharma

“A wonderful discussion on the current needs and requirements to become a Project Manager in Manitoba.”

— Elwyna Dsouza

“It was a great experience attending the event. Success Skill Centre has opened a great opening to network with a great people in construction industry which made me understand the loophole to get into construction industry. This event held today is really appreciated, thank you.”

— Seba Masiyam Easow

“It is very good opportunity to us to network with industry professionals, it’s been very informative and get to know a lot of connections.”

— Amanda Kariyawasam

“Always is very useful to attend to this kind of events, because networking is very important. Thanks MCSC and SSC for all support.”

— Abe Reynosa

“I found the event very enlightening and was able to share my experience with other presenters and candidates who are looking to get into construction.”

— Teslim Akindele



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