



10 YEARS OF SPARKING SUCCESS

cwbwelding
foundation



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soudage cwb

Impact Report | 2013-2023

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About the CWB Welding Foundation

A message from the CWB Welding Foundation

Over the past decade, the CWB Foundation has worked to bring awareness to and shift the narrative around welding, welding-related professions and skilled trades, inspiring viable career paths for students of all ages. Alongside the generous and committed support of partners, donors and sponsors, and industry leaders, we have continued to invest in awareness, education and training, remained steadfast in our commitment to safe learning and work environments, reduced barriers for underrepresented groups and increased industry collaboration.

Welding continues to be a gateway trade, opening the door to a wide range of fulfilling career paths for North America's future workforce. As the CWB Foundation reflects on the progress made to bring awareness to these opportunities over the last 10 years, we are also looking to the future. We will continue to engage educators, community leaders, government and industry partners to tackle current and future labour and skills challenges. Through our direct engagement and support with the next generation of skilled workers and industry professionals, and our relentless focus on safe learning and working environments, we will forge ahead and address existing and new opportunities while continuing to inspire individuals to explore welding, joining and related careers in safe and collaborative environments.



Susan Crowley
Executive Director



Sarah Watts-Rynard
Chair, Board of Directors

Meet Our Board of Directors

Get to know the CWB Foundation's leadership who are committed to meeting the needs of Canadian industry through awareness, advocacy, and education in welding related skills and technologies.



Sarah Watts-Rynard
Chair

Chief Executive Officer,
Polytechnics Canada, Ottawa,
Ontario



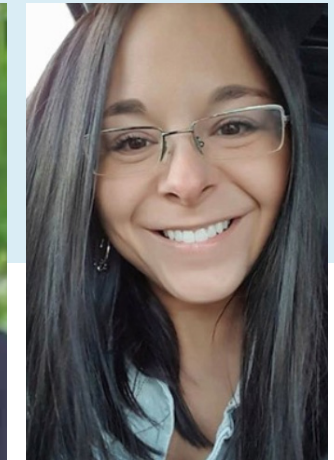
Doug Luciani
Vice Chair

President and CEO, CWB
Group, Milton, Ontario



David Collie

Principal, Collie Strategy,
Burlington, Ontario



Jackie Connell

Assistant Superintendent,
Senior Years and Career
Studies; Frontier School
Division, Winnipeg, Manitoba



Nicole Davies

VP Business Development
and Strategy, Fluor, Sugar
Land, Texas



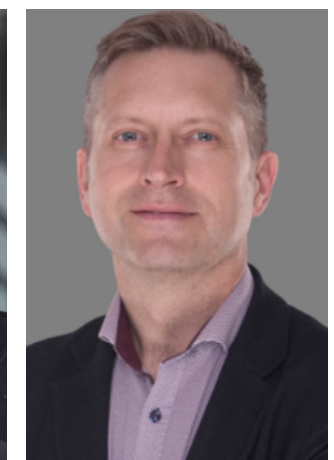
Robert Marion

Vice President, Fabrication,
NFI Group, Winnipeg,
Manitoba



David Santi

Dean, Engineering, Technology
and Aviation & Dean Skilled
Trades and Apprenticeship,
Mohawk College, Hamilton,
Ontario



Shaun Thorson

Chief Executive Officer, Skills
Canada, Ottawa, Ontario

Thank you to **John Marinucci** (Board Member from 2013-2022, Chair 2018-2022) and **Shaun Thorson** (Chair from 2015-2018) for their additional leadership and contributions to the CWB Foundation over the past decade.

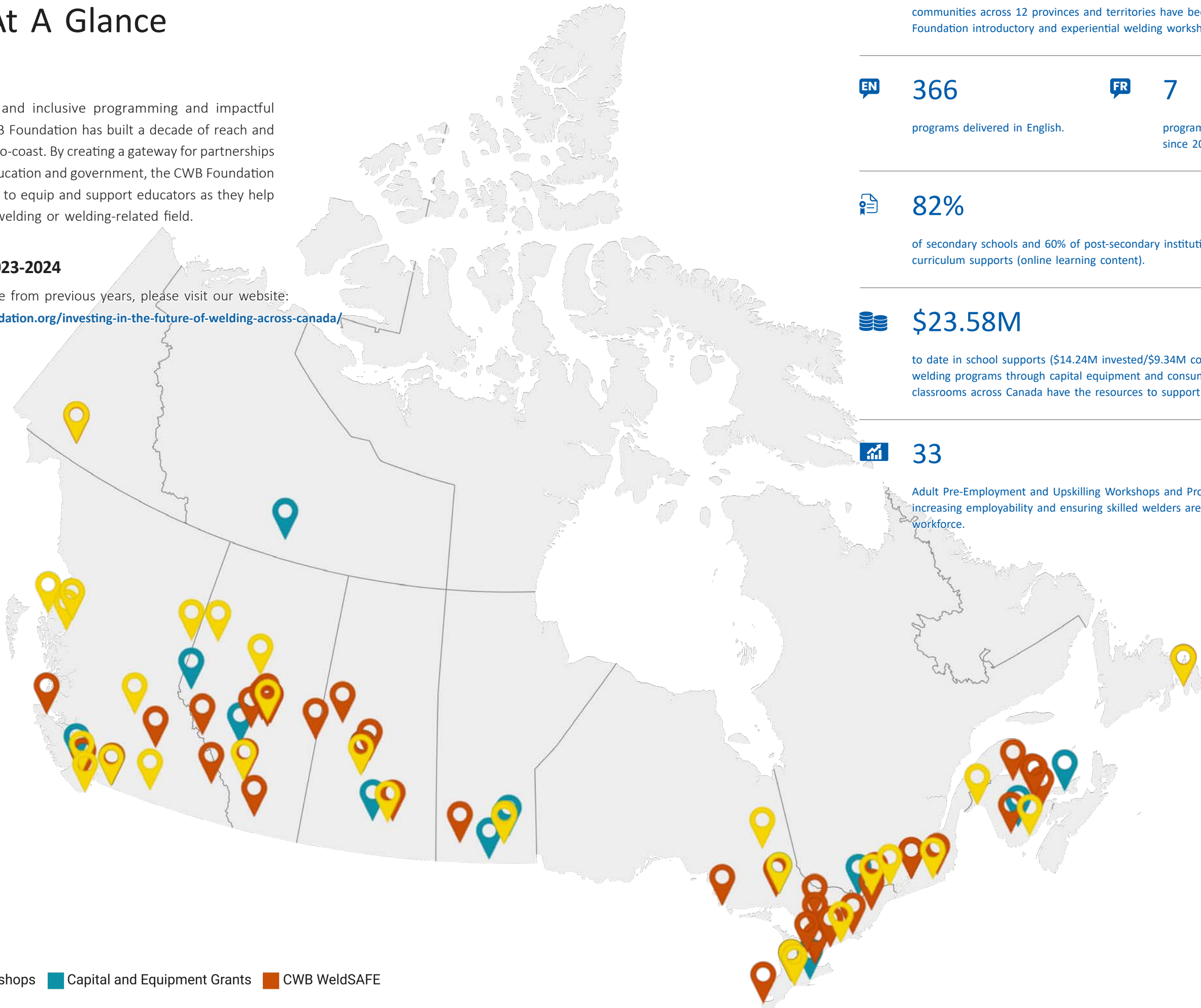
Impact At A Glance

Through innovative and inclusive programming and impactful investments, the CWB Foundation has built a decade of reach and influence from coast-to-coast. By creating a gateway for partnerships between industry, education and government, the CWB Foundation has and will continue to equip and support educators as they help students thrive in a welding or welding-related field.

Impact Map FY 2023-2024

For program coverage from previous years, please visit our website:

www.cwbweldingfoundation.org/investing-in-the-future-of-welding-across-canada/



■ Camps and Workshops ■ Capital and Equipment Grants ■ CWB WeldSAFE

📍 300+

communities across 12 provinces and territories have been host to CWB Foundation introductory and experiential welding workshops and camps.

EN 366

programs delivered in English.

FR 7

programs delivered in French since 2021.

📄 82%

of secondary schools and 60% of post-secondary institutions are using CWB curriculum supports (online learning content).

💰 \$23.58M

to date in school supports (\$14.24M invested/\$9.34M co-invested) to enhance welding programs through capital equipment and consumables, ensuring classrooms across Canada have the resources to support their students.

📈 33

Adult Pre-Employment and Upskilling Workshops and Programs delivered, increasing employability and ensuring skilled welders are entering the workforce.

The Current State of the Welding & Materials Joining Industry

The welding and materials joining industry is undergoing an evolution where technological advancements are helping redefine how materials are fused together. Demand for skilled professionals continues to grow alongside these innovations as the industry faces a modest decline in the expertise needed to meet industry needs. Industry players have embraced automation, machine learning, and robotics to enhance the speed, safety and precision in welding and joining processes, but require the irreplaceable human element needed to navigate the balance between time-honoured tradition and cutting-edge technology.

At a Glance

 **80,900**

The average number of welders in Canada reported by Statistics Canada in 2021.

 **25%**

The decline in the number of welders between 2012 to 2021.

 **83%**

Projected portion of job openings due to an aging workforce and retirements between 2022 and 2031.

 **17,700**

The estimated number of job openings for welders (from employment growth, retirement, emigration and other replacement demands) for 2022-2031.

16,800

The estimated number of job seekers (from school leavers, immigration and mobility) for 2022-2031.

Projected labour shortage over the next decade

Top Challenges for Employers

Employers grapple with a need for more skilled labour in welding roles due to a widening skills gap, technological advancements outpacing training, and the retirement of experienced workers. This challenge is exacerbated by perceptions of the profession, underscoring the dire need to continue enhancing training programs and promoting the appeal of welding careers.

1 Finding Experienced Welders (36%)

2 Offering a Competitive Wage (17%)

3 Access to Talent Pool (Welder Shortage) (11%)

ACKNOWLEDGEMENT

This information is provided courtesy of CWB Group and its two recent reports on the state of the welding labour market and industry. Sources: The State of the Welding Labour Market in Canada, CWB Group, 2022; CWB Group Welding Industry Report 2022, CWB Group, 2022.

Opportunities and Career Pathways

 **\$29/hour**

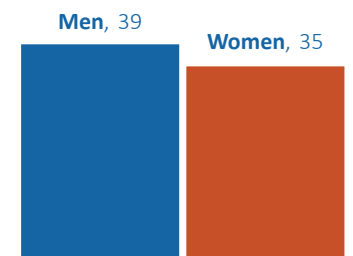
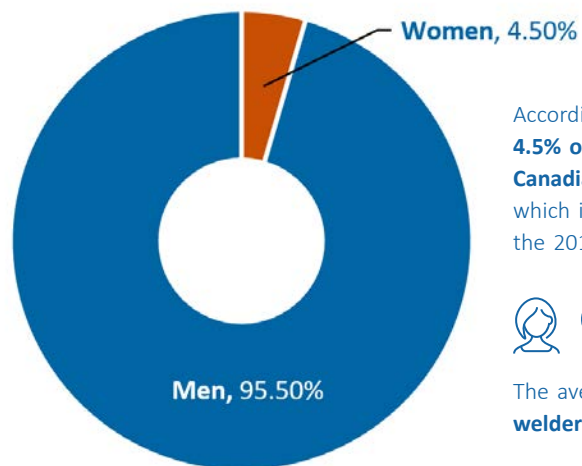
The average hourly wage in 2021 in Canada. This varies with experience, geographical location, education and career path.

 **17,315**

The estimated number of new welding apprentice registrants required to meet demand and maintain stable certification rates by 2027, according to the 2022 Labour Market Report from the Canadian Apprenticeship Forum.



Equity and Education in the Industry



 **9.9%**

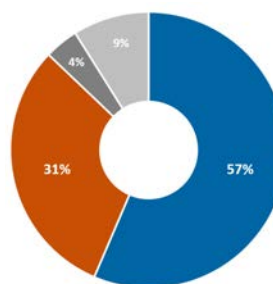
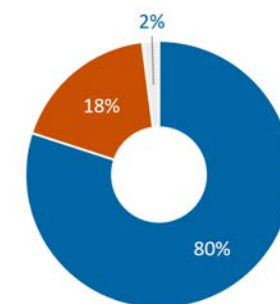
The average annual growth of female welders between 2011-2020.

 **68%**

Percentage of welders who completed some form of Post-Secondary program.

 **15%**

Percentage of welders in Canada who landed in Canada 5 years ago or less (peaked in 2014 at 29%)



 **<5%**

Percentage of students enrolling from diverse backgrounds, according to secondary school educators.

 **19%**






Average percentage of secondary students who identify as women.

What We're Doing About It

To address the current and future challenges across the welding and materials joining industry, the CWB Foundation advocates and delivers support in four key areas:

- Increasing access to skilled labour
- Shifting the narrative around skilled trades
- Prioritizing safe learning and working environments, and
- Increasing access to opportunities for underrepresented groups.

To do this, we:

-  **Work with local and provincial groups and organizations** to determine the unique socioeconomic needs of a region to ensure our programming directly addresses the demands and challenges of that community.
-  **Invest in the future workforce** through student awards, applied research, and grants that increase access to industry-appropriate equipment and consumables at all levels of education.
-  **Deliver accessible and inclusive programming** to underrepresented groups that increases awareness about the fulfilling career pathways that welding can provide to students of all ages who may not have otherwise considered it a viable option.
-  **Utilize innovative methods to reach rural and remote regions**, including the delivery of virtual programs developed through the COVID-19 pandemic, through simulation tools and exercises, career fairs and competitions, and through mobile trailer and training sites.
-  **Leverage the expertise of CWB Group, our affiliates, clients and partners** through collaborative program delivery, including providing educators and students in secondary schools across Canada with curriculum-supporting resources and the provision of safety reviews to ensure safe learning environments and industry-appropriate process testing.



Over the last ten years, the CWB Foundation has:



Delivered awareness-based **Mind Over Metal™** camps across Canada, and Indigenous-focused **Arx & Sparx** camps in partnership with LNG Canada



Supplied updated PPE safety kits & reviews through the **CWB WeldSAFE™** program



Provided millions of dollars in funding through **Capital Equipment & Consumables Grants**



Given financial support to thousands of students through **Student Scholarships & Bursaries**



Hosted upskilling training opportunities through **Women of Inspection & the Advanced Pressure Welder Training** program



Facilitated pre-employment training & testing for women through the **Women of Steel™** program



Offered educator training & support through **Igniting Bright Futures & CWB Education Licenses**



Provided multi-year sponsorships, research funding and program support to **5 leading Canadian universities and colleges**.

Area of Impact

Increasing Access To Skilled Labour

In an era of technological advancements and disruption, the demand for skilled workers, especially welders, remains as strong as ever. Since welding is a highly sought-after and in demand skill across countless industries, companies need help finding qualified welders to fill an increasing number of positions as automation continues to grow, requiring specialized skill requirements.

For the past 10 years, the CWB Foundation and its partners have delivered hands-on educational programs, camps for youth and workshops for adults designed to address the skilled trade labour shortage and equip workers with the necessary skills for the future. With programs like Mind Over Metal™, Women of Steel™, and tailored educator training, we continuously encourage people from all walks of life to explore welding and welding-related careers and upgrade their skills, directly impacting the future of skilled trades.



From Workshop to Workplace: How One Welder Sparked Her Success Through a Collaborative Initiative

Heidi Allen never considered herself to be a “perfect” student. As soon as homework was done, she would find herself having fun with friends no exception.

about my absences in period three, but it seems like it all worked out.”

Seizing Opportunity

“I would come home and tell my dad about upcoming projects like this haunted house we did one year,” recalls Heidi. “Picture this: Students are coming off the bus with their normal-sized projects while my dad and I drive up in a truck with this massive cardboard haunted house four times the size of me. When it came to being hands-on, I was always engaged and knew something like this would be my career.”

Heidi had the itch to weld, and before she knew it, she and her brother, who was training to be a pipefitter at the time, built a makeshift welding station in their backyard with his equipment to practice on. As the sparks flew, she often found herself getting frustrated as she struggled to learn how to achieve a perfect weld. With tears rolling down the inside of her helmet and wondering if welding was what she truly wanted to do, her brother kept her focused and motivated. She says people like her brother and Mike McCormick were pivotal in her success because they encouraged and nudged her in the right direction.

Not knowing exactly what career path to take led her to a young female-centred conference called Build a Dream where she was exposed to the skilled trades. Excited to try one, Heidi signed herself up for Sacred Heart High School’s manufacturing class in Walkerton, Ontario not knowing what she was getting herself into.

“Mike signed me up for a 30-hour welding camp in 2020 hosted by the CWB Foundation and UA Canada called “Sparking Success”. It was a week of welding with UA Canada professionals, and I absolutely loved the experience. That following week, my parents discovered another CWB Foundation program called “Women of Steel,” being held at Fanshawe College that I immediately signed up for. What I didn’t realize at the time was that all these little steps I was taking were opening doors for myself.”

“Knowing nothing and walking into a room full of guys was nerve-wracking, but that didn’t stop me,” she says proudly. “One of the first things I did in that class was welding and from that moment on I knew it was for me. I liked it so much that I used to ask to go to the bathroom in other classes only to end up in Mr. McCormick’s workshop class. Of course, my parents received a lot of phone calls



10 Years of Sparking Curiosity & Building Skills



5,000+

youth participants at Mind Over Metal and Arx and Sparx camps, with 60% reporting interest in continuing to learn about welding-related careers.



90%

of participants from pre-employment programs were employed within 8 weeks of their program conclusion.



100%

of participants in upskilling programs received industry required certifications.



55

Pre-Employment and upskilling workshops and programs delivered, with a focus on equity through programs targeted at those identifying as female.

Mike McCormick, an instructor and one of Heidi's biggest supporters during her time at Sacred Heart High School, says the Sparking Success program leaves a lasting impact on the students who take it.

"The students get wound up with excitement after taking this program. Many of them ask about competing in regional Skills competitions. It's great to partner with and have access to experts in the welding industry." So far, the program has been a Sparking Success (pun intended) as numerous youths have welded their way through high school and into post-secondary courses and apprenticeships after being exposed to the skilled trade, while hundreds more have benefitted from the equipment upgrades and safety measures.

"If you have a dream, don't let anything stop you from chasing after it..."

HEIDI ALLEN

Fierce Determination

After graduating high school, Heidi marched through the doors of UA Local 527, a multi-craft union whose members are engaged in the fabrication, installation, and servicing of piping systems in Waterloo, Ontario. Determined to become a welder, she passed the pipefitters aptitude test and started welding an endless number of coupons until she was ready to take her first weld test. She had no trouble passing it and, at only 18 years old, officially became the youngest member at UA Local 527. Shortly after,

she immediately began working in the field. "Walking into an apprenticeship was one of the best things to happen to me," says Heidi. I was very eager to weld right out of high school, and I wanted to be in the field right away. I'll admit, I didn't know what an apprenticeship looked like then, but I knew it would allow me to learn welding right away."

More recently, Heidi competed in the 2023 Skills Ontario competition in Toronto, an opportunity she won't soon forget.

"The experience was awesome. I didn't win, but I loved every moment of it. I've never done competitions before, but the union hall said I was just the type of person that should go. I was able to network and meet lots of cool people, and I'll probably end up going to the next competition when it comes around."

Having accumulated so much experience at such a young age, Heidi continues to hone her craft and look for more opportunities to expand horizons for both her and others looking to get into the skilled trades.

"If you have a dream, don't let anything stop you from chasing after it. Complete a co-op and take classes and workshops. Discover your passion and know that frustration comes with learning but sticking with it is key, just like I have. Opportunity is out there; remember to network with everyone you work with. You never know what doors will open by making those connections."

Heidi might not have known it at the time, but she's a shining example of the impact initiatives like our Sparking Success program and innovative partnerships can have on youth and industries that rely on highly skilled trades such as welding and fabrication.

Area of Impact

Shifting the Narrative Around Skilled Trades

Stigma has long undermined the true value and importance of skilled trades. We have continued to challenge these misconceptions by offering programs and education that raise awareness and expose participants to welding as a means of demystifying the world of skilled trades. Our goal? Generate meaningful conversations with students, parents, educators and industry that inform and inspire them to consider opportunities they may be unaware of, and career pathways of discovery and exploration.

Skilled trades are not confined to any demographic or background, and we and our partners remain steadfast in our commitment and collaboration to shine a spotlight on diversity within the trades and celebrate everyone's contributions. Embracing inclusivity encourages all generations to break down barriers and foster an environment that truly welcomes everyone.

10 Years of Igniting Change



30%

of youth program participants identify as female.



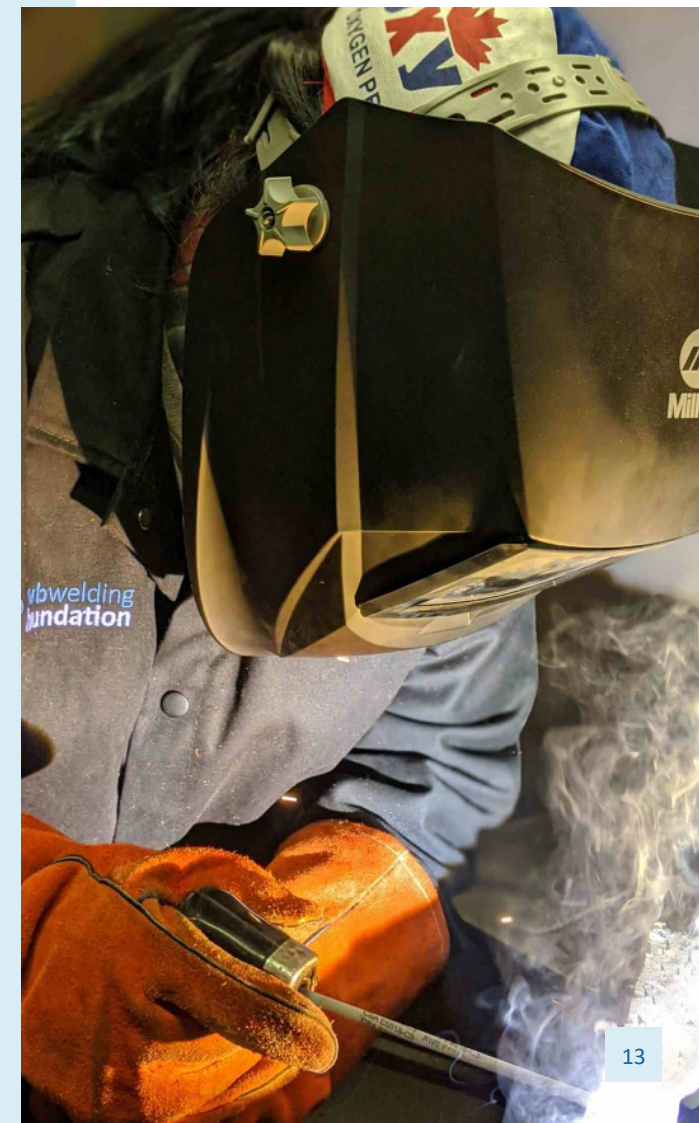
47 Mentors 160+ Mentees

are part of the CWB Foundation Mentorship Network, which provides a safe and supportive space to learn, ask and build confidence as welders navigate their careers.



5,000+

youth have been introduced to welding through the use of 6 virtual reality welding simulators across Canada, mobilized through a trusted partner network and try-a-trade related events.





Confidence to Compete: From Mind Over Metal Camp to Provincial Skills Competition

“You never know until you try.” Everyone knows the saying, but there’s a reason why adages stand the test of time. Trying something new can lead to new interests, opportunities, and even discovering something about yourself that you didn’t expect. That was a 15-year-old high school student’s attitude after seeing a recent poster for one of our March break Mind Over Metal™ Youth Camps.

Ayva Siokalo stumbled upon one of our welding camp posters in the halls of Fredericton Christian Academy, a secondary school in New Brunswick. She was initially drawn in by the prospect of trying something outside of what she was typically interested in. As a self-professed “theatre kid,” she quickly discovered a passion for welding despite her initial apprehension. Eventually, she went on to compete at Skills New Brunswick, an experience she didn’t foresee until she gained confidence through our welding camp.

“I thought the Mind Over Metal camp at Leo Hayes High School was awesome. I really liked it,” Ayva said of her positive experience. “Even on day one, when we were laying beads, I had so much fun.”

Going into the camp, Ayva believed a welding gun in her hand would spell disaster for herself and those around her. Still, after guidance from the supportive instructors onsite, she discovered she was more capable than expected. After the camp, instructors gently nudged her to compete in the upcoming New Brunswick Skills competition. Some could say that welding is in Ayva’s blood. To

prepare for the competition, she studied welding books passed down from her great-grandfather, who happened to be a master welder in his day. Even though she felt like she lacked experience, Ayva found the Skills competition welcoming and engaging.

“It was a nice environment. It didn’t feel like there was any pressure, even though it was a competition,” she said. “I’m not sure how I placed since they only grade the top three contestants, but I don’t think I came in last.” When asked if she would do it again, she responded with an enthusiastic, “Yes!”

Ayva’s mom, Krystal, who was very supportive of her daughter’s interest in welding, says seeing her try something new and end up competing in a major competition was unexpectedly “amazing.”

“She came home with a Mind Over Metal camp poster and asked if I could sign her up. It wasn’t something I thought she would be interested in, but it opened a lot of doors and showed her that there are opportunities outside of university. I’ve been telling people that if you have a 12- to 17-year-old at home, get them to experience a Mind Over Metal camp and see where it goes.”

For any youth considering getting into welding or competing in a Skills competition, Ayva offers some simple advice: “Just go for it.”

Area of Impact

Prioritizing Safe Learning & Working Environments

As the demand for skilled trades continues to grow and the types of skills needed by industry evolve, it is crucial to ensure that students and educators receive proper training in safe learning environments. The implementation of robust safety measures not only protects the well-being of students but also instills a culture of safety that they will carry with them into their future careers.

Our safety initiatives further enhance positive learning environments where students develop their skills with confidence and focus, maximizing their potential and contributing to a thriving, accident-free workforce. For example, the CWB WeldSAFE™ program, which launched in 2022, focuses on equipping eligible secondary and post-secondary schools with industry-appropriate personal protective equipment (PPE) kit sets and free safety reviews of their welding shop. Additionally, we provide comprehensive safety training to schools, educators, and students, empowering them with the knowledge and skills to identify and mitigate potential hazards in the classroom.

By combining our CWB WeldSAFE program, Capital Equipment and Consumables Grant program, and safety training, we’ve created a stronger foundation for safety culture, nurturing the next generation of skilled professionals who prioritize safety as an integral part of their craft.

Leading the Way to Safe Learning Environments



10,000+

hours in safety-related training delivered to educators through Educator Training programs to ensure best practices are taught in the classroom.



47

safety audits of secondary school welding classrooms completed in 2022-2023 to guarantee students are in safe and supportive environments.



111

secondary schools received 1,400 upgraded PPE kit sets in 2022-2023 providing over 12,240 Canadian students with access to proper fitting PPE through the CWB WeldSAFE™ program.



Working Together to Keep Learning Environments Safe

When it comes to students learning skilled trades like welding, the importance of safe learning environments cannot be overstated. Safety is paramount in any educational setting, especially where students work with high temperatures, sparks, and potentially hazardous materials. Instilling safety practices early in young welders requires their paths to be paved with safety at every step. Safety is a foundation for effective learning, enabling students to focus on honing their skills and gaining practical experience without compromising their health. Prioritizing safe learning environments in educational institutions is a must in order to guarantee the health and safety of students and promote a positive atmosphere conducive to growth and professional development.

Our CWB WeldSAFE™ program, which was launched in 2022 alongside CWB Consulting with support from industry partners and feedback from educators, was met with an immediate, positive response, leading us to expand the initiative much faster and more broadly than originally planned. The program has proven to be a pivotal support in enhancing learning environments across Canada. This one-of-a-kind program directly addresses the safety concerns within welding classrooms by providing brand-new Personal Protective Equipment (PPE) kits and facilitating comprehensive, on-site technical safety reviews.

Eligible schools participating in the program receive class sets of welding-specific PPE kits tailored to their

classroom needs, ensuring every student has access to appropriate safety gear. Additionally, the program offers a free workshop safety review conducted by experienced CWB engineering inspectors who thoroughly examine the shop infrastructure and equipment and identify potential safety hazards and opportunities to enhance the student experience.

ⓘ Please note that due to the competitiveness, we can't guarantee entry into the program as it is funding-dependent.

A Spotlight on Safety

Since its launch in October 2022, the CWB WeldSAFE program has conducted 47 safety reviews, uncovering correctable issues and improvements in participating school classrooms ranging from aging equipment to potentially harmful material storage. The results have been quite revealing since many grant recipients are experiencing a safety review for the first time.

The findings ultimately revealed that, although inexpensive, classroom equipment required regular inspection to continue meeting safety recommendations. Due to limited budgets, schools often need help to fund repairs or replacements to maintain an up-to-date learning environment. The CWB WeldSAFE program has shed light on the regular need for support and resources to ensure aspiring welders learn in an environment that prioritizes their safety, well-being and curiosity. The key findings are as follows:



2022-2023 School Year

2023-2024 School Year

Secondary schools across Canada that received PPE class sets through the CWB WeldSAFE™ Program.

- The most common discovery is the need for adjustments to oxyfuel equipment used to fuel welding torches. A majority of participating schools required corrective measures and minor adjustments to this equipment to prevent any potential accidents or future malfunction.
- Other notable findings included the need for adjustments to old but usable PPE (30 per cent), general repairs to welding equipment (27 per cent), and repair of protective curtains in welding bays (23 per cent).
- Some schools also required adjustments to cylinder storage methods (14 per cent) and line torches (11 per cent), ensuring the safe handling and storage of gases.

Overcoming Funding Challenges

Due to limited resources, addressing repairs and replacements in welding classrooms remains an ongoing challenge for secondary school educators. However, the CWB Foundation provides solutions to support schools in maintaining their learning environments. Schools are encouraged to apply for our Capital Equipment and Consumables Grant, a funding opportunity that can cover the costs associated with safety reviews, necessary repairs, equipment replacements, and more. This grant empowers schools to proactively address safety concerns, ensuring student safety and continued education. Additionally, schools can

submit class projects for a Forged By Youth Award ranging from \$15,000 for first place to \$1,000.

The comprehensive safety reviews conducted through the CWB WeldSAFE program have shed light on safety across school welding shops and emphasize the critical need to stay on top of repairs and improvements. By addressing these findings promptly, we can safely prepare youth for what lies ahead and impart best safety practices that students will take with them into their future careers.

Safety is a joint effort between industry and education made possible through significant sponsorships and partnerships. 3M Canada, the lead catalyst for the program, alongside Lincoln Electric and WeldReady, was integral to scaling this initiative from a pilot into an in-demand program. Significant contributions were also provided by the International Brotherhood of Boilermakers, AltaGas, the Ironworker Management Progressive Action Cooperative Trust (IMPACT), and LiUNA. Together, we're fully committed to continuing to expand this program in hopes of further advocating and elevating the importance of safety.



Area of Impact

Increasing Access To Opportunities For Underrepresented Groups

Strong partnerships with industry leaders have been instrumental in our success to break down barriers of entry and empower underrepresented groups, including women, Indigenous communities and youth in rural-remote locations. More recently, we have extended our support to youth in care and educational facilities.

Through collaborative efforts, the CWB Foundation and our partners create training pathways and links to support services for individuals who may have been overlooked in the past. For example, The Women of Steel™ Mentorship Network connects female participants with mentors who understand their unique challenges and provide the necessary support for success. Our scholarships and bursaries alleviate financial burdens for students and educators alike, making education and training more affordable. Our pre-employment programs, Women of Inspection program and the Filling the Gap: Pressure Welding Training program, support upskilling and increases workforce competitiveness — ensuring that accessibility isn't a buzzword but a tangible reality for all individuals interested in pursuing, advancing and excelling in the skilled trades.



10 Years of Breaking Barriers



80+

youth camps targeted specifically to Indigenous youth, including specialized curriculum with cultural considerations, projects and guest speakers.



100+

programs (camps and workshops) delivered in rural-remote areas across 12 provinces and territories in Canada.



\$2,483,700

in scholarships and bursaries were given to 1,138 students demonstrating financial need as they pursued post-secondary, undergraduate and post-graduate diplomas in welding-related fields.

Bringing Opportunity To Life For Indigenous Youth In Thunder Bay

A new and fully equipped welding lab at the Matawa Education and Care Centre (MECC) in Thunder Bay, Ontario, was completed in April 2023 as part of the CWB Foundation ScotiaRISE™ grant. The new facility bolsters the MECC's goal of empowering Indigenous youth by helping them connect to their identity in a safe and supportive environment.

Previously, the MECC had difficulty offering a welding program due to the funds required to renovate the space necessary to accommodate a welding lab. With generous support from ScotiaRISE, the MECC renovated and purchased the equipment needed to have a fully operating welding lab for the surrounding community to use beginning in the fall of 2023.

Access to programming specific to the economic and trade sector in the region, such as welding, is a game-changer for MECC students. The new welding lab and the program will increase student engagement, promote an increased interest in the trades in both male and female students, and increase attendance and graduation rates, ultimately enhancing the possibility for additional education, apprenticeships, employment, and skilled trades careers.

The MECC itself has been in operation since the spring of 2022 and provides housing for Matawa youth who have transitioned to Thunder Bay from their remote First Nations to attend high school. Many youths in attendance have been out of secondary school for an extended period or removed from provincial schools for varying circumstances. The MECC works diligently and tirelessly to create opportunities to bridge service gaps needed for Matawa youth to continue achieving personal and academic success.



\$300,000

ScotiaRISE™ investment over a three-year commitment, including \$88,000 to Matawa Education and Care Centre (MECC) and \$12,000 to Dennis Franklin Cromarty High School (DFC).

\$276,000

Co-investment made by MECC for the construction of the new welding facility

\$12,000

Investment from the CWB Foundation for instructor training and welding facility development consultation

\$588,000

Total investment amount

16

Number of major equipment purchases to date for the new MECC welding facility and the DFC infrastructure upgrade

Thank You To Our Partners

The CWB Foundation programming relies on financial, in-kind and volunteer support to inspire and educate North America's next generation of welders and advance their careers through upskilling. With the generous expertise and support from our growing network of partners, both individuals and organizations, we are able to continue raising awareness for the skilled trades industry and aid in filling skill gaps with qualified, industry-ready employees, professionals and apprentices in welding and welding-related industries.

A special thank you to **CWB Group** and its Board of Directors for their longstanding support and their initiative in establishing the Foundation a decade ago.

Corporate & Foundations



Labour



Government



Investing in Skilled Trades and the Materials Joining Industry

We are proud to work with, support and co-invest with organizations such as Skills/Compétences Canada, Canadian Institute of Steel Construction, Workforce Planning Board of Grand Erie, Canadian Apprenticeship Forum, Skills Ontario, Skills Alberta, Indspire, Let's Talk Science, Aboriginal Community Career Employment Services (ACCESS), the Ontario Council for Technology Educators, Helmets to Hardhats Canada and the CWB Association (Edmonton, Calgary, Winnipeg, Hamilton, Nova Scotia, Halifax and Conestoga Chapters).



Forging Ahead For The Next 10 Years

A Message From Susan Crowley

After a decade of investing in welding education in schools, communities and workplaces across Canada, the demand for support continues to grow. As we reflect on the progress made over the last 10 years, we are also looking to the future and will continue to engage community, government and industry partners to tackle current and future labour, workforce and skills gaps challenges. In April 2024, we will be launching a new, cohesive 10-year strategic plan in collaboration with CWB Group and EWI and are excited to continue to build on our successes over the last decade. Together, we will forge ahead to address existing and new opportunities while continuing to inspire individuals to explore welding and materials joining careers in safe and collaborative environments. As the scope of our industry continues to grow, innovate and move forward, we will be aligned with it.



On behalf of the CWB Foundation, thank you for your support of the current and incoming generations of welders, tradespeople and industry professionals both nationally and globally. Together, we will continue to ignite a bright future for the North American materials joining industry and for individuals from all walks of life ready to spark success in a fulfilling career.



Susan Crowley

Executive Director, CWB Foundation



Get In Touch



✉ info@cwbweldingfoundation.org

📞 1-800-844-6790

🏠 8260 Parkhill Drive
Milton, ON, Canada L9T 5V7



“Seaspan is a proud partner with the CWB Foundation as we continue to complement the welding education-related investments made by the CWB Foundation in conjunction with the Dennis and Phyllis Washington Foundation. We can provide a unique glimpse into the key role welders play across Seaspan’s three shipyards and beyond by providing professional development opportunities to welding educators and supporting pathways for students to welding careers, including in the marine industry. The CWB Foundation continues to help us engage with our communities across British Columbia and bridge the gap between education and industry. Thank you.”

- Dan Southern,

Director of Workforce Development, Vancouver Shipyards Co. Ltd.

“Thank you for the opportunity to support the delivery of a Mind Over Metal™ camp here in Sault Ste. Marie this year in partnership with Algoma District School Board. We were very impressed by what the students accomplished in such a short period. When paired with an instructor team as skilled as Dave, Josée and the student assistants, the camp model delivers a great learning experience. The excitement was palpable on Friday when the students showcased their projects to their parents. We clearly sparked their interest. I believe many students will pursue a career in the skilled trades. It was a pleasure to work with this team. Thanks to all for your assistance in making this summer camp a great success.”

- Brenda Stenta,

Communications & Branding Manager, Algoma Steel





Interested in exploring a welding-related career?

Participate in one of our upcoming youth camps or adult workshops to build confidence and skill and unlock a world of opportunities that welding and the skilled trades can offer.

Stay in the know about upcoming opportunities and subscribe today:



Want to run a CWB Foundation program?

Are you looking to bring a CWB Foundation program to your school or community? Let's explore what program supports your needs best, and how it can be customized to support your region's economic needs.

Explore our wide range of programming and support opportunities:



Explore our partnership opportunities!

Are you interested in sponsoring an upcoming program, award or initiative? Partnering with us directly impacts and supports welding and welding-related industries.

Get in touch with us today to learn about our many opportunities.



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