



LONDON COUNCIL FOR ADULT EDUCATION

BOX 2317, CITY CENTRE, 380 WELLINGTON ST., LONDON, ONTARIO N6A 5N9

<http://lcae.luhc.org>

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Minutes of LCAE Meeting February 15, 2005

PRESENT: Sheila Lupson (LCRC), Sharon Collins (UWO – Continuing Ed.), Dianne Rumney (TVDSB), Frances Shamley (OHCC), Robin Rundle Drake (City of London), Margaret Maciejewski (LPL), Nancy McQuillan (LUHC), Paul Hubert (Pathways), Ron Pauls (Success Resources London), Terry Webb (TVDSB), Sheila Carson (TVDSB), Carmen Sproviere, Susan Koning (WIL), Alice Brona (LACW), Jodi Connus (SIP), Debra Curtis (Fanshawe), Tamara Kaattari (Literacy Link), Colleen Pickering (Fanshawe), Heather Jeffery (Hutton House), Jeny Wallace (LEDC), Deb Mountenay (EMOLTB), Amy Thompson (LUHC), Donna Smith

REGRETS: Donna Moore

GUESTS: Oonagh O'Neill, Trojan Technologies
Human Resources Director

1. Welcome:

- Sheila Lupson chaired the meeting and began by welcoming everyone and thanking Paul Hubert from Pathways for hosting the meeting. Paul was asked to bring greetings from Pathways.
- Paul welcomed everyone to Pathways and invited people to tour the facilities in they had time following the meeting.

2. Minute Promotions:

Donna Smith – attended, on behalf of the LCAE, the report delivery of “The Study of Sudanese Settlement in Ontario”, final report at the Cross Cultural Learner Centre. Report will be offered to the London Public Library for circulation.

London Unemployment Help Centre – (Nancy McQuillan) LUHC is offering a full day **seminar with Denise Bissonnette** on February 23/2005 at the Delta London Armouries. This seminar cost is \$150.00.

3. Sheila Lupson introduced our Guest Employer speaker – Ms. Oonagh O’Neill, Human Resources Director at Trojan Technologies, who provided the following highlights:

- Who they are - Oonagh noted that Trojan was recently acquired by a large holding company in the U.S. (Danaher Corporation, out of Washington).
- Trojan is a London based high tech. Company dedicated to water disinfection.
- They manufacture UV light systems for water and water waste, are an international company, with operations in Europe and Asia.
- Their systems are used in municipal, industrial, commercial and residential applications.
- Trojan has been in the news lately for their role in the tsunami relief effort and also for being awarded the contract for Walkerton.
- They recruit from all over the world (U.S., Europe, and world-wide). Always looking for high tech people (Engineers, published scientists – bugs, lights, computational fluid dynamics [CFD]).
- Core skills include: engineering (mechanical and electrical) science (microbiology, photonics, CFD); project management; sales and service. Even in the service area they need qualified electricians and people with some controls knowledge.
- At the Project Management level they need very good people (at the CMP level).
- They need licensed electrical engineers (don’t do apprenticeships because of the health and safety factors).
- Future Planning – Business Planning Process every year to determine top priorities, daily management activities.
- Organizational review to determine needs vs capabilities.
- Staffing action plan to address the gaps. All planning processes are about increasing revenue and lowering costs.
- Control Engineers – very hard to come by. Application process is web driven/engineering magazines/Workopolis.
- Only one other manufacturing company in the world that does what Trojan does.
- Training Their People –have identified operational leadership group (need to be good coaches & mentors!).
- Types of training range from technical skills to leadership development.
- Methods of training include: On site (ie, project management, business tools); Off site (ie leadership development); On the job skill training; and Coaching and mentoring.
- Staff receive full tuition reimbursement (\$\$\$ limit).
- Benefits include increased skills, competence, marketability.

- Oonagh noted that they always have openings. All jobs are posted on TrojanUV.com.
4. **Sheila thanked Oonagh and introduced Dianne Rumney** – Coordinator of Basic Skills Program @ TVDSB who did a presentation on Essential Skills.
 - Diane provided an excellent overview of **Essential Skills** and **TOWES** (Test of Workplace Essential Skills)
 - She provided us with the link to access her powerpoint presentation and a link - www.towes.com/measureup - for more information on Essential Skills and Tows
 5. **Sheila thanked Dianne and everyone for coming out.** Next meeting will be held at the new Fanshawe location at the Galleria on March 22nd.
 6. **Meeting adjourned at 1:25 p.m.**