

# The Journey...

Begins with the first step...

## 01

### Opportunities

The Hammer Heads Program was created to address the needs of communities in Ontario. Many youth face challenges in finding opportunities that will provide them with a clear path to a successful career.

Our program links young men and women to apprenticeship programs and career opportunities in the construction industry that they might otherwise have difficulty accessing.



### Safety & Training

In addition to hands-on skills development and construction practices which enable our participants to acquire new skills, our participants receive intensive Health & Safety training. This training far exceeds the industry requirements of only WHMIS and Fall Protection and includes the following:

- > Confined Space
- > Tag & Lockout
- > Propane Handling
- > Forklift Training
- > First Aid / CPR
- > Rigging & Hoisting
- > Elevated Work Platforms
- > Heat & Cold Stress
- > Noise & Vibration



Our goal is to create safety awareness and develop trained, competent workers for the construction industry.

### Motivation

The youth of today face many challenges in finding meaningful employment. Our goal is to support participants in finding an effective way of overcoming these hurdles, which is the definition of success. Hammer Heads has a full time vocational coordinator to help bridge the gap between work and personal life.



Motivation is inspired by our diverse training curriculum and the peer-to-peer support of our past graduates. The 12 week process prepares participants for the journey ahead. Becoming a skilled tradesperson requires dedication and desire. Employers want job-ready workers and Hammer Heads can deliver quality workers who make a significant contribution and impact on the job, immediately.

### Leadership & Mentoring

Hammer Heads' Youth Advisory Committee members assist by offering new ideas for the program. They take part in the intake process and make recommendations to the program's overall structure so that it meets the needs of the youth of our communities.

With mentorship and coaching from Hammer Heads staff, training directors, trades people and program graduates, participants can count on a strong network of support to assist them in achieving success.



## 05

### Apprenticeships

An apprenticeship in a compulsory or non-compulsory trade is a rewarding achievement which opens doors to career opportunities.

The principle behind apprenticeships is that participants are learning on the job from experienced and skilled journeypersons, which is vital to the growth and transition of our aging workforce.



### Multiple Trades

Identifying and matching the skill set and personality of the participant to a specific trade, is vital to the success of the program and the participant. During the 12 week cycle, participants are exposed to several construction trades and learn valuable skill sets which build confidence and promote positive self-awareness.

The exposure to multiple trades allows us to determine the most suitable trade for each participant. This component is unique to our program. Matching individuals' aptitudes with specific trades, results in successful careers.



## 06

### Careers

Establishing a professional career by becoming a skilled worker in the construction trades is an empowering and fulfilling accomplishment. COBT affiliates have extensive resources and employer partners who recognize the benefit of trained, enthusiastic workers. With 28 construction trades and 80,000 members, Hammer Heads graduates will benefit from our collective experience and support.

Skilled labour is a valuable commodity in the construction sector and the Hammer Heads Program prepares youth for the journey to a career in construction.



## 07

### Systemic Change

The Hammer Heads Program is seeking the support of all levels of government; federal, provincial and municipal, in a joint effort to make a change in the lives of the youth of our communities. To achieve this systemic change we need to incorporate specific youth contract language which guarantees that our youth will have access to local gainful employment.

Developing partnerships that create opportunities for the under-resourced youth of our communities is essential for the ongoing success of the Hammer Heads Program.



## 08