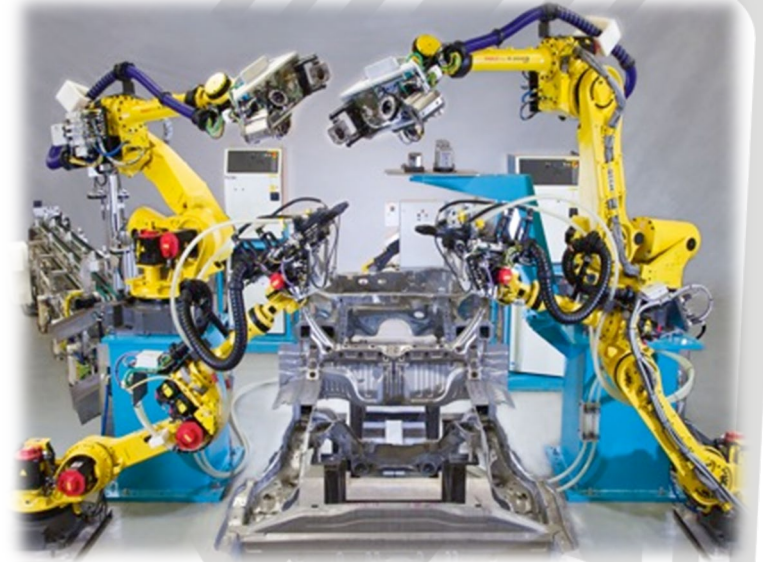




INNOVATIVE®
AUTOMATION. LEAD GLOBALLY.

*Growing Your Workforce Conference
Western Ontario Wardens' Caucus*

- Who is The Innovative Group
 - Innovative Automation
 - MecSmart Systems
 - RoboTape
- Building an Innovator
- The Skills Journey



Innovative Group designs and builds custom industrial machines for assembly and testing of automotive components, bio-medical devices, electronic components, white goods, autonomous vehicle controls and consumer goods. In addition, Innovative has developed a standard industrial machine RoboTape





Technologies used include:

- Machine Control Systems including PLC, PC, and HMI
- Vision Systems
- Motion Control
- Robotics
- Data Collection
- Creation of AI



- Design Engineering including SolidWorks & ePlan
- ERP System including Epicor and Innocor
- Business System for Accounting and Human Resources

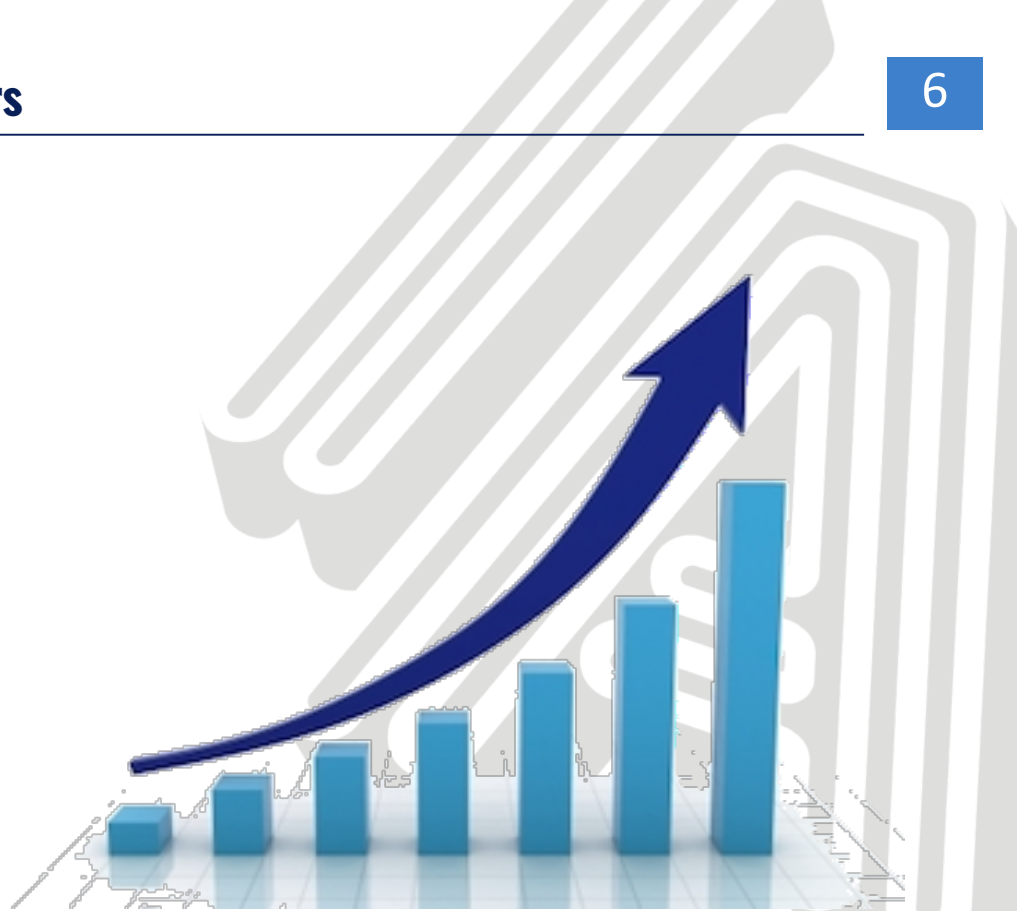
Young Workforce: 200 employees with 40% of employees under the age of 30

Skilled Workforce: Over 95% of Innovators have post secondary education

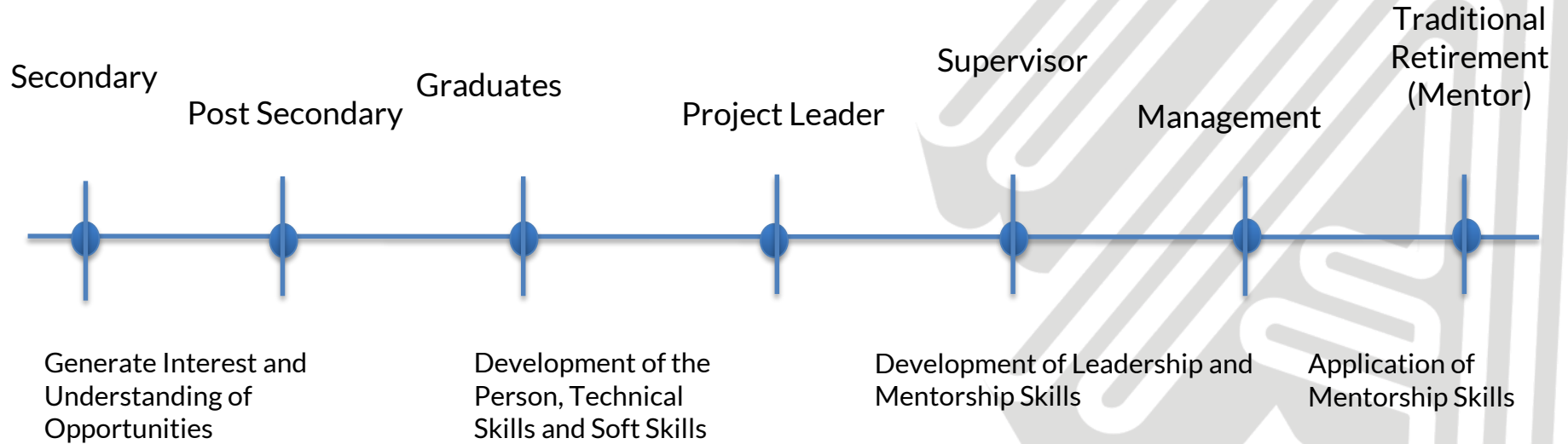
Local Workforce: 40% of Innovators are graduates from Georgian College



- Investing in Employees
 - Skill Development
 - Personal Development
- Mentorships
- Maintaining Employee Culture
- Mental Health Initiatives



The Employment Journey



Secondary School

Innovative In the Classroom

- Understanding why STEM is important
- Local opportunities
- Understanding the pieces of a project
- Being a part of a strong Team

Corporate Presentation

- Local opportunities
- Educational requirements

Co-operative Learning

- Transition from learning to understanding
- True workplace engagement

Post Secondary

Co-operative Learning

- Transition from Learning to Understanding
- Multiple aspect exposure
- Understanding the pieces of a project
- Being apart of a strong Team

Advisory Committee Involvement

- Drive course direction

Guest Program Presentation

- Educate on opportunities as an Innovator
- Face to Face with potential future Innovators

Workplace Skills

- One on One Mentorship
- Application of Academic Learning
- Development of Soft Skills
- Being a part of a strong Team
- Development of Technical (Workplace) skills

Community Ambassador

- Pride in Employment
- Lead Locally



Project Lead

Workplace Skills

- Be a Mentor
- Application of Soft Skills
- Leading a strong Team
- Fine tuning of Technical (Workplace) skills

Community Ambassador

- Pride in Employment
- Community advocate

Workplace Skills

- Application of Management Skills
- Application of Soft Skills
- Developing a Strong Team
- Application of Project Management Skills
- Development of Strategic Thinking
- Mentorship

Community Ambassador

- Pride in Employment
- Community Champion

Traditional Retirement (Mentor)

Workplace Skills

- Mentorship
 - Technical Skills developments
 - Research Skills Development
 - Strategic thinking Skills Development
- Corporate Value of the Employee
 - Lifelong value

Community Ambassador

- Pride in Employment
- Community Champion

Question and Answer



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