



# Titan Trailers



- Titan is a manufacturer of aluminum welded trailers for the bulk transport industry
- Titan trailers are valued in the industry for their durability and serve the Waste Transfer, Agriculture, Construction and Forestry Industries
- In 2016 Titan began a major recapitalization program
  - 2017-18 new 90,000 sq ft Plant was constructed
  - 2018 Acquired the former Siemens plant in Tillsonburg
  - Major new equipment purchases included newest technology welders, a lazer cutter, new CnC machine, paint facilities, polishing facilities and several new robotics centres





# Manufacturing Capacity

- Manufacturing Capacity by 2020-21 Increased by 100% of pre 2015 levels
- Employment was increased by 25%
- Production went up 25%
- However the Order Backlog continued to Increase post-covid
- The challenges in hiring and retaining employees have constrained growth
- In 2021 Titan contacted Immigration Canada
  - IRCC was very excited and started a working group with local support bodies
  - CES, CCLC, Province of Ontario all assisted in getting project off the ground



# What we Learned

- IRCC mandate is to get Refugees and Immigrants to Canada
- Provincial & Local Support Groups Are Immensely helpful for work training, language training guidance to citizenship
- It is up to the Employer to find the employees that suit your needs
- In our case we teamed up with the Peel NewComers Centre in Mississauga ....their role is to place immigrants in temporary housing as they land at Pearson and help them find employment
- We the hired an English speaking Ukraine to join our HR group
- Began virtual job interviews with qualified applicants
- Applicants were in Canada or In Transit to Canada



# Schafer House Project in Delhi, Ontario

- We proposed to IRCC to rezone a former Ag Canada Research Centre owned by Mike and Sandy Kloepfer into Refugee/Immigrant Housing
- Norfolk County was Supportive, BUT .....Zoning = Provincial Rules
- After support from IRCC, Norfolk passed 3 year Temp By-Law
  - 4 Months get By-Law Passed & 2 Months to get Building Permit Issued
- Construction on 7 family units ...Began Feb & completed Aug 2022
- Plans for an additional 3 Units at the same site early 2023
- Also Utilizing additional properties owned by the Kloepfers

News / Local News

# Former Delhi research station could become refugee centre

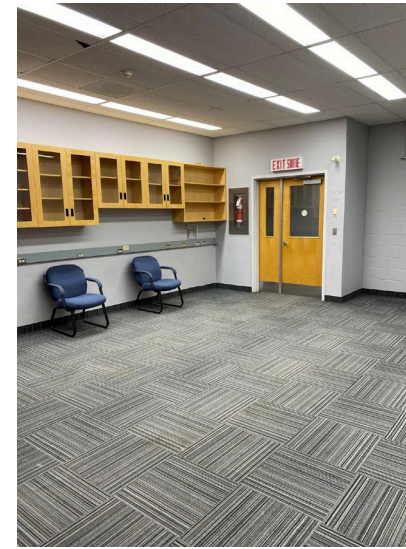
*Titan Trailers could play host to 80 Afghans*

Monte Sonnenberg

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A housing centre for migrant workers and refugees is being proposed for the former Delhi Research Station property. The research centre closed in 2012.  
FILE PHOTO



# Success

- Currently have 31 Ukrainians ....
  - 17 workers, 6 spouses and 8 children
  - Ukrainians arriving in July & Aug a local B&B
  - Relocated to Schafer House in late August
  - kids enrolled in local schools
  - Titan runs language courses twice a week in house after work
  - Assist them with transportation until get own license and car
- Province has been very helpful, CES, CCLC, Drivers License Office & School Boards
- **LACK OF HOUSING IS A MAJOR DETERRENT IN GETTING AND RETAINING IMMIGRANTS and LOCAL EMPLOYEES**





# Experiences Learned

- ONTARIO DOESN'T HAVE ANY FINANCIAL ASSISTANCE FOR EMPLOYER HOUSING FOR EMPLOYEES
- MUNICIPALITIES HAVE ONEROUS DEVELOPMENT REGULATIONS
  - Development Fees, Zoning Laws, Ridiculous timelines
  - GTA Zoning Rules are applied in Rural areas (Cumbersome / Slow)
- Companies Need Financial Assistance for Housing from Province
- Housing Crisis is affecting Canadians and Immigrants
  - 25% of our non immigrant employees live with Parents / Relatives
- NEED FOR JOINT GOV'T – CORPORATE OWNERSHIP TO ADDRESS THE PROBLEM OF HOUSING



# Titan Trailers Employee Housing Proposal



Titan Trailers is a Canadian Controlled Private Corporation located in western Norfolk County Near the towns of Delhi and Tillsonburg. Titan is world leader in the manufacture of high end bulk goods transport trailers.

Titan Currently employs 240 people in our manufacturing operations and is facing severe labour shortages

The property that Titan is located on includes a 2 acre Commercially Zoned parcel

The owners of Titan would like to erect a mixed use commercial building On the site that would include a hotel that would be available for long term stay employee housing. In addition the main floor would include a restaurant and store



The building would be approximately 1,800 sq meters in size over 3 floors



There would be accommodations for 30-40 employees

The building would be constructed at a cost of approximately \$ 5M.