



Heritage NL

Heritage Skills Training Program

Final report, April 2023

Overview: Heritage NL identified two major areas for heritage training to address critical gaps and loss of knowledge in Newfoundland and Labrador, and so developed and delivered workshops and apprenticeships for tradespeople, craftspeople and artisans.

I. Skills and knowledge in heritage preservation and conservation: Heritage NL worked with recognized specialists in critical building conservation areas to deliver specialized training to practicing tradespeople, contractors and other interested residents of Newfoundland and Labrador.

II. Revival of traditional skills at risk that have the potential to create new cultural and economic opportunities: Heritage NL delivered interactive, introductory level workshops in traditional skills, and coordinated a one-on-one Mentor-Apprentice Program to support the transmission of traditional skills that are categorized as endangered or critically endangered on the Heritage NL Craft at Risk List 2021.

Over the two-year period of the Heritage Skills Training Program, Heritage NL and its community partners completed 67 training events with 30 instructors and more than 1,000 registrants. And 61 people from around Newfoundland & Labrador participated in the Mentor-Apprentice Program.

*Photo: Heritage Roofing Workshop at Kent Cottage Registered Heritage Structure, Brigus, May 2022.
Jeremy Harnum Photography.*

Skills and knowledge in heritage preservation and conservation:

Building local professional capacity in heritage conservation skills is critical if we are to properly care for Newfoundland and Labrador's built heritage. Conservation skills and knowledge in key areas are in short supply, so that it has been necessary to bring in expertise from outside the province and bear that extra cost. And sometimes work undertaken by local tradespeople or consultants is inappropriate or even harmful to heritage buildings and structures due to a lack of familiarity with historic building fabrics, conservation standards and solutions.

Heritage NL proposed to offer training in key built heritage conservation areas over the two-year period of this project. Together with our partners, we completed 25 training events on historic masonry, restoration of historic wooden windows, wooden door joinery and millwork, surveying and documenting historic structures, the application of the Standards and Guidelines for the Conservation of Historic Places, and roofing of historic structures. Training ranged from a half day workshop to several days of instruction, depending on the subject, target audience, skill level of registrants, and number of participants suited to hands-on instruction around the particular skill topic as deemed by the instructor.

Travel subsidies were offered to training registrants when required.

Some highlights and outcomes:

Ian Petty and Robyn Lacey of their newly-established company Black Cat Cemetery Preservation led several workshops during the program. A day-long, hands-on workshop in a historic cemetery in Cape Broyle in August of 2021 covered “do no harm” methods of conserving historic headstones and stone monuments; safe recording and documentation methods; appropriate tools and solutions; safely cleaning historic masonry; methods to avoid; and technique and materials for repairing historic headstones. Several historic headstones were repaired and re-erected during that workshop. One of the workshop registrants has a cemetery and headstone maintenance business on



Workshop participants repairing a historic headstone with guidance from Robyn Lacey and Ian Petty, Cape Broyle, August 2021.

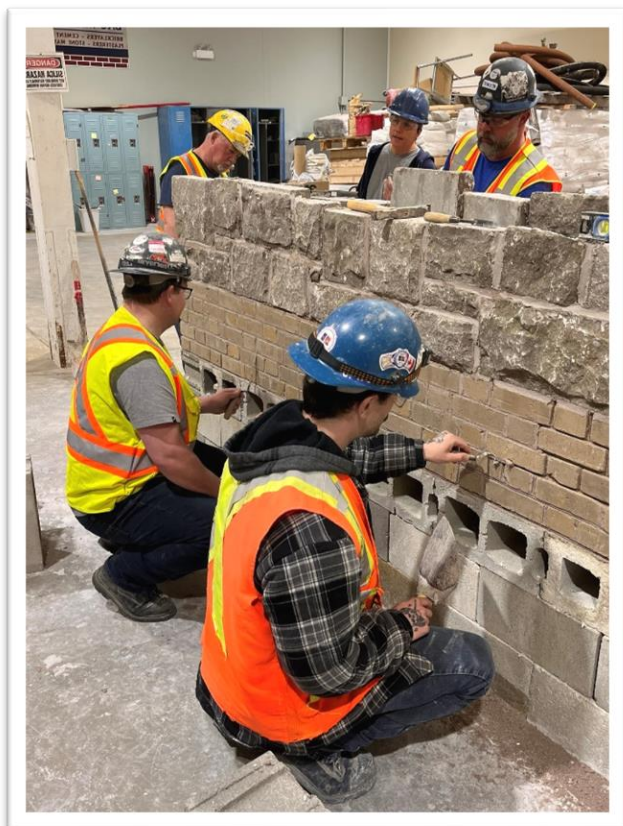
the West coast and was enthusiastic about learning methods to improve his work. And Black Cat Cemetery Preservation went on to lead other workshops for Heritage NL, which led to increased skills and public awareness about historic headstone conservation, and helped to increase the profile of the business. In 2022, the company took on 17 projects across multiple communities on the island, the largest involving four weeks of work at St. Paul's Anglican Cemetery in the Town of Trinity's designated heritage district.

Stonemason Ken Tuach of NL Flagstone led two two-day drystone walling workshops at two Registered Heritage Structures in Brigus in the early fall of 2022. Both involved disassembling and re-erecting sections of historic drystone walls in need of repair. Participants learned about tools, site preparation, choosing stones, throughstones, coping, hearting, joints, correct batter, and other topics in building drystone walls or stabilizing historic drystone walls. Ken also led three days of training with Town of Carbonear workers, which involved building a drystone wall on Water Street at the Rorke Stores Museum Registered Heritage Structure site, reusing stone from historic building that had been destroyed.



Dry stone wall training in Carbonear led by Ken Tuach of NL Flagstone with Town staff, Sept 2021.

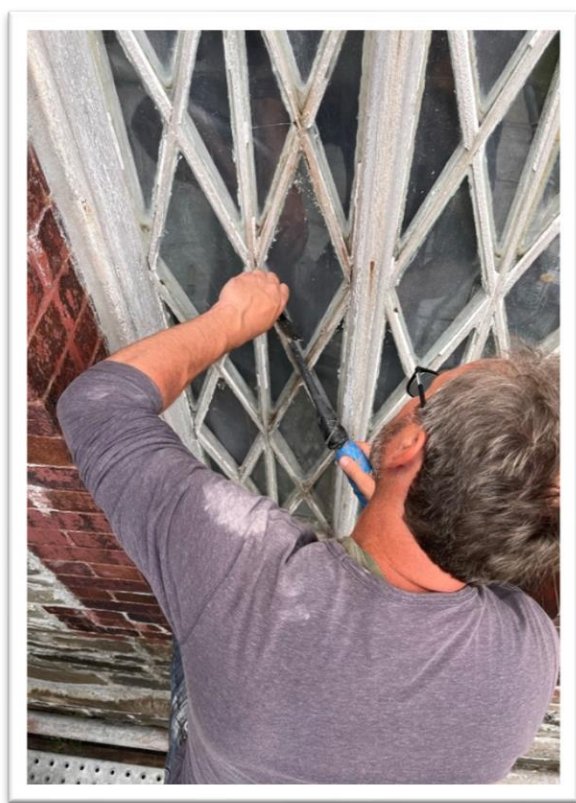




Historic masonry workshop with Carol Jackson, BAC Masonry College, CBS, April 2022.

Rex Passion led four workshops on wooden window restoration and repair. The first was a two-day, hands-on workshop where seven participants learned about the history of wooden windows, safe removal of lead-based glazing, preparation of the wood frame for installation of glass, the renewal of bedding and glazing using traditional materials, Dutch wood patching, and epoxy consolidation of rotted wood. The second workshop was customized for the work crew at the site of the Cathedral of the Immaculate Conception Registered Heritage Structure, which is being converted into a brewery and restaurant in Harbour Grace, and which has dozens of historic wooden windows with hundreds of panes of glass. The third workshop was at the request of a contractor working in St. John's at for the Sunnyside Registered Heritage Structure, which has more than 40 wooden windows. And the fourth workshop was customized for local carpenters and

Heritage mason Carol Jackman from the faculty of Willowbank heritage conservation college in Ontario led a three-day historic masonry workshop held in partnership with BAC Masonry College in CBS in April of 2022. Learning modules included historic building practice as compared to contemporary methods; recording and documenting heritage buildings; inspection: how to identify where problems start, and how to fix them; safely cleaning historic masonry; understanding heritage materials (stone, brick, clay, plaster, concrete and mortar); methods of identifying and matching historic mortars; repair methods to avoid; tools; and finding and using sympathetic materials. The participants from two local masonry companies erected and disassembled a wall in both brick and stone as part of the training. One of the companies has since been contracted to do heritage masonry restoration work at Lester Garland House Registered Heritage Structure in Trinity.



Windows restoration workshop, Harbour Grace, June 2022.

contractors to attend at Adam's Cove Methodist School Hall Registered Heritage Structure, as the building needed wooden window repair. The non-profit group that oversees the building shortly thereafter accepted a bid on the windows work from a contractor who had completed the workshop.



*Wooden windows restoration workshop group, Torbay, Sept 2021.
Photo: Jeremy Harnum Photography.*

Revival of traditional skills at risk that have the potential to create new cultural and economic opportunities:

Artisans, craftspeople, traditional skills knowledge holders, and traditional food producers are part of the backbone of our province's communities, and contribute to the intangible values, identities and economic wellbeing of society. Many of the traditional skills that contribute to our province's unique cultural identity and that were part of its local economy are disappearing. Fewer people have knowledge of how to make the tools, objects and crafts of yesteryear, and consequently, skills and labour gaps exist. Traditional craft trades hold employment potential for NL's rural, remote and northern regions, and there is a growing societal and tourism interest in local products.

Workshops Program:

Together with our community partners, Heritage NL completed 42 introductory level traditional skills workshops around the province. These included spruce root basketmaking, wriggle fence building, knitting, traditional foods, birch broom making, killick making, blacksmithing, sealskin clothing, braided rugs and weaving. The workshops were open to anyone who would like to learn a new craft or improve their skills.

Some highlights and outcomes:

The Labrador Artisan's Co-operative is a community service co-operative which acts as a mechanism for craft producers to become active participants in the craft and tourism business sectors. LAC had an old loom, but not the expertise to make it functional. Heritage NL found an instructor, Jessica McDonald, who could assemble the loom and lead a 5-day weaving workshop with it in West St. Modeste.

Heritage NL held two wriggle fence workshops in New Perlican led by Kevin Andrews and George Burrage, two local traditional skills knowledge holders. The workshops were held in partnership with Heritage New Perlican, and the fences constructed help to define, beautify and add interest to New Perlican's waterfront Heritage Landing site.

Heritage NL upcycled old retail stock fabric items gifted by a St. John's businessman to complete five popular braided rug workshops, for which there were waitlists. It was initially difficult to find someone who could teach that traditional craft, but the interest in learning it was high. The workshops drew a lot of word-of-mouth and social media interest, so that we now have a list of organizations from around the province who have requested braided rug workshops. And Deanne Dawe, who taught our first braided rugs workshops, and had recently started her small business Rustic Rugs by Deanne, experienced increased interest from individuals who want to buy her rag rugs, shops that want to stock them, and groups who are willing to travel to her home for rag rug classes. She is also planning to participate in her first craft fair this year.



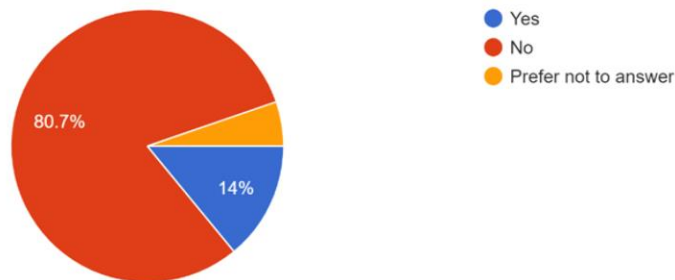
*Braided rug workshop group,
Portugal Cove-St. Philip's, March 2023.*

Mentor-Apprentice Program:

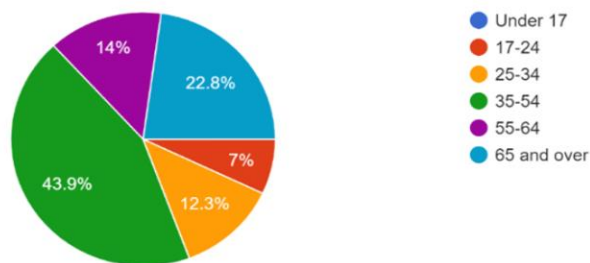
About the participants:

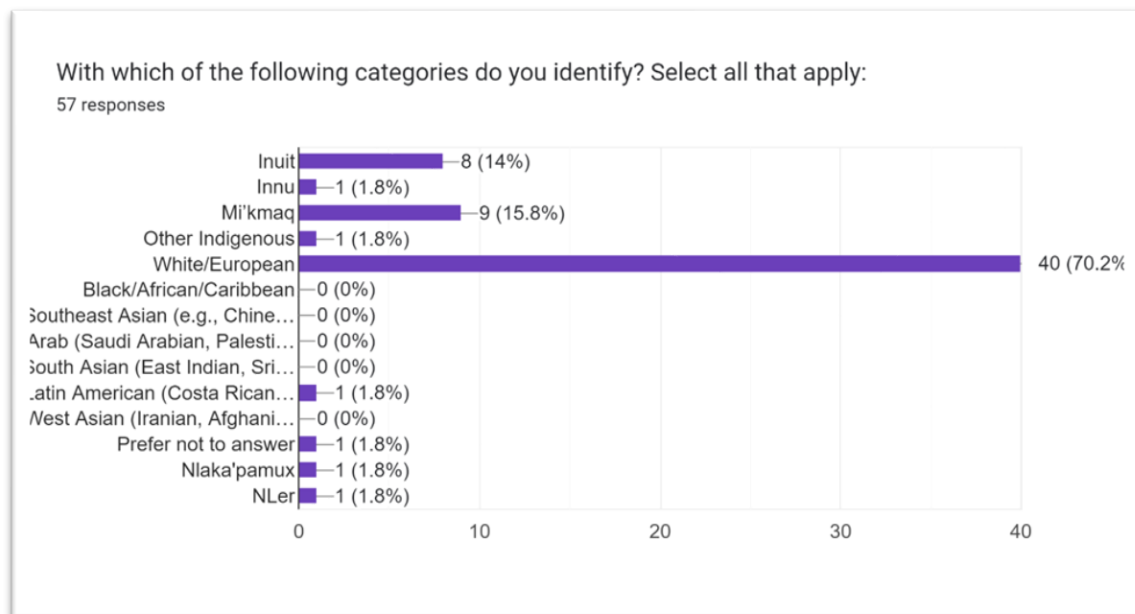
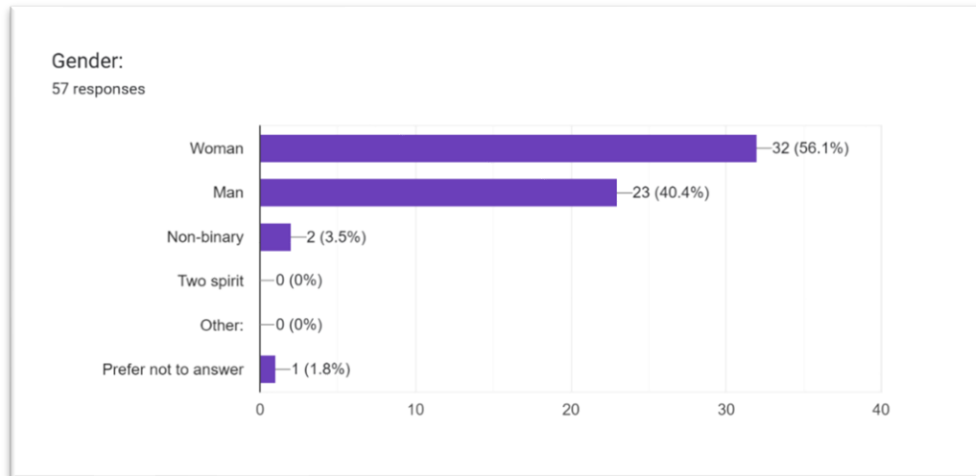
Diversity: The 61 Mentor-Apprentice Program (MAP) participants were from around the province, including 10 from Labrador, and ranged in age from youth to seniors. Of the 57 participants who answered questions to compile the following data, approximately 30% identify as Innu, Inuit, Mi'kmaw or other Indigenous identity, and one as Latin American. More than half were women, at least two were nonbinary, and the group included people with disabilities.

Do you identify as a person with a disability (long-term or recurring physical, mental, sensory, psychiatric disability, chronic illness or learning impairment)?
57 responses



Age:
57 responses





From Apprentice to Entrepreneur:

A number of the participants in the Mentor-Apprentice Program have started supplying crafts products to retailers, plan to start their own business, or have now started business. Some examples:

Neil Hammond of Pouch Cove is a Red Seal cabinet maker who contacted Heritage NL about his interest in our Heritage Skills Training Program and in restoring and replicating heritage windows and doors. Our program coordinator put him in touch with Rex Passion, a retiree with a background in built heritage preservation business who had also started off as a cabinet maker. They applied together to the Mentor Apprentice Program and were accepted. Rex was impressed with Neil's woodworking skill level and Neil was interested in being self-employed, so much of their project centered around business development, from working efficiently to pricing jobs and business ethics. "When we first met, Neil Hammond was not a businessman.... After six months, he is operating a full-scale business doing repair, restoration and

replication of wood windows and doors along with new work,” says Rex. Neil started Hammond’s Woodworking and has completed wooden windows work for a privately owned Registered Heritage Structure in Brigus and for Conception Bay Museum in Harbour Grace, and currently has a contract to restore the wooden windows in a Registered Heritage Structure in St. John’s. He is now considering taking on an apprentice himself.

Kevin Drew learned to make Mi’kmaw style moccasins from his mentor Rita John. He can now supply Glenn John Arts & Crafts Centre in his home community of Miawpukek/Conne River with that craft product.

Bryan Poirier was an apprentice in the program, with musician and bodhran maker Paddy Mackey as his mentor. Bryan has now started a business called Poirier’s Drums, making and repairing bodhrans.



Bryan Poirier demonstrating a stage of bodhran making, Torbay, Aug 2023.

Entrepreneurial literacy for tradition bearers:

MAP participant craftspeople who were interested in professional or entrepreneurial development were given the option to be reimbursed by Heritage NL for registration in relevant online or in-person training. One person took the offer and attended a workshop hosted by the Portugal Cove-St. Philip’s Chamber of Commerce called Self-Management for Artists: Presenting Your Artwork Professionally.

We learned from MAP participants who are interested in the business end of craft production that the top things they want to know about are: 1) how to get their products into stores and 2) how to price them for sale. To address this, Heritage NL planned a webinar with the retail manager of the Heritage Shops, which operate online and at nine locations. The content outline for the webinar is:

- how to inquire about supplying your work for sale;
- providing product samples to retailers;
- commission versus wholesale;
- how purchase orders work;
- pricing your craft products;
- packaging or presenting your products;
- receiving payment (methods, schedule)

Bad weather forced rescheduling of a number of in-person workshops during 2023 (see Challenges below), and had a knock-on effect, so that this webinar has been rescheduled for spring.¹ Webinar registrants will also get follow-up information about other resources, including the Crafts Council of Newfoundland and Labrador, which provides member craftspeople with various forms of funding for education and professional development, business-related workshops, and opportunities for exposure.

Heritage Training Program Challenges:

Covid: Starting a training program in 2021 in the midst of Covid-19 pandemic concerns and public health restrictions was never going to be easy. Our strategy was to begin with online topics that could be covered in webinars and that could be used to raise awareness about our program; then concentrate on training that needed to occur mostly or entirely outdoors and in warmer months; and then to schedule indoor workshops for the latter part of our two-year program.

Weather: A number of training events were cancelled or postponed due to heavy rain, fall hurricanes (outdoor workshops) or bad winter weather. This was particularly challenging during January through March of 2023, when workshops had to be postponed multiple times, so that instructors and venues had to be re-booked and participants re-registered. This forced two workshops into spring scheduling, beyond the calendar scope of this program. Those two workshops have since been completed, and are included in brackets in the list of workshops/training completed on the next several pages.

Despite these challenges, Heritage NL and program partners completed 67 training events (31 more than proposed), and engaged 30 Mentor Apprentice teams (20 more than originally planned). See workshops list starting on the next page.

¹ Update, added May 9, 2023: This webinar was completed on May 8, 2023, attended by 24 craftspeople.

Workshops/Training Events Completed:

Date	Workshop/Training Event	# of people	Location	Schedule D training agreement section
2021-04-28	Folk Schools and Crafts Training Webinar	130	Online	B1 - Introductory skills
2021-06-28	Cemetery and Historic Headstones Conservation Webinar	60	Online	A - Stabilization of historic masonry
2021-07-08	Historic Headstones Cleaning Workshop	26	Cape Broyle	A - Stabilization of historic masonry
2021-07-15	Victoria Lodge Documentation Workshop	7	Fortune	A - Surveying and Documentation
2021-07-17	Wriggling Fence Workshop	11	New Perlican	B1 - Introductory skills
2021-07-19	Carbonear Scanning Event	17	Carbonear	A - Surveying and Documentation
2021-08-03	Cemeteries on Your Cellphone Workshop	5	Heart's Content	A - Surveying and Documentation
2021-08-09	Cemetery Headstones Cleaning Workshop	4	Witless Bay	A - Stabilization of historic masonry
2021-08-11	Headstones Cleaning and Repairs Workshop	18	Cape Broyle	A - Stabilization of historic masonry
2021-08-13	Historic Masonry Workshop	7	St. John's	A - Historic Masonry
2021-08-16	BillionGraves Workshop	7	Witless Bay	A - Surveying and Documentation
2021-08-21	Riddle Fence Workshop	9	Ferryland	B1 - Introductory skills
2021-08-29	Cemetery and Headstone Conservation Workshop	20	Salvage	A - Stabilization of historic masonry
2021-08-29	BillionGraves Workshop	10	Salvage	A - Surveying and Documentation
2021-09-18 - 2021-09-19	Wood Windows Repair and Restoration Workshop	7	Torbay	A - Restoration of Wooden Windows
2021-09-25 - 2021-09-26	Dry Stone Wall Workshop	10	Brigus	A - Stabilization of Historic Masonry
2021-09-27 - 2021-09-29	Dry Stone Wall Training	6	Carbonear	A - Stabilization of Historic Masonry
2021-10-02 - 2021-10-03	Dry Stone Wall Workshop	12	Brigus	A - Stabilization of Historic Masonry
2021-10-13	Knitting Workshop	16	Torbay	B1 - Introductory skills
2021-10-20	Knitting Workshop	16	Torbay	B1 - Introductory skills
2021-10-27	Knitting Workshop	16	Torbay	B1 - Introductory skills

2021-10-28	Potato Bread Workshop	7	Mount Pearl	B1 - Introductory skills
2021-11-03	Knitting Workshop	16	Torbay	B1 - Introductory skills
2021-11-10	Knitting Workshop	16	Torbay	B1 - Introductory skills
2021-11-04	Potato Bread Workshop	6	Mount Pearl	B1 - Introductory skills
2021-11-17	Knitting Workshop	16	Torbay	B1 - Introductory skills
2021-11-18	Potato Bread Workshop	6	Mount Pearl	B1 - Introductory skills
2021-11-20	Standards and Guidelines for the Conservation of Historic Places	10	St. John's	B1 - Introductory skills
2021-11-25	Molasses Cake Workshop	6	Mount Pearl	B1 - Introductory skills
2021-12-01	Research Your Historic House Webinar	65	Online	A - Surveying and Documentation
2021-12-02	Molasses Cake Workshop	8	Mount Pearl	B1 - Introductory skills
2022-04-06 - 2022-04-08	Heritage Masonry Workshop	7	CBS	A - Stabilization of Historic Masonry
2022-04-11	Wood Windows Restoration Workshop	10	Adam's Cove	B1 - Introductory skills
2022-05-15	Heritage Roofing Workshop	3	Brigus	B1 - Introductory skills
2022-05-27 - 2022-05-29	Spruce Root Basket Workshop	6	Cow Head	B1 - Introductory skills
2022-06-04	Wriggle Fence Workshop	10	New Perlican	B1 - Introductory skills
2022-06-08	BillionGraves Workshop	6	St. John's	A - Surveying and Documentation
2022-06-28	Wood Windows Restoration Workshop	5	Harbour Grace	A - Restoration of Wooden Windows
2022-07-14	Headstones Cleaning Workshop	8	Blackhead	A - Stabilization of Historic Masonry
2022-07-21 - 2022-07-22	Spruce root basket workshop	10	Stephenville	B1 - Introductory skills
2022-07-23	Headstones Cleaning Workshop	2	Pilley's Island	A - Stabilization of Historic Masonry
2022-07-30	Headstones Cleaning Workshop	11	Bell Island	A - Stabilization of Historic Masonry
2022-08-03	Build A Birch Broom Workshop	30	Gillams	B1 - Introductory skills
2022-08-10	Build A Birch Broom Workshop	30	Gilliams	B1 - Introductory skills
2022-08-13 - 2022-08-14	Spruce Root Basket Making Workshop	10	Stephenville	B1 - Introductory skills
2022-08-17	Build A Birch Broom Workshop	30	Gillams	B1 - Introductory skills
2022-08-24	Build A Birch Broom Workshop	30	Gillams	B1 - Introductory skills

2022-08-27	Bodhran (Instrument) Making Workshop	20	Torbay	B1 - Introductory skills
2022-08-28	Sealskin and Beaverskin Gauntlet Workshop	20	Gander River	B1 - Introductory skills
2022-08-29	Sealskin Mocassins Workshop	25	Gander River	B1 - Introductory skills
2022-08-30	Sealskin Vests Workshop	22	Gander River	B1 - Introductory skills
2022-08-31	Build A Birch Broom Workshop	30	Gillams	B1 - Introductory skills
2022-09-10	Killick Making Workshop	7	Torbay	B1 - Introductory skills
2022-09-29	Wooden Windows Workshop	3	St. John's	A - Restoration of Wooden Windows
2022-10-05	Headstones Cleaning Workshop	24	Small Point-Adam's Cove-Blackhead-Broad Cove	A - Stabilization of Historic Masonry
2022-10-21	Apple Cider Making Workshop	13	Bay Roberts	B1 - Introductory skills
2022-11-07	Birch Broom Making Workshop	20	Corner Brook	B1 - Introductory skills
2022-11-16	BillionGraves Workshop	3	North River	A - Surveying and Documentation
2022-11-27 - 2022-12-01	Weaving Workshop	7	West St Modeste	B1 - Introductory skills
2023-01-14	Blacksmithing Workshop	1	Heart's Content	B1 - Introductory skills
2023-01-26	Braided Rug Workshop	15	Carbonear	B1 - Introductory skills
2023-02-10	Braided Rug Workshop	13	Bay Roberts	B1 - Introductory skills
2023-02-25	Braided Rug Workshop	16	Torbay	B1 - Introductory skills
2023-03-12	Braided Rug Workshop	18	Portugal Cove-St. Philip's	B1 - Introductory skills
2023-03-19	Braided Rug Workshop	10	Carbonear	B1- Introductory skills
(2023-04-01)	Wooden Door Joinery and Millwork Workshop	8	Kingston	B1- Introductory skills
(2023-05-08)	Selling Your Crafts in Heritage Shops Webinar	24	Online	B3 – Entrepreneurial literacy

Documentation:

Documentation of more than 20 traditional craft skills was carried out during the training program, especially around the Mentor-Apprentice Program. This included photographs, videos, and audio interviews by Heritage NL staff, as well as photographs and videos submitted by participants of their MAP work in progress. Each of the 30 Mentor-Apprentice teams submitted photos or videos to Heritage NL, and were asked to do interviews. This led to 11 episodes of the Living Heritage Podcast, with 15 more podcasts to be released.

Ten additional podcast episodes focused on traditional crafts and skills as a result of the Heritage Skills Training Program. They featured workshop instructors, program administrators, and other people involved in traditional crafts in the province.

Two in-depth videos were recorded on letterpress printing, and birch broom making, and will be released on social media once editing is complete. There are also short videos on Heritage NL's social media on wriggle fence building, stone masonry, dry stone walling, wooden window restoration, headstone cleaning/historic masonry conservation, plus five videos released on Heritage NL's YouTube channel that focus on traditional foodways.

Documentation also occurred at workshops across the province on everything from foodways to braided rugs, masonry and wooden windows repairs. A long video on weaving recorded during a workshop in Southern Labrador in the fall of 2022 will be released on Heritage NL's social media and YouTube channel.

As a result of the Heritage Skills Training Program, Heritage NL has documentation of the following crafts at risk:

- Photos and/or videos: killick making, beadwork, masonry, braided rugs;
- Photos and interviews: bark tanning, millinery, spruce root basketry, blacksmithing, duffle work, foodways, komatik making, moccasin making, sealskin work;
- Photos, videos, and interviews: birch broom making, wriggle fence making, boatbuilding, dry stone walling, letterpress printing, weaving, wooden window and door making.

We also have photos and audio recordings on tinsmithing and coopering beyond the scope of the program, but as a result of the interest in the program, with further interviews to come on instrument making and the endangered craft of shuttle tatting.



*Spruce root basket making workshop,
Aug 2022.*

Credit: Mi'kmaw Cultural Foundation.

Media and other interest:

The Heritage Skills Training Program drew significant interest on our social media platforms, and Heritage NL staff or program participants were invited to do several guest talks about the program or their crafts for webinars or university classes. And staff, workshop instructors or Mentor-Apprentice Program participants did interviews for VOCM radio programs and CBC print, TV and radio programs. Several MAP pairs were profiled for an excellent episode of CBC's Land & Sea television program called "Crafts at Risk." It aired in February of 2023, and is available for streaming.



*Cossack made by Katie Lee of Red Bay,
one of the youngest participants
in the Mentor-Apprentice Program, mentored by
Charlene Rumbolt of Mary's Harbour.*

Acknowledgements:

In addition to Labour Market Partnerships funding from the Department of Immigration, Population Growth and Skills, Heritage NL is grateful to our Heritage Training Program community partners and supporters:

Adam's Cove Community Hall Inc.
Admiralty House Communications Museum
BAC Masonry College
Bell Island citizens group
Blackhead One Room School and Church
Museum
Bruce Templeton
The Cathedral of St. John the Baptist
Cape Broyle Cemetery Committee
Corner Brook Regional High School
Cow Head Heritage and Conservation
Committee
Craft Council of Newfoundland and Labrador
Craig Flynn/Cathedral of the Immaculate
Conception Registered Heritage
Structure
Gillams Museum
Heritage New Perlican
Heritage Shops/Historic Sites Association of
Newfoundland and Labrador
Labrador Artisan's Co-operative
Landmark Trust
Mi'kmaw Cultural Foundation
Mizzen Heritage Society
North House Folk School
Parks Canada
Pilley's Island Heritage Society
Qalipu First Nation
Sable Building and Design

Salvage Fisherman's Museum
Shane and Maire O'Dea/Lakeview Registered
Heritage Structure
Torbay Folk Arts Council
Torbay History House and Museum
Town of Cape Broyle
Town of Cape Broyle Green Team
Town of Carbonear
Town of Ferryland
Town of Fortune
Town of North River
Town of Portugal Cove-St. Philip's
Town of Small Point-Adam's Cove-Blackhead-
Broad Cove
Witless Bay Green Team
Witless Bay Heritage Committee