



Saskatchewan
Apprenticeship and
Trade Certification
Commission



Apprenticeship in ACTION



Sask Apprenticeship



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Fall 2014

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The Mayer Machine



For someone who had no plans to work in the skilled trades, Sheldon Mayer has achieved a long list of successes. He is extremely grateful for that one fateful day that changed his mind, set him on his current career path, and continued on a family tradition.

"I had planned to be a mechanical engineer and I was headed for university," said Sheldon. "This was my goal despite the heavy influence in the trades from my family members – my grandfather was a mechanic and had opened his own shop. My father became a

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Sheldon and Darwin Mayer

From the desk of JEFF RITTER

Fifteen years ago, the Saskatchewan Apprenticeship and Trade Certification Commission was formed as the organization to oversee apprenticeship and trade certification in this province.

This year we celebrate 70 years of apprenticeship in Saskatchewan, 55 years of the Red Seal, and fifteen years of the SATCC.

It's an ideal time to reflect on the history of organization, and how we build upon that history. The Commission is truly a reflection of the people who have built it -

the staff who work diligently to create the best system possible; the Government of Saskatchewan who recognizes the importance of the skilled trades in building this province; and industry, who have come through the system itself, and continue to give back and grow the workforce.

The strength of this system can be seen in the stories of journeypersons who spent their career in Saskatchewan, and businesses that have lasted generations.



When we visit the past, we can see the true strength of apprenticeship and certification, and why it has such a lasting history and a bright future.

Skilled Trades & Technologies Week

From November 3rd to 9th, Canada will celebrate Skilled Trades and Technologies Week. In this week, provinces and territories plan events and activities to recognize and promote the skilled trades and technologies.

Led by Skills Canada, many organizations partner together with the shared goal of promotion and awareness.

Youth throughout Saskatchewan will take part in the week. Teachers are encouraged to invite guests into their classrooms to provide youth more information on careers in the skilled trades. Guests could be journeypersons, apprentices, business owners, government, or staff from Skills Canada Saskatchewan, the Saskatchewan Construction Association, SIIT, or the Saskatchewan Apprenticeship

and Trade Certification Commission.

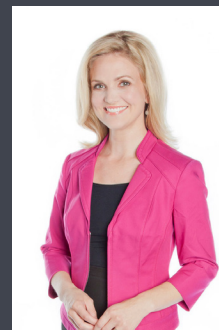
Schools may also host skilled trades and technologies competitions and try-a-trade event days. Students also have the opportunity to take advantage of skilled trades and technologies booths at the See Your Future – Education & Career Fair in Saskatoon on November 3rd and in Regina on November 4th.

For more information, please see www.skillscanadasask.com, check out Skills Canada Saskatchewan on Facebook, or see #STTWSK14 on twitter.



Apprenticeship Awards

The SATCC is pleased to announce that CBC's Jill Morgan will host the Fourteenth Annual Apprenticeship Awards.



Jill is the co-host of CBC News: Saskatchewan at 5, 5:30 & 6.

The Apprenticeship Awards will take place Friday, October 24th at the Conexus Arts Centre in Regina. They honour outstanding new journeypersons and outstanding achievement in training and certification.

For more information, please see: <http://www.saskapprenticeship.ca/apprenticeship-awards/>

Mayer Family

continued..

welder and machinist, and carried on the family business. I spent many hours in my high school years in the shop welding and machining, but I still felt university bound."

But one day, that all changed. A staff member quit at the shop. Coincidentally, that same day I walked a Saskatchewan Apprenticeship recruiter, Rennie Zabolotney.

"He saw our staffing dilemma, and saw the opportunity for me," said Sheldon. "He looked at me and asked, 'Why don't you sign up for it?' It was just a matter-of-fact question at exactly the right time that made absolute sense. I made the decision to change my career right there on the spot! I had already been spending many hours working in the shop after school welding and machining, and I had a general idea about the family business. I'll never forget that day. It changed my life forever and it was the best decision I ever made."

Sheldon indentured as a machinist, and realizes now that he would have been unhappy as a mechanical engineer.

"As a machinist, I enjoy all the hands on aspects of the trade. I love holding and admiring something that I've designed from blueprint to completion," he said.

While helping his dad out in the shop as a teen, little did Sheldon know that he was also absorbing the principles of running a successful family business. Sheldon's grandfather, Rudolf, opened Mayer's Esso



Sheldon mentoring his apprentice.

Service in 1958 in Frobisher, Saskatchewan. At that time, the business repaired oil equipment and vehicles. Rudolf passed away in 1969, and his son, Darwin – a journeyman welder – took over the business. He moved it to Estevan in 1972 and changed the name to Mayer's Machine and Welding. Sheldon achieved his machinist journeyman certification in 2000, and took over the business in 2006.

"I'm proud to say that I learned from two great men on how to weld and machine and how to run a business; how to put your heart and soul into it; and how to keep your staff happy and dedicated," said Sheldon. "I was very lucky to have two great mentors."

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Mayer Family continued

Sheldon knows the value of being a good mentor from his own experience.

"I prefer to mentor and mould apprentices right from the start to the way I need them in my business," he said. "I like to start with a Level 1 apprentice, before they have developed any bad habits in the trade. I believe in treating them well, paying them well, providing incentives to learn, and keeping a clean, organized shop. It's important to be more than a boss and lead by example. You need to be hands on, get dirty and be a good role model. Offer sound advice when needed."

Sheldon said as a tradesperson and business owner, he also enjoys making customers happy – helping them out of a bind and saving money is rewarding. Reputation is key. As successful people know though, you need to take the good with the bad and there will be challenges that need to be overcome. Sheldon said he has had to work through challenges as a small business owner too. The shop's location in Estevan provides a great deal of work due to the booming economy, but living accommodations for apprentices can be difficult due to the zero vacancy rate and high real estate prices.



In general though, Sheldon has a strong conviction that if you treat your employees well, take an interest in them, and pay them well, they will be more likely to stay and be dedicated employees. In their small shop of three, their business supports three main sectors. The first is working with the oil sector maintaining pump jacks, threading and doing press work. The second is the agriculture sector repairing or making implement parts. And the third is doing custom repairs/parts for specialty vehicles.

"Being an employer is... a dynamic role. It's challenging, but very fulfilling."

- Sheldon Mayer

"In my opinion, the apprenticeship program is amazing," said Sheldon. "I know some employers have an issue in sending their apprentice to technical training for eight weeks, but I've learned how to overcome that challenge. Eight weeks really isn't that long a time in the grand scheme of things. We prioritize projects, work overtime if needed, and generally don't need to turn work away with that approach. And, I'm lucky that my dad will come in and get involved again by answering the phone and relieving the pressure if needed. He likes that too."

Away from the shop, Sheldon has been instrumental in the creation and completion of the Estevan Skate Park, and has taught at BMX camps for kids. Sheldon believes in giving back to the community, in which youth play an important role. This work parallels his commitment to apprenticeship. Sheldon has dedicated his time in training apprentices, creating value in both his business and future machinists.

Sheldon said is thankful for many things. A recently memorable moment was his nomination as one of the most influential people under 40 in Estevan. At age 39, he just made the cut off and appeared on the cover of *Fine Lifestyles Magazine*.

"I have lots to be grateful for," said Sheldon. "From a Saskatchewan Apprenticeship recruiter steering me into apprenticeship, to a supportive family in the trade and in business, to good workers that help keep the business going... Being an employer is a dynamic role. It's challenging, but very fulfilling."

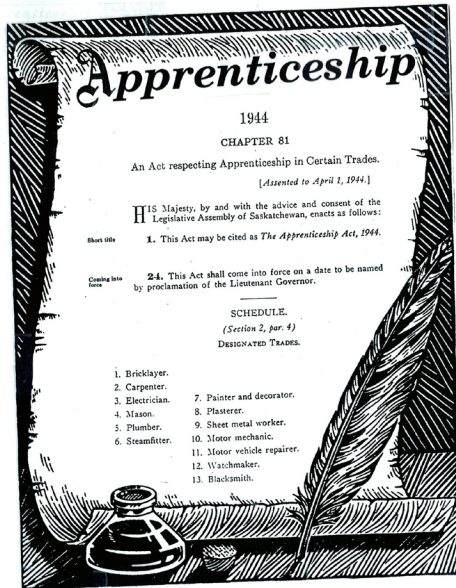
Designation Dates

*Some trades have been de-designated or renamed



<p>1944 Blacksmith Bricklayer Carpenter Electrician Mason Motor Mechanic Motor Vehicle Repairer Painter and Decorator Plasterer Plumber Sheet Metal Worker Steamfitter Watchmaker</p>	<p>1964 Cook</p> <p>1966 Glassworker Heavy Duty Repair</p> <p>1967 Tile Setting Industrial Mechanic (Millwright)</p> <p>1973 Roofer</p>	<p>- Conventional Crane Operator - Hoist Operator - Hydraulic Crane Operator - Tower Crane Operator Industrial Instrument Mechanic Sprinkler Systems Installer Steamfitter-Pipefitter Tiler Truck and Transport Mechanic</p>	<p>Automotive Service Technician Steel Fabricator</p>
<p>1951 Autobody Repairer Electric Arc Welder Oxyacetylene Welding Barbering Beauty Culture Motor Vehicle Mechanics Repairer</p>	<p>1975 Linesmen (Electrical Power)</p>	<p>1988 Electronics Technician (Consumer Products) Welder Refrigeration Mechanic</p>	<p>1996 Food and Beverage Person Guest Services Representative Locksmith Water Well Driller</p>
<p>1953 Motor Vehicle Body Repairer Pipefitting</p>	<p>1983 Power Lineperson</p> <p>1985 Agricultural Machinery Technician Drywall and Acoustical Mechanic Cement Finisher Insulator</p>	<p>1991 Aircraft Maintenance Technician Crane and Hoist Operator - Boom Truck Operator "A" - Boom Truck Operator "B" Ironworker Fabricator Ironworker Reinforcing Rebar Ironworker Structural Motor Vehicle Body Refinisher (Proficiency) Partsperson</p>	<p>1997 Production Line Welder</p> <p>1999 Custom Harvester Electronics Assembler Concrete Finisher</p>
<p>1957 Radio and Television Electronics</p>	<p>1986 Barber-Stylist Boilermaker Cosmetologist Heavy-Duty Equipment Mechanic Crane and Hoist Operator</p>	<p>1995 Floorcovering Installer Horticulture Technician Pork Production Technician</p>	<p>2001 Pipeline Equipment Operator</p> <p>2003 Cabinetmaker Construction Craft Labourer</p>
<p>1963 Refrigeration and Air Conditioning Machinist</p>			<p>2009 Esthetician – Nail Care Technician Esthetician – Skin Care Technician</p> <p>2013 Hydraulic Crane Operator</p>

APPRENTICESHIP: 70 years



Saskatchewan's 70-year history of apprenticeship is relatively young when looking at the history of apprenticeship as a system of training. The practice of mentorship can be seen in the records of the Babylonians, early Egypt, Rome and Greece.

More formalized systems of apprenticeship were founded in the later Middle Ages through craft guilds and town governments in Europe. Master craftsmen employed young people, and in exchange provided food, lodging, and formal training. Apprentices would begin as young as 10, and would spend about 10 years living in the master craftsman's household and learning the trade. In 1563, the *Statute of Artificers and Apprentices* was passed to regulate the apprenticeship system.

Apprenticeship began to change through the Industrial Revolution within industries such as shipbuilding yards and manufacturing shops, and compensation for apprentices

shifted to the payment of wages on a predetermined skill. In England, the *Factory Act of 1802* required instruction for apprentices, and in 1821 the Mechanics Institute set a goal to teach people to read and write. Trade schools were built in France, England, Germany, Russia and the United States.

Growth in Canada was restricted by the British North America Act of 1867, which placed the responsibility of education with the provinces. The provinces lacked the financial resources to undertake training and Canada's geographical size only allowed for this training in large centres. Immigration was used as a major source of skilled workers.

Workplace training in the late 1800s and early 1900s was performed by private groups outside of government, such as women's institutes, or agricultural societies. In 1910, the federal government appointed a Royal Commission to study and inquire into adult education. World War I prevented any resulting action. In 1919, the *Technical Education Act* was passed and signed by the federal government and the provinces. It made \$10 million available on a matching basis for technical educational projects.

Legislation for workplace or skilled trades training typically comes as a result of a major crisis, such as war, unemployment, or an economic issue. This is certainly how apprenticeship progressed in Canada. The federal government passed the *Unemployment and Agricultural Assistance Act* in 1937, and the *War Emergency Act* of

1940 provided \$24 million to the provinces to train people for war industries.

Dominion-Provincial negotiations continued, following a growing realization that the depressed conditions of the 1930s and the abnormal wartime situation had led to a shortage of skilled tradespeople. Even under normal conditions, the governments saw the benefits apprenticeship would provide. The *Vocational Training Coordination Act* of 1942 was passed to allow the federal and provincial governments to cooperate in vocational training initiatives.

In 1944, the Second World War was drawing to a close, meaning a return of veterans and a shortage of skilled labour. The federal government established the concept of formal apprenticeship training in Canada for the first time. It created *The Apprenticeship Training Agreement*, to share the costs of training programs for registered apprentices with the provinces.

As a result, the Government of Saskatchewan passed *The Apprenticeship Act* on April 1, 1944. The Act designated thirteen trades for apprenticeship training. The Apprenticeship Branch was formed on April 14, 1945 under the Saskatchewan Department of Labour.

On February 1, 1951, *The Apprenticeship and Tradesmen's Qualification Act* (1950) was revised to increase the number of tradespeople in Saskatchewan;



provide residents with higher standards of workmanship; and protect tradespeople from unfair compensation. The Provincial Apprenticeship Board (PAB) was established, as were Trade Advisory and Examining Boards.

Soon after, in 1952, the first National Conference on Apprenticeship in Trades and Industries recommended that the federal government cooperate with provincial and territorial apprenticeship committees and officials to analyze a number of skilled occupations. This led to the Interprovincial Standards Red Seal Program in 1958, which had the goal to provide greater mobility for skilled workers across Canada. The Red Seal was designated in 1959 – 55 years ago.

In 1961, the new Apprenticeship Training Agreement was signed, with mobility the key intention. *The Adult Occupational Act* of 1967 ceased the cost-sharing agreement of apprenticeship, and gave the federal Manpower and Immigration Department the responsibility of purchasing training services from the provinces, who designed the goals and operated the programs.

In 1986, amendments to apprenticeship included changes in eligibility for apprenticeship, verification of trade experience, appeal processes, and updating courses.

The late 1980s and early '90s saw rapid change and some turmoil in the apprenticeship and trade certification system throughout Canada. Public policy planners lost interest in apprenticeship. The apprenticeship training branch within the Government of Saskatchewan was disbanded, and staff spread among various government departments. Then in the mid-1990s, the federal government announced that it was completely withdrawing from the purchase of apprenticeship training, taking \$4.36 million out of the apprenticeship system in Saskatchewan.

The PAB, the industry advisory group to the Saskatchewan Apprenticeship program, stepped forward. Under Board Chair George Pellerin, the PAB led a complete review of apprenticeship and trade certification. The outcome was a desire for a more responsive apprenticeship training system, with improved access to apprenticeship training and trade certification for all residents. There was also a wish for increased awareness by youth about good quality careers in the trades; a sustainable, vibrant system capable of expansion; and more direct industry involvement.

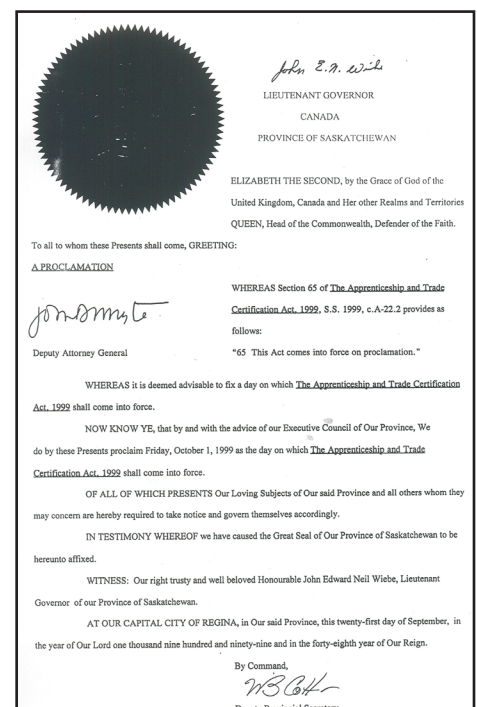
In May 1997, the PAB produced a go-forward plan. It recommended a co-management model in a non-departmental/government agency, which would consist of an industry-majority board of governors who would be responsible to renew

and govern apprenticeship in Saskatchewan.

The Government of Saskatchewan accepted the recommendations of the PAB. Royal Assent for Bill No. 26, *The Apprenticeship and Trade Certification Act*, 1999, was granted on May 6, 1999. The legislation established a new commission, with an industry majority board as an agent of the Crown to manage the renewal of the system.

The new commission was formed on October 1st. At the time the Commission was formed, there were 2,800 apprentices. This number of apprentices continued to grow through the 2000s at a steady rate – in 2014, there are just over 10,000.

Going forward, the strategic direction of the SATCC Board of Directors remains true to its original intent, right from 1944. It's important that all of the partners continue to work together to provide the best apprenticeship system possible to continue Saskatchewan's growth.



APPRENTICESHIP: a strong foundation



When Bud McLellan apprenticed in 1949, some things were a little different than they were today. But most things, surprisingly, have stayed the same, as apprenticeship has always remained true to its strong foundation.

He's known as Bud, but J.W. or James Wayne McLellan is printed on his Certificates of Apprenticeship and Qualification. His interest in the electrical trade began when he was working with his father, R.J., who operated in Arcola, SK, on a limited electrical license.

Bud was trying to decide his future following high school, and knew he was mathematically inclined. Saskatchewan's deputy minister at the time was encouraging employers to hire apprentices through the newly formed system, which had come into being just five years prior.

"When I started in 1949, my dad and the electrical inspector

from Arcola got in touch with Stanley Dornan, the Director of Apprenticeship, said Bud. "Dornan arranged with Marshall Young, the owner of Sun Electric, to start my apprenticeship there."

Bud believes he was the first apprentice Sun Electric had indentured, and one of a small number in the province at the time. He received trade time credit for his work in Arcola, and began working the first week of July of 1949 at the age of 19.

At that time, Sun Electric was an appliance store on Scarth Street with an electrical operation working out of the back. Marshall had recently taken over the business after his father, Ridgely Young, moved his operations to Edmonton, taking with him many senior electricians. The plan was for Marshall to wind up Sun Electric, but instead he found new business and rebuilt.

"There were about 10 electrical workers there at the time," said Bud. "They were working on some smaller commercial. The biggest project I recall from the time was working on a contract to wire 300 houses for Bird Construction. Each apprentice was assigned to a different journeyman electrician. During the housing I worked with a fellow named Art Schmidt."

Bud then moved to the service side of operations. He began apprenticing for Mel McEwen, who was in charge of the service area. Once Bud became a fourth year electrical apprentice, he was able to work independently – a rule that remains today. He worked with his own truck as a serviceman, and soon became a foreman on smaller projects. Each journeyman could work with two apprentices – a ratio that changed to 1:1 over the years and has now been revised back to the 2:1 ratio.

"In our shop, Mel was the guy who was getting people through the exams to become journeyman electricians," said Bud. "He had been in the air force, and when the war ended, he went to Sun Electric and became a journeyman electrician. He was quite scholastic and he really knew that codebook inside out. He would hold evening meetings, and he taught us how to read it and use it. I learned so much from him that when I went to school, they were just clarifying things I had already learned from Mel."

At that time, technical training was much less structured. Bud attended school once during this apprenticeship. He recalls wages at the time were 65 cents an hour - \$26 a week, or about \$120 a month, while he paid



room and board of \$40 a month. The journeyperson wage was established by a union called the Regina Electrical Contractors Union. The apprenticeship division of the Government of Saskatchewan would determine the percentage of the journeyperson's wage that an apprentice would receive, which increased each year of apprenticeship. During technical training Bud remembers receiving a small wage, enough to cover expenses.

"I recall going to Saskatoon for school," said Bud, who spent two months there. "There were only maybe about a dozen of us from the whole province, and all four years of apprentices were together in one class. They taught us all the same thing. It was a very limited, rough program at the beginning. I remember that year because it was February and so cold. Two of us stayed together at this boarding house, and we had to walk across a field to the apprenticeship school. The landlady would stoke this old fashioned furnace with a little coal or wood at night, and by the morning it would be out. We were on the second floor, and the water in my glass would be frozen by morning."

All apprentices wrote the same exam at the end of the program. The highest level of apprentices would receive the mark as it was, while the other levels would receive a "bonus" to add to their marks. Bud received an $83\frac{2}{3}\%$ on the exam. Even though he wasn't a fourth year apprentice, he wasn't provided the bonus as his mark would be "too good." Bud wrote his exam in June of 1952. He passed, but required an additional five months of trade time to become a journeyperson. His official journeyperson date was November of 1952.

"I think it's an excellent system," said Bud of apprenticeship. "When someone teaches you something, for example, calculating voltage drop, you don't realize how serious it is until you're actually working. I think you digest information far more greatly when you're learning and working – it inspires students." Once Bud became a journeyperson, he took an interest in estimating and approached Marshall Young about becoming involved. At the time, Sun Electric used the manual of labour units from the National Electrical Contractors Association of the United States (NECA). Bud began working with this, and took the course over three years through correspondence. He received his NECA certificate, and Marshall

began providing him smaller jobs to estimate at Sun Electric.

"It wasn't very long after that that he brought me into estimate and we worked in the little office area upstairs at Sun Electric," said Bud. "We tackled some big projects (including the Sask Power building, their biggest job to date). Lots of times I'd work a whole month, at the office during the day and at home at the dining room table at night, on those things."

Bud became vital to the management of the business, and when Marshall began semi-retirement in 1975, Bud and five other key employees purchased the business. His story proves that through apprenticeship, with additional education, self-improvement, and a drive to succeed, anything is possible.

"Some people can get away living on luck forever, but it's about education and apprenticeships and people paying attention – there is importance in knowledge," said Bud. "Following apprenticeship, people should continue to study and learn. Don't just get the ticket and forget about it. You've got to have some initiative."

Tuition Fees

Apprenticeship training and trade certification is one of the most successful and cost-effective opportunities for young people. Apprenticeship leads to a rewarding and well-paying career in the skilled trades. Apprentices learn on the job, where they earn a wage, leading to a career with many opportunities for advancement.

Saskatchewan Apprenticeship is committed to maintaining a responsive, industry-driven apprenticeship certification system that meets the labour market needs. From time to time, this may include a slight tuition fee increase. Effective January 1, 2015, the tuition fee will increase from \$75 for each week of apprenticeship technical training to \$85 per week in most programs. Over 10 years

(from 2004 to 2013), the number of registered apprentices increased 91%. The SATCC has worked with SIAST and its other training partners to increase technical training to meet the demand. Over that same time, tuition fees were increased only once.

The Saskatchewan Government has made major investments in the apprenticeship system. Since 2003-2004, funding has increased by 115.3% (\$11.3M). As a result, the actual number of apprentices attending technical training has increased by 90.6% between 2003-2004 and 2012-2013 (4,765). The revenue from tuition fee increases will be applied directly to the purchase of technical training seats. The SATCC contracts with

a variety of Saskatchewan post-secondary institutions to purchase training seats. Apprentices' share of the cost of training, through tuition fees, will actually slightly decrease from 20.5% in 2012-13 to 19.9% with the proposed change.

Apprentices usually attend 8 weeks of technical training in each of 4 years. The increased tuition fee will require the apprentice to pay \$680 per year as opposed to the \$600 they have been paying. Some programs have a slightly higher tuition fee.

Tuition fees in Saskatchewan will remain among the lowest of those Canadian jurisdictions that charge tuition. The apprenticeship stream still remains Saskatchewan's most affordable post-secondary option.

Online High School Course Access

Saskatchewan Apprenticeship has taken one more step to make apprenticeship training accessible for all, by providing information on the Sun West Distance Learning Centre classes.

Last year, Sask Apprenticeship introduced Accuplacer and MyFoundationsLab. Anyone who does not meet the entry requirements for apprenticeship may take Accuplacer, which determines a training plan forward. MyFoundationsLab is the training portion that the individual follows. Upon completion of MyFoundationsLab, the individual retakes Accuplacer to see if he or she now can pass the requirements to enter into apprenticeship.

If an individual is still not able to meet the requirements, the next step is to complete classes that would qualify him or her for apprenticeship.

The Sun West Distance Learning Centre (DLC) is an online school based out of Kenaston School. It delivers online learning in Saskatchewan from grades 4 to 12. They have a variety of online courses, including synchronous broadcasts, asynchronous versions, and print-based courses. Their goal is to provide high quality distance learning to students across Saskatchewan.

For Saskatchewan residents under 22, this programming may be available at no cost. For those over 22, a fee would apply. Please contact the school division for details. The program is continuous intake, meaning an individual can begin at anytime. It's also asynchronous, so it can be completed as quickly as possible – from home – within the time limit of one year.

For more information, please see <http://www.sunwestdlc.ca>, email registrations@sunwestsd.ca, or call (306) 252-1000 or (306) 252-2182.



Commission Board of Directors

Drew Tiefenbach

Drew Tiefenbach joined the Commission Board of Directors in February of 2014 as an employer representative in the construction sector, and also sits on the Governance and Standards Committee and is a member of the Electrical Exam Development Board.

Drew is the Manager of the Regina Special Projects Division and a Corporate Shareholder at Alliance Energy.

Drew became a Red Seal certified Journeyman in the Electrical trade in 1985 and achieved a Business Administration Certificate from the University of Regina in 2009.

“My vision for apprenticeship is to provide relevant and affordable training with alternative delivery methods where possible,” he said. “I would like to encourage mentorship to help our apprentices achieve their goals, to keep training current, and to enhance mobility for apprenticeship.”

A Gold Seal Project Manager, he supports crews completing electrical projects in commercial, light industrial, and institutional environments. He is the Co-Chair of the Alliance Energy Corporate Safety Committee and also sits on the industry advisory board for the Regina Trades and Skills Centre, and the industry advisory committee of the Saskatchewan Construction Association.



Drew is married to Noreen. They have four adult children all out on their own, allowing them the opportunity to travel and enjoy spare time with family and friends.

Julie Lemire

Julie Lemire has had a number of successful roles in the private and education sectors. She is currently the Practical and Applied Arts Coordinator with the Ministry of Education, who she represents on the SATCC Board of Directors.

“What has interested me the most about my role on the Commission Board is the opportunity to work with a group of individuals who have a wealth of knowledge and expertise to share,” said Julie. “This is a wonderful opportunity to be involved in trades education in a different capacity than in my previous experience.”

Julie has had the pleasure of inspiring learners of all ages to channel and hone their skills in the trades and the French language. Her Diploma of Horticulture from Olds College and a Pre-Employment

Certificate in Carpentry opened the door to opportunities across Canada. Originally from Prince Albert, she has over 25 years of teaching experience in Industrial Arts and French Immersion at every level, including high school courses, SIAST Kelsey Institute, the U of S and the U of R.

“My years as an Industrial Arts teacher have been highly rewarding personally and professionally. I feel fortunate to have had the opportunity to work with kids in the trades,” said Julie. “My vision is that the skilled trades and apprenticeship receive the recognition it deserves as a valuable career choice and that employers and industry continue to collaborate with our learning institutions to provide youth with the opportunities necessary to encourage them to pursue



certification in a trade of their choice.”

Julie served as President and Vice-President of the Saskatchewan Industrial Arts Educators Association from 1999 to 2003. She holds a Masters degree in Education from the U of R, a B.Ed and a Post-Secondary Tech-Voc Certificate from the U of S as well as a Technical Teaching Certificate.

NEWS BITES

at the SATCC High School Document

The 2014-15 High School to Apprenticeship is now available. Designed for youth, high school administrators and teachers, and parents, the document provides all of the information required for those interested in working in the skilled trades.

Within the document is information on apprenticeship, programs that link high school to apprenticeship, trade descriptions, expectations, and average wages.

The document can be found here: [High School to Apprenticeship](#)

Annual Report

The 2013-2014 SATCC Annual Report has been compiled and approved by the Board of Directors. The report will be tabled on October 28, 2014. It can then be found here: [Annual Reports](#).

Watch for our Winter newsletter for highlights from the report.

Internationally Trained Workers - Exam Change

Harmonization of apprenticeship is a key topic on the national

front, working for greater mobility of apprentices throughout the provinces and territories.

As of July 15th, 2014, Internationally Trained Workers working in a compulsory trade in Saskatchewan will no longer be required to work for one year prior to challenging the Interprovincial Journeyman Examinations.

The removal of the year of trade time in Canada recognizes that individuals prepare for exams differently and allows those who believe they are ready to challenge the opportunity to do so. Candidates who believe they require time to prepare will still have the option to work a year before they must challenge. Allowing access to certification exams will give the International Trained Worker the opportunity to certify and access opportunities throughout Canada.

PROVINCIALY

Congratulations Boilermakers Local 555

Congratulations to the International Brotherhood of Boilermakers Union Local 555, which is celebrating 60 years in 2014.

The Local represents members in Saskatchewan, Manitoba, and Northwestern Ontario.

Congratulations Saskatchewan Construction Association

Congratulations to the Saskatchewan Construction Association (SCA), who is celebrating 50 years as an Association in 2014.

The SCA is the provincial advocacy voice of Saskatchewan's construction industry.

NATIONALLY Red Seal Exam Preparation Guide

The recently re-released Red Seal website provides many features for users.

For those who will be writing the Red Seal exam, there are many sections that can help you in your preparations. See the following links:

[Study for my Red Seal Examination](#)

[Get Ready for Your Red Seal Exam](#)

[Sample Red Seal Examination Questions](#)

BOARD OF DIRECTORS

As of October 1, 2014:

Commission Board Chairperson

Garry Kot

Commission Board Vice-Chairperson

Doug Christie

Agriculture, Tourism & Service Sector

Joe Kleinsasser - Employer

Karen Zunti - Employee

Construction Sector

Troy Knipple - Employee

Garry Kot - Employee

Wayne Worrall - Employee

Doug Christie - Employer

Rhonda Hipperson - Employer

Drew Tiefenbach - Employer

Production and Maintenance Sector

Lorne Andersen - Employee

Brian Marshall - Employer

Motive Repair Sector

Tim Earing - Employee

Bryan Leier - Employer

Other

Doug Mitchell - Persons with Disabilities

Leonard Manitoken - First Nations

Brett Vandale - Métis

Roxanne Ecker - Women in Trades

Frank Burnouf - Northern Saskatchewan

Terry Parker - Saskatchewan Polytechnic

Alastair MacFadden - Ministry of the Economy

Julie Lemire - Ministry of Education

SYA Industry Sponsors

The sponsors of the SYA Industry Scholarship provide many opportunities for Saskatchewan youth. We recognize our donors below.

Allan Construction

AIM Electric Ltd.

Alliance Energy

All-Rite Plumbing and Heating Ltd.

Breck Scaffold Solutions (2009)

CAF-FCA Conference

Canada West Equipment Dealers Association

Canadian Welding Association - Regina Chapter

Christie Mechanical Ltd.

CLR Construction Labour Relations of Saskatchewan Inc.

EECOL Electric

Ensign Energy Service Inc.

General Contractors Association of Saskatchewan Inc.

GESCAN Division of Sonepar Canada Inc.

Highlander Crane

Husky Energy Ltd.

K+S Potash Canada GP

Korpan Tractor and Parts

Merit Contractors Association Inc.

Moose Jaw Construction Association

Mosaic Canada ULC

Pagnotta Industries Inc.

PCL Construction Management Inc.

Peak Mechanical Partnership

Potash Corporation of Saskatchewan Inc.

Prairie Mines & Royalty Ltd.

Prince Albert Construction Association

Pro-Western Mechanical Ltd.

RNF Ventures Ltd.

Saskatchewan Construction Association

Saskatchewan Provincial Building Trades & Construction Trades Council

Sheet Metal Workers Local 296 Saskatchewan

The Taylor Automotive Group

Thyssen Mining Construction of Canada Ltd.

United Association of Plumbers & Pipefitters Local #179

Wallace Construction Specialties Ltd.

Westridge Construction Ltd.

W. Hunter Electric (2005) Ltd.

Wright Construction Western Inc.

Yara Belle Plaine Inc.

Questions? Comments? Suggestions?

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