



Saskatchewan  
Apprenticeship and  
Trade Certification  
Commission



# Apprenticeship in ACTION



Sask Apprenticeship



@SKApprentice

Fall 2015

[www.saskapprenticeship.ca](http://www.saskapprenticeship.ca)

1.877.363.0536



Cliff Kobelsky.....	1
Jeff Ritter.....	2
WITT Mentorship Program.....	4
Forms Changes.....	4
Skilled Trades and Technologies Week.....	5
Harmonization Update.....	6



Apprenticeship: A Guide for Employers.....	7
Apprentice Satisfaction Survey Results.....	7
Employer Satisfaction Survey Results.....	8
News Bites.....	10
Board of Directors.....	11
SYA Industry Scholarship Sponsors.....	11

## Cliff Kobelsky



As the owner of a bricklaying company, Clifford Kobelsky has a strong appreciation for apprenticeship.

“I believe hiring an apprentice gives you fresh clay to work with,” he said. “You don’t have to remove any bad habits or teach any ethics that were taught on other job sites or trades.”

Kobelsky grew up in the bricklaying trade. His father was a mason contractor, and from a young age Kobelsky was building brick bird houses and mixing mortar for his dad after school was done. Eventually, the family tradition and the promise of a

continued on page 3

# From the desk of JEFF RITTER



here at Saskatchewan Apprenticeship.

Along the lines of recognition, I am very much looking forward to the 15th Annual Apprenticeship Awards on October 23rd. The Awards highlight the success of apprenticeship, journeypersons, employers, instructors, and other

apprenticeship stakeholders. It promises to be a great evening.

As always, if you have any feedback, including comments or suggestions on our communications with you, please contact us at [rs-atccnewsltr@gov.sk.ca](mailto:rs-atccnewsltr@gov.sk.ca) or 1-877-363-0536.

If this is your first time receiving the newsletter, please remember to opt in with your consent to continue receiving the newsletter in the future by emailing [rs-atccnewsltr@gov.sk.ca](mailto:rs-atccnewsltr@gov.sk.ca).

Thank you for your continued support of the apprenticeship system, and we hope you enjoy the stories and updates in this issue.

Jeff Ritter, CEO

Welcome to another edition of Apprenticeship in Action. We're very pleased to bring you updates on what is happening in the world of apprenticeship.

The Apprenticeship Harmonization initiative continues to gain traction and momentum as we work to answer industry's call to harmonize apprenticeship training across the country, making it much easier for apprentices to move and transfer training from one province to another. Working with colleagues from across Canada, we have made significant progress within ten Red Seal trades and look forward to future successes. You can read more on Page 6.

Apprenticeship is, of course, industry led, and we could not make any significant progress without the assistance and support of our trade boards.

Throughout the months of September and October I appreciate the opportunity to spend time with all of our Trade Boards at the Annual Trade Board meetings. It is a time for insightful discussion and feedback between industry and those of us working

## 15th Annual Apprenticeship Awards

Sask Apprenticeship is pleased to announce that Z99's Cassidy McCabe will host the Fifteenth Annual Apprenticeship Awards.

Cassidy hosts the Cassidy Show, and is co-host of the Morning Show with CC and Lori.

The Apprenticeship Awards will take place Friday, October 23rd at the Conexus Arts Centre in Regina. They honour outstanding new journeypersons and outstanding achievement in training and certification. The evening begins with a social hour at 5:30 pm, followed by dinner at 6:30 pm and the program to follow.

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

Thank you to all our sponsors to date!



# Profile

continued...

well-paying career led Kobelsky to take up the trade professionally. By the time he was 18 he had already worked many hours in the trade, and soon became a Red Seal certified journeyman.

After working for other firms for a number of years, Kobelsky was looking for another challenge, and moved into the business side of the trade, becoming an owner of Frontier Masonry. The business works on projects including new houses, exterior stone, fireplaces, and building restorations.

Today, Kobelsky spends most of his time involved with daily operations and estimating, and spends about 20 percent of his time on the tools. Frontier Masonry has about 16 employees, and six of those are apprentices, who Kobelsky calls "the backbone of the company."

"Without apprentices we wouldn't have a company," said Kobelsky. "I have two journeymen right now that came through right out of high school, and are still with me.... It's like a crop. If you plant the seed, it will soon produce. It may not produce right away, but it's a long-term, sometimes short-term, process."

*"I believe hiring an apprentice gives you fresh clay to work with."*  
**Cliff Kobelsky**

Kobelsky is a strong believer in the apprenticeship program, and has been on the SATCC's Bricklaying Curriculum and Examination Development Board for many years. Apprenticeship training leads to journeymen who add to the

credibility of the company due to the documentation of their abilities and to their knowledge of Canada building codes that is strictly enforced through training.

Kobelsky has seen the work of other companies fail due to unskilled workers. As bricklaying is a non-compulsory trade – meaning people can work in the trade without being an apprentice or journeyman – it is important to continue the education and promotion of apprenticeship and the Red Seal.

"I see a return on apprentices almost immediately because they are motivated and they want to be there," said Kobelsky. "You get a lot better production out of somebody that is motivated."

Some employers feel that employees may leave the company after receiving their journeyman certification. However Kobelsky has not found this to be the case. He said when he helps apprentices begin in the trade and helps them through their apprenticeship, they stay loyal to him. He also finds his journeymen benefit from apprenticeship.

"Mentoring of apprentices does take a little time from the journeyman," he said, "but it's well rewarding to both the journeyman and the apprentice to have that mentoring, and it does not distract a lot from the daily production."



continued on page 4

## Profile continued

Kobelsky has also seen value in hiring female apprentices. Frontier now employs a second year female apprentice, and Kobelsky is impressed. "The motivational skills that she presents are amazing, and she has attention to detail. I'm very happy with the results of hiring (females in the trade) so far."

Kobelsky has been successful in his trade and with his business, in large part due to apprenticeship.

"The mason trade has given me bountiful opportunities to promote the trade, promote the industry, promote the people, and product," he said. "In the long-term, hiring apprentices does pay off. It turns into profits, and a little bit of input at the beginning is well worth reaping the rewards. It's very important to keep the apprentices flowing. Without them, we have no industry."

## Sask Polytech's WITT Mentorship Program

The Women in Trades & Technology Department of Saskatchewan Polytechnic is launching a mentorship program to link female students enrolled in traditionally male trades with experienced women in trades and technology careers.

The program is looking for female apprentices or journeypersons who would be interested in becoming mentors. If you are interested, please send your contact information to [witt@saskpolytech.ca](mailto:witt@saskpolytech.ca). Please also Like the Saskatchewan Polytechnic Women in Trades & Technology Facebook page for updates and more information.

## Form Changes

Saskatchewan Apprenticeship has recently updated all of our Applications and Forms. A review was conducted to ensure that we are being as diligent as possible in our requests for information. All forms were reviewed to determine what information was still necessary and what was no longer utilized. There was also amalgamation of some forms, and all remain easily fillable pdfs.

Please see the website for the most up-to-date forms and Fee Schedule.

The 2016 Examination Schedule is also available online.

The forms can be found here: [Applications and Forms](#).

- Form 1 - Employer Application for Registration of Apprenticeship Contract
- Form A - Contract between Apprentice and Employer
- Form A - Powerline Technician Contract between Apprentice and Employer
- Form B - Contract between Apprentice and Joint Training Committee
- Form 2 - Application for Examination
- Form 3 - Application for Certificate
- Form 4 - Request for Upgrading Evaluation
- Form 5 - Application for Replacement of Document
- Form 6 - Verification of Trade Experience Letter
- Form 6A - Trade-Specific Verification of Trade Experience
- Form 7 - Tradesperson Application for Assessment

The image shows three overlapping forms from Saskatchewan Apprenticeship. The top form is 'Form 1 Employer Application for Registration of Apprenticeship Contract' with instructions for registration. The middle form is 'Form A Contract Between Apprentice and Employer'. The bottom form is 'Form 1 Employer Application for Registration of Apprenticeship Contract' with a grid for listing apprentices.

# Skilled Trades and Technologies Week

Skilled Trades and Technologies Week will be held from November 2nd to 8th, 2015.

The week highlights the opportunities of careers in the designated trades and subtrades, and will celebrate the services provided by skilled trades people.

Skilled Trades and Technologies Week is held in partnership between Saskatchewan Apprenticeship and Skills Canada Saskatchewan, and also promotes the Skills Canada provincial competition, which will be held April 21st and 22nd, 2016 in Regina.

The week will be kicked off with a launch on November 3rd. It will be held at 12 pm at the Regina Trades and Skills Centre at 1275 Albert Street. Try-a-Trade events will be available and media will be invited.

Schools will celebrate the week with a wide variety of activities. They are asked to provide photos and information on social media through the Skills Canada Saskatchewan Facebook page, and through the hashtag #STTW15 on twitter.

For more information, please see [www.skillscanadasask.ca](http://www.skillscanadasask.ca).

## SKILLED TRADES & TECHNOLOGIES WEEK

### November 2nd - 8th, 2015



## PUT YOUR SKILLS TO WORK!



Saskatchewan  
Apprenticeship and  
Trade Certification  
Commission

*Calling all students and teachers to participate!*

For more information:  
[www.skillscanadasask.com](http://www.skillscanadasask.com)  
[www.saskapprenticeship.ca](http://www.saskapprenticeship.ca)



# Harmonization Update

The Harmonization Initiative continues to make progress. The goal of Harmonization is to substantively align apprenticeship systems across Canada by making apprenticeship training more consistent in the Red Seal trades. The Harmonization initiative determines where the commonalities are in different systems. The Canadian Council of Directors of Apprenticeship (CCDA) is providing industry with a starting point. It is putting the conditions in place for industry across the country to consult on and identify the best path forward to align the apprenticeship systems.

As part of this work, the CCDA identified four harmonization priorities in consultation with industry and training stakeholders:

1. Use of Red Seal trade name;
2. More consistent total training hours (in-school and on-the-job);
3. Same number of training levels; and
4. More consistent sequencing of training content (at each training level) and using the most recent National Occupational Analyses.

Specific to the Mobile Crane trades, more consistent equipment classifications and weight restrictions have also been identified as a priority for harmonization.

The harmonization process includes the following key steps:

- Research and analysis to develop proposed recommendations for each trade on the four harmonization priorities.
- Consultations with national and Provincial/Territorial (P/T) industry and training stakeholders on the proposed recommendations.
- Identification of areas of consensus based on stakeholder feedback; solution seeking through national webinars with stakeholders.
- Implementation of changes in apprenticeship systems.

In November 2014, federal, provincial and territorial Labour Market Ministers endorsed the CCDA Harmonization Initiative, with a focus on harmonizing ten Red Seal trades:

- Carpenter
- Welder
- Metal Fabricator (Fitter)
- Heavy Duty Equipment Technician
- Ironworker (Generalist)
- Ironworker (Structural/ Ornamental)
- Ironworker (Reinforcing)
- Mobile Crane Operator
- Mobile Crane Operator (Hydraulic)
- Tower Crane Operator

The first ten Red Seal trades will be harmonized by September 2016 in most jurisdictions.

Apprenticeship training is a provincial/territorial responsibility. As such, each province and territory is responsible for implementing harmonized training in its own jurisdiction. If curricula changes are required, the CCDA will encourage collaboration between P/Ts and the sharing of curricula and training tools. In some cases, P/Ts may have to change trade regulations or apprenticeship legislation or make amendments to contractual arrangements with training institutions.

On July 8th, 2015, Labour Market Ministers announced an ambitious new target of harmonizing a total of 30 Red Seal trades in most jurisdictions by 2020 (outside Québec). As part of this plan, provinces, territories and the federal government will work with industry to harmonize training for two-thirds of all Red Seal apprentices by 2017.



PROGRAM  PROGRAMME  
EXCELLENCE

**RED SEAL • SCEAU ROUGE**

# Apprenticeship: A Guide for Employers

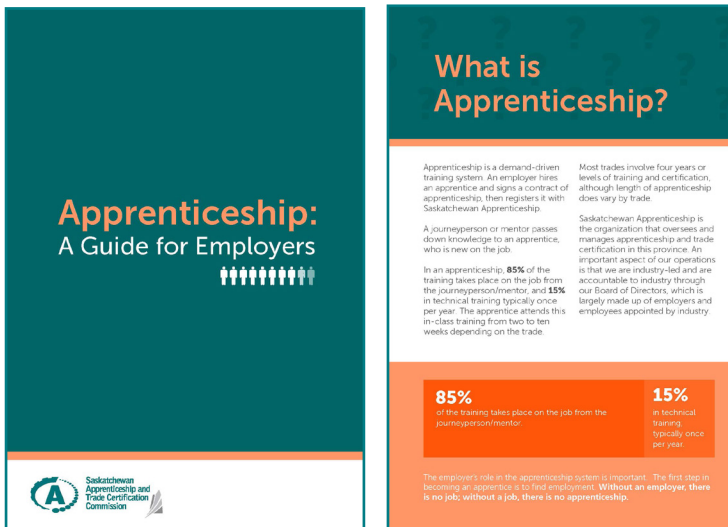
Sask Apprenticeship has recently released *Apprenticeship: A Guide for Employers*. The guide includes a description of what apprenticeship is, and also breaks many myths about apprenticeship. Myths

and facts include information about the business side of hiring apprentices, how it provides a competitive advantage, information about hiring local or from abroad, and available tax credits and government grants.

It also provides statistics about hiring apprentices, and suggestions for where to find workers.

Finally, it includes all the steps of signing up an apprentice, the top tips for employer and journeypersons and mentors, the fee schedule, and Sask Apprenticeship offices.

Check out the guide online [here](#), or contact us for a printed copy.



## National Apprenticeship Survey

The National Apprenticeship Survey (NAS) is being conducted by Statistics Canada from September 2015 to February 2016. We would like to ask all stakeholders, including employers, labour organizations, training providers and others to encourage participation in this important survey. Please distribute the message to your organization, to your network and apprenticeship community.

The survey is asking apprentices to make their voices heard. Individuals who were apprentices between 2011 and 2013 may be contacted by Statistics Canada to complete the NAS, and we are asking them to please take time to respond.

Participating is easy and secure. A telephone interview can be completed at a time that is convenient, including day, evening or weekend. The survey is conducted under the authority of the Statistics Act, which ensures that the information provided will be kept confidential, and used only for statistical and research purposes.

### KEY INFORMATION ON THE NAS

- The NAS will gather information from a sample of persons who completed or discontinued their apprenticeship program between 2011 and 2013. By raising awareness about the importance of the survey, Statistics Canada aims to achieve a response rate that will yield information from 23,500 persons.
- The NAS will collect information on apprentices' motivations, experiences, and the barriers they faced during their apprenticeship program. This information will help governments, training providers, and employers better understand the challenges apprentices face, and help to improve supports for apprentices.
- The previous (2007) NAS provided crucial information that informed the development of initiatives such as the Canada Apprentice Loan, the Flexibility and Innovation in Technical Training initiative and the Apprenticeship Completion Grant.

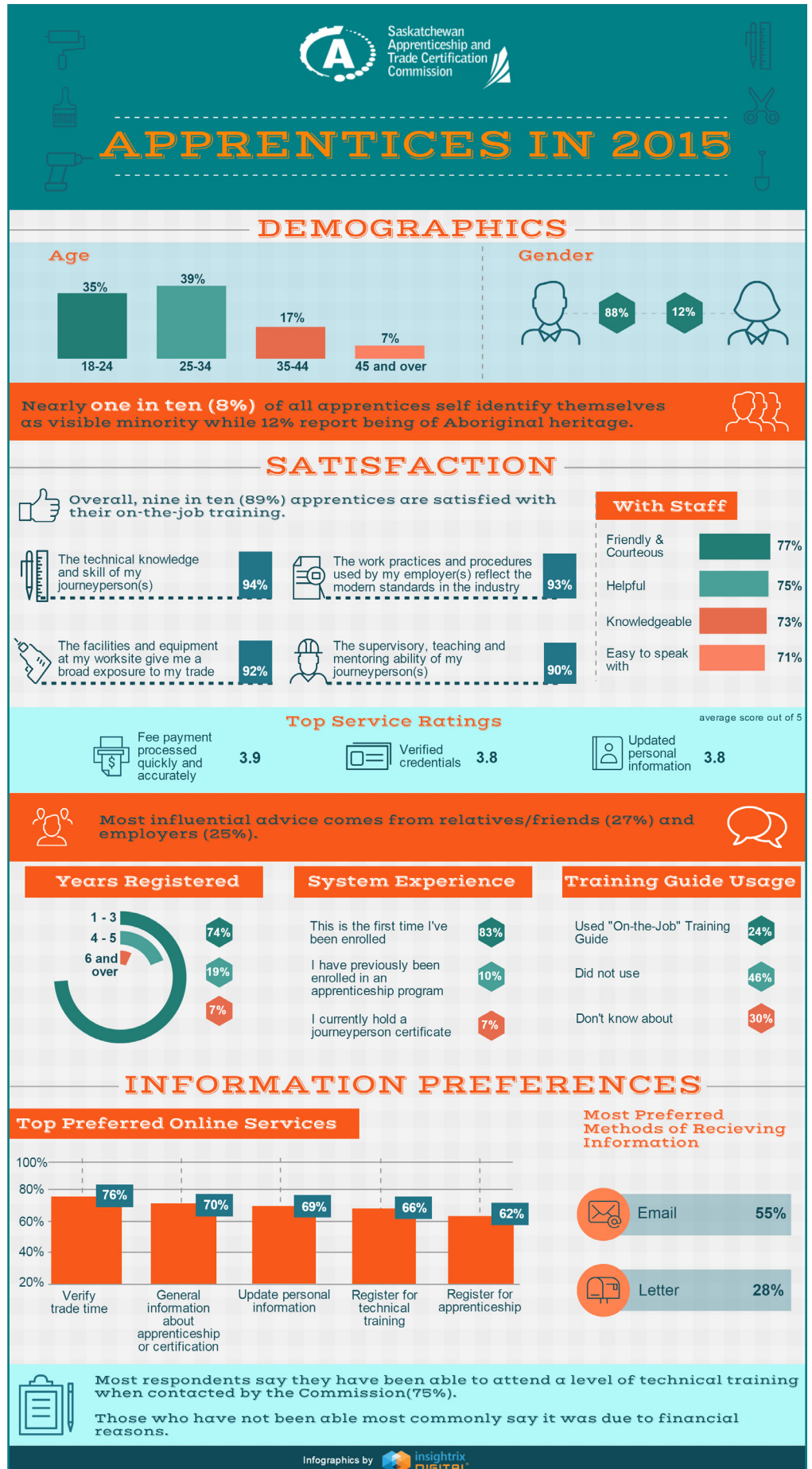
For more information on the NAS, including a short video, please visit [statcan.gc.ca/NAS](http://statcan.gc.ca/NAS), [twitter.com/StatCan](https://twitter.com/StatCan) and [facebook.com/StatisticsCanada](https://facebook.com/StatisticsCanada).

# Apprentice & Employer Satisfaction Survey Results

Every two years Saskatchewan Apprenticeship surveys apprentices and employers to determine their satisfaction with training, SATCC services and staff.

The following are summary findings of this year's survey.

If you have any questions, please contact the SATCC.

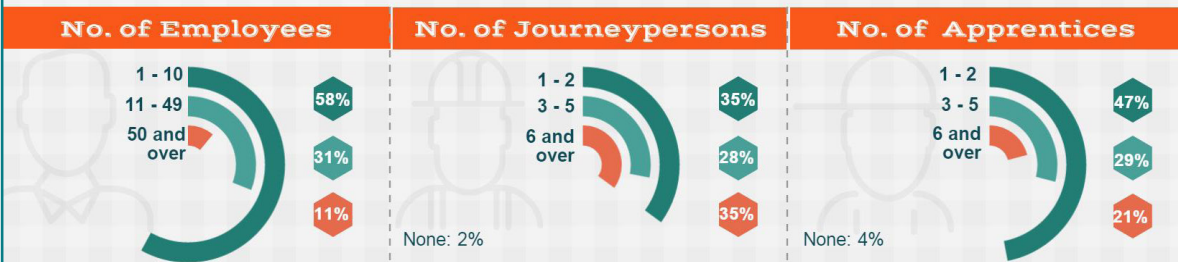
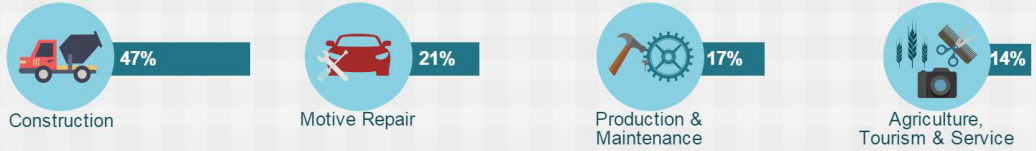






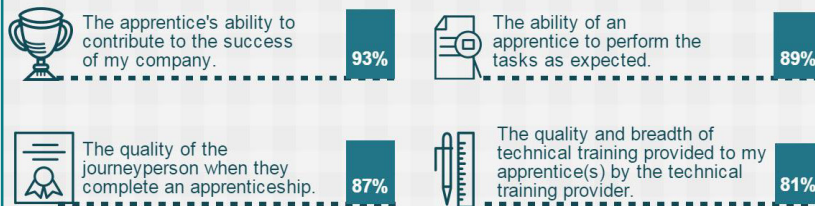
# EMPLOYERS IN 2015

## INDUSTRY SECTOR



## SATISFACTION

### With Apprentices



### With Staff



### Top Services Ratings



Nearly **eight in ten (80%)** of employers aware of the training guide believe it is a valuable tool.

## INFORMATION PREFERENCES

### Top Preferred Online Services



### Most Preferred Methods of Receiving Information



# NEWS BITES

## at the SATCC High School Document

The 2015-16 High School to Apprenticeship document is now available. Designed for youth, high school administrators, 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](#)

Employers! Youth will be looking for work experience, perhaps for the Saskatchewan Youth Apprenticeship program, or for a high school credit such as an Apprenticeship or Career and Work Exploration course. Please consider providing them with experience. You may also find a potential future employee.

## Annual Report

The 2014-15 SATCC Annual Report has been compiled and approved by the Board of Directors. The report will be tabled on October 28, 2015. It can then be found here:  
[Annual Reports](#)

## Website Update

[www.saskapprenticeship.ca](http://www.saskapprenticeship.ca) will soon be more mobile friendly, as we are working on a mobile responsive site. Not only will the site reformat to fit your browser, but it will also have a new look and will be easier to navigate. Keep an eye out for it in the near future!

## NATIONALLY

### CAF Seeking Interview Candidates

CAF-FCA is conducting research to identify promising practices for hiring and retaining Aboriginal apprentices in private, federally regulated companies in the transportation, mining and shipbuilding sectors. The ultimate goal is to ensure employers are well-positioned to hire and train Aboriginal people in the skilled trades.

CAF-FCA is seeking employers and Aboriginal organizations to participate in the interviews. The interview will take no more than 20 minutes by phone or you have the option of providing written answers by email.

Please contact Erin Chreptyk: [erin@caf-fca.org](mailto:erin@caf-fca.org) for more information.

## Sustainable Essential Skills

Essential Skills are the foundation for learning all other skills and are needed for success in work and life.

Integrating Essential Skills into technical training will help your apprentices successfully complete their apprenticeship training, evolve with their jobs and adapt to workplace change - in other words, it will help them to succeed.

The newly updated Sustainable Essential Skills in Construction website can help you help your apprentices. Register for online, self-paced e-learning courses, access a wealth of resources, and get help from experts Essential Skills practitioners.

Check out [Sustainable Essential Skills in Construction](#).

## RSE

As a reminder, the Canadian Council of Directors of Apprenticeship (CCDA) recently announced the official recognition of the "RSE" (Red Seal Endorsement) acronym for qualified skilled tradespeople! The RSE acronym is to be used by journeypersons who have obtained a Red Seal endorsement on their provincial or territorial Certificates of Qualification and Apprenticeship by successfully completing a Red Seal examination.

Anyone holding a Red Seal endorsement can begin using RSE on their business cards and promotional materials today.

# BOARD OF DIRECTORS

As of October 1, 2015:

## Commission Board Chairperson

Garry Kot

## Commission Board Vice-Chairperson

Doug Christie

## Agriculture, Tourism & Service Sector

Joe Kleinsasser - Employer

Karen Zunti - Employee

## Construction Sector

Jeff Sweet - 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

Brett Waytuck - Ministry of Education

## SYA Industry Scholarship 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

South Country Equipment

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?

Call (306) 787-0187 or email [rs-atccnewsltr@gov.sk.ca](mailto:rs-atccnewsltr@gov.sk.ca)

Become a sponsor! Email [rs-atccnewsltr@gov.sk.ca](mailto:rs-atccnewsltr@gov.sk.ca)