



Saskatchewan
Apprenticeship and
Trade Certification
Commission

Apprenticeship in ACTION



Sask Apprenticeship



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Fall 2017

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Johnny Rebeyka

“What’s the worst thing that can happen if you take the Saskatchewan Youth Apprenticeship (SYA) Program and don’t follow a career in the skilled trades? You learn what you don’t like, who you are, and save yourself a lot of money following the right path. The benefits far outweigh the downfalls.”

Those are some pretty remarkable insights coming from a young man who took the SYA Program and did follow up with a career as an Agricultural Equipment Technician (AET).

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From the desk of

JEFF RITTER



As the snow rolls in, it seems that winter in Saskatchewan has arrived early this year. And, with the cold weather outside, it's often the time of year when we turn our thoughts inside. As such, the theme of this newsletter is partnerships. The SATCC has many partnerships to be thankful for as we reflect on the end of 2017.

The first partnership to touch on is the 2017 Apprenticeship Awards. This year continued to demonstrate the tremendous partnerships we share with industry as we saw a record 37 event partners sponsor the Awards, 13 of whom also issued industry scholarships. I want to extend my personal gratitude to all who so proudly support this important annual event – some new, but many who are long-time supporters. I know the award recipients were truly thrilled and grateful for the experience.

Another partnership we are pleased with this year is the SYA Industry Scholarship and its sponsors. Since 2009-10, we now have raised \$716,000 from industry to award 100 youth with a \$1,000 scholarship each year. That is a tremendous achievement and one that could not be done without generous support from our employer and union partners.

These scholarships are having a positive effect on our youth. In fact, the cover profile in this issue -- Johnny Rebeyka -- talks about the impact this scholarship had on his life and his career as an Agricultural Equipment Technician. We are so

pleased, as we know that Johnny is but one of hundreds of other young people who also had a boost to their new career in the trades because of these generous donors.

Still another key partnership to note in 2017 is one the SATCC shares with all of our apprenticeship partners in the other provinces and territories. Together, we have been working toward harmonization of the trades across Canada. As you will read on page seven, there has been significant progress on harmonization since September 2016 with 17 trades implemented in most jurisdictions, and with 10 additional trades in progress. All jurisdictions are pleased with this achievement, knowing that it can be difficult and challenging to come to consensus on critical topics. Harmonization is focused on the Red Seal Occupational Standard (RSOS), trade names and curriculum. These developments can only be realized when partners are committed to work out every minor detail. In the end, apprentices will be able to seamlessly transition should they move from one jurisdiction to another.

We recently celebrated our partnership with Skills Canada Saskatchewan, as together we

once again designated the week of November 5-11th as Skilled Trades and Technology Week in the province; a week that is also recognized across Canada. Kudos to the partnership between Skills Canada Saskatchewan, the Regina and District Industry Education Council, the United Association of Plumbers and Pipefitters, Local 179, the International Brotherhood of Boilermakers Union, Local 555, and the SATCC. The week raised awareness of the skilled trades to youth and enabled them to experience a day in the life of a skilled tradesperson.

For these partnerships, and many others too numerous to mention, the Sask Apprenticeship Commission Board and staff reflect and give thanks for a strong and prosperous 2017.

So as you get settled in for another Saskatchewan winter, take time to reflect on the meaningful partnerships in your organization, your community and your family, and give thanks.

Johnny Rebeyka

continued...



Meet Johnny Rebeyka from Saskatoon. He grew up taking weekend trips to the farm his family rented to the neighbour. Johnny didn't think owning the farm would be for him, but he thought he'd like to be involved in farming in some way.

While attending St. Joseph's High School in Saskatoon, he took the advice of his guidance counsellor and jumped at the chance to take the SYA Program to explore the trades. "SYA required some effort to work on projects after school, like talking to people working in the trades, but really it was only a few hours here and there. In this process, I learned that I'm a visual learner, I like hands-on work and solving problems, and I don't want to be stuck behind a desk for four years. SYA taught me that the AET trade would be a good fit for me."

Johnny is confident the same would be true for all youth taking the program, even if they don't follow

like and may not like, and what trades are out there. It's better to spend a bit of time working on SYA projects than to jump into university or some other school and find out you don't like that at all. By then, you've wasted time and money.

There is no reason not to take the program. In fact, I have friends that have regretted not taking it."

"For the amount of effort and hours you put into it -- and the projects weren't hard work -- you get huge benefits. I got 300 hours trade time credit, the first year tuition and the registration fee were waived,

a career in the trades after. "Take SYA because what's the worst thing that can happen to you? You learn something about yourself - what you

and I qualified for a \$1,000 SYA Scholarship! That all helped me out big time. It was time and money in the bank!"

Johnny decided to take the AET pre-employment program for a year. "The program is good for anyone who doesn't know anything about the industry. But, looking back, I should have just jumped straight into apprenticeship instead

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"SYA required some effort to work on projects. I learned that I'm a visual learner, I like hands-on work and solving problems. SYA taught me that the AET trade would be a good fit for me."

Johnny Rebeyka



A Celebration of Partnerships

Each year, the SATCC celebrates partnerships with the annual Apprenticeship Awards. The 17th awards ceremony was held on October 27th, recognizing 34 journeypersons who achieved the highest marks on the journeyperson exam in their designated trades between July 1, 2016 and June 30, 2017.

"It was pretty cool," said Casey Fitzsimmons, Outstanding Journeyperson in the Sheet Metal Worker trade. "It was very surprising, and very meaningful for all the hard work and hours I put in."

More than 400 people attended the event, where additional awards were presented to apprentices, employers, instructors, and Skills Canada Saskatchewan competition gold medal winners.

"I was really proud and honoured because I knew it was for women in non-traditional trades," said Cassandra Lasko of the Wendy Davis Memorial Scholarship she received.

Gord Heidel took home two awards—one for a Champion of the SYA program, as did Crystal Evers (Saskatoon), Mike Tourigny (Meadow Lake) and Rod Nieviadomy (Weyburn). Gord also received the Artisan Award for outstanding contributions to apprenticeship training.

The awards are supported by many industry sponsors. "Supporting the apprenticeship awards is important because it recognizes the young people who have chosen to become journeypersons, or masters in their craft," said John Lax of the Saskatchewan Construction Association, a Platinum sponsor. "That's critically important to the economy and the development of our province, in terms of both the capacity and the quality of work."

Other partnerships celebrated that evening were those contributing to the Saskatchewan Youth Apprenticeship (SYA) Industry Scholarships awarded to 100 high school students each year at their Grade 12 graduation ceremony.

The SATCC encourages many high school graduates to pursue a post-secondary education through an

apprenticeship that will lead them to careers in the skilled trades. The skilled trades give people a chance to work with their hands and solve problems, to be creative and perform tangible, meaningful work; and to support themselves and their families.

The SATCC promotes the skilled trades as a first-choice career option, and apprenticeships as a way for young people to receive a combination of on-the-job and classroom training leading to certification. One of the ways to encourage and support young people entering the trades is through the SYA Program, and the SYA Industry Scholarship.

The Scholarship is set up to reward Saskatchewan students who have completed the SYA Program, and have decided to pursue careers in the skilled trades.

In order to redeem their \$1,000 scholarship, students need to begin their career journeys within two years of high school graduation—either by apprenticing with an employer and finishing Level One technical training, or by completing a pre-employment program. The

Scholarship fund is administered by the SATCC, but the bulk of the funds are donated by industry organizations who believe in the apprenticeship system and the importance of supporting our future workforce.

Since the scholarship's inception in 2009-10, more than 40 organizations have donated \$716,000 to the scholarship fund.

The SATCC is looking to add to its list of donors. In the past, donations have ranged from \$1,000 to \$100,000, so organizations are able to choose an amount that fits within the budget.

A \$10,000 donation means that the sponsor will receive a named scholarship that will be awarded to a new graduating student every year for 10 years. Similarly, a \$1,000 donation means that they will receive one named scholarship for one year. Industry donations helped fund the 100 SYA Industry Scholarships awarded to SYA graduates across the province in the spring of 2017.

The SATCC needs your help promoting the trades to our province's young people. Your contribution will help ensure that Saskatchewan's youth continue to discover



Above: Outstanding New Journeyperson: Casey Fitzsimmons, Sheet Metal Worker, Saskatoon.

Right: Wendy Davis Memorial Scholarship winner, Cassandra Lasko, Carpenter, Martensville





Top: SYA Champions (L to R): Gord Heidel, Crystal Evers, and Rod Nieviadomy.



Bottom left: Royan Stewart, Breck Construction Saskatoon, Outstanding Employer - More than 50 employees.

Bottom right: Doug Boehm, Outstanding Instructor, SaskPower Training Centre, Weyburn.

the rewards offered by the skilled trades.

There are many benefits to donating. More information can be found on the SATCC website here: saskapprenticeship.ca/employers/sya-industry-scholarship/. You can also call 306-787-0187 or email youthapprenticeship@gov.sk.ca for more details.

SAVE THE DATE!!
2018 Apprenticeship Awards
 Friday, November 2, 2018
 Conexus Arts Centre, Regina

Become an SYA Industry Scholarship sponsor!
 Email: julie.woldu@gov.sk.ca

THANK YOU SYA Industry Scholarship Sponsors!!

The sponsors of the SYA Industry Scholarship provide many opportunities for Saskatchewan youth. As of October 12, 2017, we are proud to recognize these donors:

(\$100,000+)

EECOL Electric
 PCL Construction Management Inc.

(\$50,000 – \$99,999)

CLR - Construction Labour Relations of Saskatchewan Inc.
 Saskatchewan Construction Association

(\$25,000 – \$49,999)

Canada West Equipment Dealers Association

(\$10,000 – \$24,999)

Allan Construction
 Alliance Energy Ltd.
 Breck Construction
 Canadian Welding Association – Regina Branch
 Christie Mechanical Ltd.
 Ensign Energy Service Inc.
 General Contractors Association of Saskatchewan Incorporated
 GESCAN Division of Sonepar Canada Inc.
 Husky Group of Companies (Husky Energy Inc.)
 K+S Potash Canada GP
 Korpan Tractor and Parts
 Merit Contractors Association Inc.
 Moose Jaw Construction Association
 Mosaic Canada ULC
 Peak Mechanical Partnership

Potash Corporation of Saskatchewan Inc.
 Prairie Mines & Royalty Ltd.

Prince Albert Construction Association
 RNF Ventures Ltd.

Saskatchewan Provincial Building and Construction Trades Council

Sheet Metal Workers - Local 296 Saskatchewan
 South Country Equipment
 Sun Electric (1975) Ltd.
 The Taylor Automotive Group

(\$10,000 – \$24,999) continued

W. Hunter Electric (2005) Ltd.
 Wallace Construction Specialities Ltd.
 Westridge Construction Ltd.
 Wright Construction Western Inc.

(Up to \$10,000)

AIM Electric Ltd.
 All-Rite Plumbing and Heating Ltd.
 CAF-FCA Conference
 Highlander Crane Ltd.
 Hipperson Construction
 Industrial Parts & Equipment
 Iron Workers, Local 771
 Pagnotta Industries Inc.
 Pro-Western Mechanical Ltd.
 Synergy Electric Corp.
 Tarpon Energy Services
 Techmation Electric & Controls Ltd.
 Thyssen Mining Construction of Canada Ltd.
 United Association of Plumbers & Pipefitters Local #179
 Yara International ASA (Yara Belle Plaine Inc.)

Skilled Trades and Technology Week

Saskatchewan people were encouraged to explore and discover the opportunities in the skilled trades and technologies from November 5 until November 11, 2017. The Government of Saskatchewan declared the week as Skilled Trades and Technology Week, highlighted with high school students attending a kick-off at the United Association (UA) of Plumbers and Pipefitters Local 179 Pipe Trades Training Center (training facility) on November 7. The week was also celebrated throughout Canada with National Skilled Trades and Technology Week.

“Skilled Trades and Technology Week plays an important role in highlighting the opportunities for careers in skilled trades,” Economy Minister Steven Bonk

said. “It also celebrates the services provided by skilled tradespeople in Saskatchewan and encourages young people to pursue a career in this sector in their home province.”

“Throughout this week, we inform people and promote understanding of trades and technology careers,” Skills Canada Saskatchewan Chair and Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) Chief Operating Officer Loreena Spilsted said. The skilled trades require strong math and science skills, the ability to think creatively and solve problems, good communication skills, and strong reasoning and analytical skills. There are rewarding careers available in more than 40 designated trades.”

Schools were encouraged to

participate in the week by organizing activities and try-a-trade events, and inviting speakers into their classrooms to discuss the benefits of apprenticeship and a career in the skilled trades.

“We all benefit from the legacy that skilled tradespeople have created in this province and it is our privilege to play a small role recognizing their important contribution,” Regina and District Industry Education Council (RDIEC) Executive Director Gord Heidel said. “We would like to thank all of our partners who have been incredibly supportive of RDIEC programming over the years. Their openness to mentor and provide learning opportunities for young people interested in the trades really models what apprenticeship is all about.”



Students participating in (Basic Pipe Rigging Fundamentals) - pipefitting (left), soldering (centre) and threading (right) at the Skilled Trades and Technology Week launch assisted by UA 179 journeypersons.

Johnny Rebeyka con't

because I already had a basic understanding."

His parents are proud of him. "My parents were supportive because the SYA Program helped me figure out what I wanted to do, and apprenticeship saved them a lot of money too. They were proud that I was helping my own cause and putting myself through school."

"Employers in the agricultural industry are really supportive with SYA and apprenticeship because they want good technicians. They want to send a reliable, skilled technician out to the customer. Many donate equipment for schools, as well as provide scholarships."

Johnny works for Redhead Equipment in Saskatoon, but is currently enrolled in his Level four

technical training, and expects to attain his journey person certification in December.

"I really love working in the trades because you make money while you learn. There are no essays. You just take stuff apart, figure out how things work, learn about the theory of operation of your trade, and then you apply it to your job. You get lot of hands-on experience. I work hard and think for myself, but mentors and co-workers can always help solve problems along the way." And Johnny's hard work has paid off as he is proud to be on the road with his own Redhead service truck.

"Each day, I get to the shop, fill out the previous day's work orders and my time card, then I go to the office for new work orders, talk to the customer, order the parts, and then head out to figure out their repairs.

I love it! I solve problems every day, meet lots of new people and see lots of Saskatchewan I would not have seen before."

"There is no slow time either. In the summer I'm on the road, but in the winter, I'm in the shop fixing all the machinery that's been in operation all year – combines, tractors, sprayers, etc. -- so it's ready for spring."

What are his long term goals?

"I want to complete my journey person exam and keep working in the trade right now. But, I think that I might also like to expand my knowledge and work toward a second Red Seal certification in the Heavy Duty Equipment Technician trade."

By taking SYA, Johnny has etched out a career path any parent would be proud of.

Harmonization Update

During the fall, the Canadian Council of Directors of Apprenticeship (CCDA) approved the first three harmonization recommendations for Insulator (Heat and Frost). Following that, the Insulator (Heat and Frost) trade representatives met in Ottawa for the Red Seal Occupational Standard (RSOS) Workshop as well as the Harmonization Curriculum Sequencing Workshop.

The harmonization team continues to work with the host of the Rig Technician trade (Province of Alberta) to finalize sequencing, as well as with the CCDA for the corresponding approvals.

The first three harmonization recommendations (Red Seal name, training levels and training hours) for the Refrigeration and Air Conditioning Mechanic trade

are in process, and were approved in advance of the November 2017 workshop.

The Machinist final curriculum sequencing was approved in early November. The SATCC looks forward to further collaboration with industry and apprenticeship authorities during Phase Four.

Finally, the Project Control Analyst for Interprovincial Harmonization met with the Interprovincial Standards and Examination Committee (ISEC) to discuss the progress to date on the Harmonization Initiative. The group discussed both the successes and challenges of implementing the initiative,

as well as the path forward post-2020.

See the harmonization overview on the new two pages for greater detail.



PHASE 4
Implementation by Sept 2019

Trades	Red Seal Trade name	Total training hours (in-class and on-the-job)	Number of training levels	Sequencing
Machinist	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation ✓	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation ✓	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation ✓	Research ✓ Workshop ✓ Red Flag Consultations Webinars for Consensus CCDA Approval Ready for Implementation
Rig Technician	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation ✓	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation ✓	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation ✓	Research ✓ Workshop ✓ Alberta alignment with curriculum ✓ CCDA Approval ✓ Ready for Implementation
Insulator (Heat and Frost)	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation ✓	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation ✓	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation ✓	Research ✓ Workshop ✓ Red Flag Consultations Webinars for Consensus CCDA Approval Ready for Implementation
Refrigeration and Air Conditioning Mechanic	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation ✓	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation ✓	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation ✓	Research ✓ Workshop Red Flag Consultations Webinars for Consensus CCDA Approval Ready for Implementation
Tool and Die Maker	Research ✓ Consensus CCDA Approval Ready for Implementation	Research ✓ Consensus CCDA Approval Ready for Implementation	Research ✓ Consensus CCDA Approval Ready for Implementation	Research ✓ Workshop Red Flag Consultations Webinars for Consensus CCDA Approval Ready for Implementation

PHASE 5				
Implementation by Sept 2020				
Trades	Red Seal Trade name	Total training hours (in-class and on-the-job)	Number of training levels	Sequencing
Automotive Painter	Research	Research	Research	Research
	Consensus	Consensus	Consensus	Workshop
	CCDA Approval	CCDA Approval	CCDA Approval	Red Flag Consultations
	Ready for Implementation	Ready for Implementation	Ready for Implementation	Webinars for Consensus CCDA Approval Ready for Implementation
Motor Vehicle Body Technician	Research	Research	Research	Research
	Consensus	Consensus	Consensus	Workshop
	CCDA Approval	CCDA Approval	CCDA Approval	Red Flag Consultations
	Ready for Implementation	Ready for Implementation	Ready for Implementation	Webinars for Consensus CCDA Approval Ready for Implementation
Powerline Technician	Research	Research	Research	Research
	Consensus	Consensus	Consensus	Workshop
	CCDA Approval	CCDA Approval	CCDA Approval	Red Flag Consultations
	Ready for Implementation	Ready for Implementation	Ready for Implementation	Webinars for Consensus CCDA Approval Ready for Implementation
Cook	Research	Research	Research	Research
	Consensus	Consensus	Consensus	Workshop
	CCDA Approval	CCDA Approval	CCDA Approval	Red Flag Consultations
	Ready for Implementation	Ready for Implementation	Ready for Implementation	Webinars for Consensus CCDA Approval Ready for Implementation
Hairstylist	Research	Research	Research	Research
	Consensus	Consensus	Consensus	Workshop
	CCDA Approval	CCDA Approval	CCDA Approval	Red Flag Consultations
	Ready for Implementation	Ready for Implementation	Ready for Implementation	Webinars for Consensus CCDA Approval Ready for Implementation

There's an App for that!

When it comes to on-site safety and the safety of employees and co-workers, “I didn’t know” is just not valid. That is why the SCSA created the Saskatchewan Construction Safety Association Guide to OHS Legislation app.

“The OHS Regulations and Saskatchewan Employment Act are more than 500 pages in length. While workers, supervisors, and other managers are required to adhere to the Regulations and Act, it is often impractical for people to carry such a massive document in their back pocket. We felt that there was a need for a quick reference tool that focussed on some of the most common issues in construction safety with direct reference to the Regulations and Act. From the onset, we determined that the tool had to contain brief, plain language summaries and links to additional resources and training that employers and workers could benefit from. It had to be accessible anywhere and to anyone,” says Collin Pullar, president of the SCSA.

The OHS app was developed in partnership with the Canadian Centre for Occupational Health and Safety (CCOHS) and contains both a web-based version and a mobile application. This guide will help Saskatchewan employers and employees understand and comply with the legislative obligations within their workplaces. Each of the 20 topics includes an easy-to-read summary and related resources such as hazard alerts and safety talks.



Upon reviewing the SCSA app, Anders Wheeler, District HSE Manager, PCL Regina District had this to say, “It doesn’t take long to realize the value in what you guys have been able to put together. It is easy to see that it will be a very effective tool for our project teams to reference and find the information they need efficiently. The simple, streamlined interface makes it extremely easy to pick-up and use from the first time you open the app.”

To download the app from either the Apple or Google app stores, simply search “SCSA” using each store’s search tool.

To preview the web-based version visit: ohsguide.scsaonline.ca

In the 2016-2017 fiscal year there were 38 prosecutions initiated, resulting in 25 Occupational Health and Safety (OHS) convictions in Saskatchewan. Total penalties for the year were just under \$1 million. Education and knowledge are key to injury prevention. The Guide to OHS Legislation app delivers that to employers, supervisors and workers.



Saskatchewan Construction Safety Association – with over 9,000 homebuilding, commercial and industrial construction member companies in Saskatchewan, the SCSA’s mission is to provide quality safety training and advice to construction employers and employees that will lead to reduced human and financial losses associated with injuries in the construction industry.

For more information, please contact:
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NEWS BITES

at the SATCC

Getting Involved

Are you a skilled tradesperson who wants to give back to the apprenticeship training system? Or, are you an employer who is interested in ensuring the apprenticeship system is top notch and up to date to meet industry's changing needs? We need your involvement in order to keep the apprenticeship training program relevant and up-to-date in an ever changing labour market. For more information, visit <http://saskapprenticeship.ca/getting-involved/>

SATCC Stakeholder Consultations

The SATCC has completed stakeholder consultations on proposed amendments to *The Apprenticeship and Trade Certification Act, 1999*. Thank you to the twenty-eight organizations who participated. You provided valuable feedback, and we appreciate your input.

A consultation report has been submitted to the Ministry of the Economy for review as revised legislation is developed.

Forms Reminder

The apprentice and employer forms change from time to time, so please be sure to always refer to the SATCC website for [all current forms](#).

NATIONALLY Flexibility and Innovation in Apprenticeship Technical Training

The federal government's Flexibility and Innovation in Apprenticeship Technical Training (FIATT) program is funding 10 pilots to experiment with online learning, upfront training, mobile labs and/or simulator training.

The FIATT pilot projects share goals linked to common apprenticeship barriers, emphasizing the applicability and importance of the initiative:

- Help apprentices progress and complete their training;
- Reduce waitlists, time away from the workplace and the number of weeks on Employment Insurance (EI);
- Create access to hands-on training, especially for rural and Northern apprentices, through simulators and mobile training units;
- Engage apprentice learners, instructors, employers and/or underrepresented groups in online training; and
- Support apprentice learning and skills development.

[Read more here.](#)