

Apprenticeship *in Action!*



SASKATCHEWAN YOUTH APPRENTICESHIP INDUSTRY SCHOLARSHIPS



Shown from left to right: Doug Christie, Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) Board Vice-Chair; Bernie Kuntz, EECOL ELECTRIC South Saskatchewan Regional General Manager; Leo Moisan, EECOL ELECTRIC Provincial General Manager; Kelly Miller, Saskatchewan Construction Association Board Chair; and the Honourable Rob Norris, Minister of Advanced Education, Employment and Labour.

A new scholarship program was announced December 17, 2009 to encourage high school graduates to enter productive careers in the skilled trades. One thousand dollar scholarships will be awarded each June to selected, eligible high school graduates who have completed the Saskatchewan Youth Apprenticeship (SYA) Program.

The scholarship was initiated by industry partners and the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) to profile skilled trades as first choice careers for high school graduates.

“Our government is pleased to provide \$40,000 to help establish the new youth apprenticeship scholarship program,” the Honourable Rob Norris, Minister Responsible for the SATCC said.

“Saskatchewan has a growing need for tradespersons, and the scholarship program will help to attract new

apprentices directly from high school to help meet our labour market needs.”

The first industry contribution to the scholarship fund was made by EECOL ELECTRIC. “We are very proud to contribute \$100,000 toward the SYA Industry Scholarship Fund. Our workforce is aging and industry needs to do a better job of promoting the great careers that the skilled trades offer so that young people consider these wonderful opportunities. The scholarship program is a great start,” said Leo Moisan, EECOL ELECTRIC Provincial General Manager.

Michael Fougere, President of the Saskatchewan Construction Association, believes the scholarship fund creates a win – win dynamic.

“The Saskatchewan Construction Association and its membership are thrilled to have spearheaded this initiative which, in the short term, will assist high school graduates to pursue

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their chosen careers and, in the longer term, provide our industry with the skilled trades people we need to keep the economy strong.”

The SYA Program assists high school students to explore career opportunities in the skilled trades through a process of awareness, research and hands-on experience. Interest in the SYA Program continues to grow since it was first offered province-wide in the 2006-07 school year. As of February 2010, 223 schools offer the SYA Program. Over 6,240 students are either currently enrolled and participating, or have graduated from the SYA Program. Since the Program began, 177 graduates have registered directly into the skilled trades and have received the benefits of free registration (\$150), free tuition for the first level of technical training and 100 hours of trade time credit for each SYA level completed.

Employers and industry associations interested in contributing to the SYA Industry Scholarship Program are encouraged to read more on page 4 and call the SATCC at 1-877-363-0536.



CAF-FAC - JUNE 6-8, 2010

The St. John's Convention Centre and Delta Hotel in beautiful St. John's, Newfoundland and Labrador is the place to be from June 6-8, 2010.

Please join the Canadian Apprenticeship Forum-Forum canadien sur l'apprentissage (CAF-FCA) for the fifth national apprenticeship conference, **Apprenticeship: The Framework for Canada's Renewable Resource**, where we'll be ready for action with an outstanding program that is expected to sell out!

The two-and-a-half day Conference Program will feature:

- keynote addresses and presentations by Canadian champions of apprenticeship;
- showcases and demonstrations;
- breakout sessions focusing on the latest developments in key areas;
- opportunities to reach decision-makers in the Canadian apprenticeship community; and
- networking activities with approximately 450 delegates from across the country.

For more information, go to <http://www.caf-fca.org/en/conference/2010/program.asp> or contact Margo Royce at margo_royce@caf-fca.org to receive:

- a copy of the Preliminary Program and registration package (January 2010);
- conference e-bulletins; and
- CAF-FCA news and correspondence by email.

See page 4 for CAF-FCA e-videos

ACHIEVEMENTS OF NEW JOURNEYPersonS RECOGNIZED

Thirty-one completing apprentices, newly certified as journeypersons, received an award for their outstanding achievement in the skilled trades. They were the top achievers from among the over 1,200 new journeypersons certified in Saskatchewan's 47 trades between July 1, 2008 and June 30, 2009.

"The apprenticeship training and trade certification system is vital for building Saskatchewan's future," Advanced Education, Employment and Labour Minister Rob Norris said. "These 31 new journeypersons have shown dedication to their trades and the significance of hard work. They will be valuable additions to Saskatchewan's workforce."

Increased awareness of great career opportunities available in the skilled trades, coupled with the strength of Saskatchewan's economy, has resulted in unprecedented growth in apprenticeship. The total number of apprentices registered rose to 8,924 in 2008-09, up from 5,436 in 2004-05, a 64 per cent net increase in the last four years.

"More people are recognizing the great opportunities a career in the skilled trades can bring," said Garry Kot, SATCC Board Chair. "Employers are also recognizing the benefits skilled workers add to their productivity and competitiveness. This is evidenced by the growing number of industry scholarships presented this year."

Fourteen industry associations provided scholarships or awards recognizing outstanding journeyperson achievement in 15 skilled trades. In addition, six apprentices were recognized for achieving gold medals in the Skills Canada provincial competitions held in Regina in April 2009.

The Saskatchewan Youth Apprenticeship Program continues to build momentum in high schools. Over 210 high schools now offer the program, over 4,100 students are currently participating, and almost 140 have registered as apprentices as a result of the program.

NATIONAL APPRENTICESHIP SURVEY (NAS)

The 2007 NAS interviewed about 30,000 current and former Canadian apprentices. The survey focused on the factors affecting the completion, certification and transition of apprentices to the labour market. It was a collaborative effort between provincial and territorial apprenticeship authorities, the Canadian Council of Directors of Apprenticeship (CCDA), Human Resources and Skills Development Canada (HRSDC) and Statistics Canada.

A National Overview Report and reports for each jurisdiction were completed in 2008. The link for the National Report is www.statcan.gc.ca/pub/81-598-x/81-598-x2008001-eng.htm. The link for Saskatchewan's Report is www.statcan.gc.ca/pub/81-598-x/81-598-x2008006-eng.htm

Because there was such a wealth of information collected in this extensive study, the CCDA, through its Research Committee, approved further research be undertaken. This additional analysis of the survey data will result in detailed reports focusing on topics useful in the development of apprenticeship policy. The membership of the Research Committee consists of representatives of the jurisdictions, as well as a representative of HRSDC, and is supported by HRSDC.

It is expected that the following reports will be ready for public release in 2010:

- Profile of apprentices
- Motivation to enter apprenticeship
- Completion of apprenticeship

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- Inter-provincial mobility
- Quality of training
- Impact of trade regulation on apprenticeship outcomes
- Labour market outcomes
- Influence of labour market conditions on completion
- Selected target groups (immigrants, women and Aboriginal people)
- Summary report

SKILLS CANADA SASKATCHEWAN



Skills Canada Saskatchewan is a not-for-profit organization working with employers, educators, labour groups and government to reposition trade and technology related careers as first choice career options for Saskatchewan's youth. It is affiliated nationally with Skills Competence Canada and internationally with the World Skills organization.

Designed like an "Olympic-style" event, Skills Canada Saskatchewan will host the 12th Annual Skills Competition on April 15-16, 2010 in Prince Albert. This event provides a forum for students to develop and showcase their skilled trade and technical skills. Over 350 secondary and post-secondary students from across Saskatchewan will participate in one of the 32 contest areas. Gold Medalists at this Provincial Skills Competition will have the opportunity to compete in the Skills Canada National Competition in Waterloo, Ontario from May 20-23, 2010. For a listing of the competition disciplines, to register as a competitor or to volunteer, please go to www.skillscanadasask.com.

Skills Canada Saskatchewan welcomes its new Executive Director, Brenda Bathgate from Regina. Brenda's background includes career experiences in the municipal, provincial and national governments, non-profit organizations and with the education system at SIAST Kelsey Campus.

APPRENTICESHIP COMPLETION GRANTS

More than 630 Saskatchewan apprentices have taken advantage of the Government of Canada's Apprenticeship Completion Grant, and another 5,800 are receiving the Apprenticeship Incentive Grant.

The Honourable Diane Finley, Minister of Human Resources and Skills Development, applauded the take-up of the two grant programs at the Saskatchewan Institute of Applied Science and Technology (SIAST) on February 10, 2010, where she was congratulating apprentices.

"Our government wants to help Canadians develop the skills they need to compete in the global market and build a better future for themselves and their families," said Minister Finley. "I am pleased that so many apprentices in Saskatchewan are taking advantage of the opportunity to become skilled tradespeople."

"Financial support for apprentices certainly helps them make ends meet, but it also provides a much-valued endorsement of their post-secondary education path and career decisions," said Dr. Robert G. McCulloch, President and Chief Executive Officer of the Saskatchewan Institute of Applied Science and Technology. "In addition to offering 159 certificate, diploma and degree programs, SIAST provides

technical training to apprentices in 26 trades."

Under Canada's Economic Action Plan, the Apprenticeship Completion Grant is a \$2,000 grant for apprentices who have completed their training in a designated Red Seal trade and have received their journeyman certification.

Red Seal endorsement is a nationally recognized standard for skilled trades that boosts tradespeople's ability to work anywhere in Canada.

The Government of Canada also offers the Apprenticeship Incentive Grant, which is a grant of \$1,000 per year for registered apprentices who have successfully completed their first or second year/level of an apprenticeship program in a Red Seal trade. The maximum amount an individual can receive is \$2,000.

The federal government has committed more than \$40 million per year for the Apprenticeship Completion Grant to encourage apprentices to become certified journeymen in Red Seal trades, which will allow them to work anywhere in Canada.

By combining the two apprenticeship grants, apprentices who complete their training and become certified journeymen in a designated Red Seal trade could receive a total of \$4,000.

CONSTRUCTION SECTOR COUNCIL (CSC) MENTORSHIP PROGRAM

The CSC has developed a program that creates an environment for experienced tradespersons to mentor new learners to become safe, skilled and effective skilled trade workers.

Mentoring is the on-the-job transfer of technical knowledge, trade skills and workplace behavior from an experienced tradesperson to a new worker. Four Saskatchewan companies piloted the CSC Mentorship Program with guidance and support from the SATCC and the Saskatchewan Construction Association. The Saskatchewan Pilot confirmed that the products produced by the CSC were beneficial to the overall process of mentorship in the construction industry. Many suggestions were also offered from pilot project participants to improve the program. Materials are now available from the CSC at www.csc-ca.org.

CALENDAR OF EVENTS

- Skills Canada Saskatchewan's 12th Annual Skills Competition will be held April 15-16, 2010 in Prince Albert, Saskatchewan. Provincial gold medalists will head to the Skills Canada National Competition in Waterloo, Ontario from May 20-23, 2010.
- Delegates from across Canada will be attending the Interprovincial Standards Examination Committee (ISEC) national meeting to be held in Saskatoon, August 9-12, 2010.



MORE ON THE SYA INDUSTRY SCHOLARSHIPS PROGRAM

The SATCC, with its partners in industry, has initiated a youth apprenticeship scholarship program. The program profiles skilled trades as first choice careers to high school students. It will encourage students to participate in the Saskatchewan Youth Apprenticeship (SYA) Program and to pursue apprenticeship or other post-secondary training in a designated apprenticeship trade after graduation.

It is intended that the scholarship endowment will be primarily funded by the private sector, with support from other partners. The SATCC will serve as the trustee and administrator for the endowment fund. The endowment will be used to fund \$1,000 awards to deserving high school graduates who complete the SYA Program. The number of annual scholarships will vary based on the contributions received. Forty scholarships were granted in 2009.

How do sponsors benefit by contributing to the endowment?

- For every \$10,000 donated, a \$1,000 scholarship in the name of the sponsor's choice will be issued to a high school graduate for a minimum of 15 years.
- SATCC will issue the sponsor a receipt for tax purposes.

- Every attempt will be made to match the 'named' scholarship to an individual interested in entering the trade or sector of the sponsor's choice.
- There will be heightened profile for the named scholarship as it will be awarded at a graduation ceremony or similar event. Schools will be encouraged to offer the sponsor the opportunity to present the scholarship.
- The sponsor or sponsor's company will be listed as the sponsor of the scholarship in the advertisements made in conjunction with SATCC's "Outstanding Journeyperson Awards" event held each fall.
- The sponsor will be promoting skilled trades as first choice careers to Saskatchewan youth, guidance counsellors and administrators.
- This is an opportunity to give back to the community.
- It is an opportunity for the sponsor to recruit outstanding apprentices.
- It is an opportunity for the sponsor to be promoted as an employer of choice.

CAF-FCA E-VIDEOS

- **Employers Tell It Like It Is.** This is a must see for employers not yet participating in apprenticeship training!
<http://www.caf-fca.org/en/>

[employers/interview_video.asp](http://www.caf-fca.org/en/employers/interview_video.asp)

- **Apprenticeship Training Works For Employers!** Why now is the time to invest!
<http://www.caf-fca.org/en/newsletter/2009/vol9/>

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