

Apprenticeship *In Action*



It is my honour and privilege to be the Chair of the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) Board during this historic year.

As we take the time to reminisce about the challenges, achievements and advancements of apprenticeship training and trade certification over the last 65 years, I am reminded, and humbled, by the significant contributions of the SATCC Chairs whose footsteps I follow.

The late George Pellerin was THE driving force in the birth of the SATCC. It is due to his hard work, determination and perseverance that the Commission is led by an industry-majority board of governors today. The Commission is responsible to renew and govern apprenticeship and trade certification in Saskatchewan.

The subsequent work by the Past Chair, Paul McLellan, was equally valuable. Paul worked closely with George to lead the apprenticeship renewal process and the birth of the SATCC. He did this along with the responsibilities of owning and operating two electrical companies. He put tireless effort into representing the importance of skilled trades to numerous boards and associations across the country.

I am very proud to be the third Chair of the Commission Board. I pledge my utmost attention and devotion to seize the unprecedented opportunities facing Saskatchewan employers, associations, journeypersons and apprentices in this vibrant economy.

Garry Kot
Commission Board Chairperson



I N S I D E

- 2 CEO's message
- 4 2009: a year to celebrate apprenticeship
- 7 Designated dates of the trades
- 8 A look through fresh eyes – Apprenticeship and Trade Certification
- 9 Program highlights
- 10 A fitting success – Ed's story
- 12 Chairs, CEOs and Directors



Saskatchewan
Apprenticeship and
Trade Certification
Commission



I am thrilled to be the CEO of the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) and to witness the three significant milestones being celebrated in 2009 – the 10th anniversary of the SATCC, the 50th anniversary of the first Red Seal issued in Canada, and the 65th anniversary of apprenticeship training and trade certification in Saskatchewan.

So much has changed and many advances have been made in the skilled trades over the last 65 years. For example:

1944: 13 trades

1994: 50th anniversary of apprenticeship in Saskatchewan, 37 trades and 3,500 apprentices

2009: 65th anniversary of apprenticeship in Saskatchewan, 47 trades and almost 9,000 apprentices

In the past, work in the skilled trades was perceived as physically demanding and labour intensive only. Advances in technology and a globally competitive market have shaped the skilled trades today to be well integrated with computerized systems, robotics and meeting the demands of a changing society.

Initially, the role for government was limited to registering apprenticeship contracts, administering exams and issuing trade certifications. There was little or no formal technical training associated with the program. For the last 10 years, apprenticeship training has been administered by the SATCC, an industry-led organization that works closely with industry and government to ensure that trades training and trade certification are up-to-date and relevant.

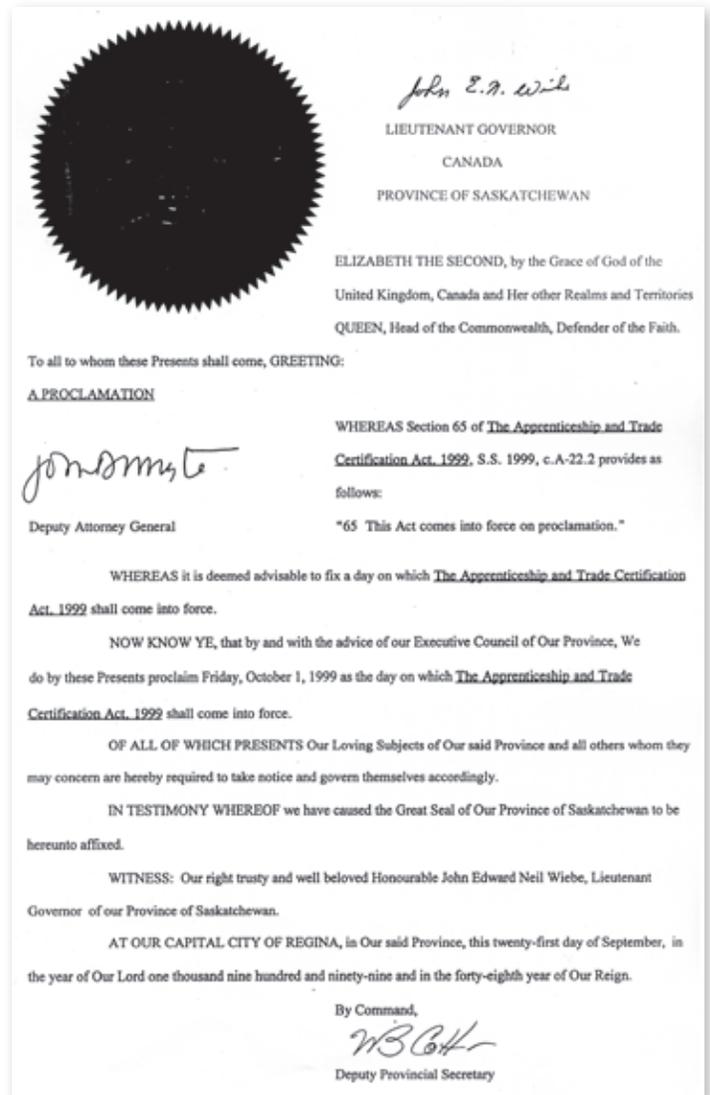
The year 2009 is an opportunity for all of us to admire and respect the hard work, diligence and determination of those who came before us and to thank them for shaping and enhancing the interprovincial standards and excellence that are the core of apprenticeship training and trade certification in Saskatchewan. The very strong partnership of industry, government, training providers and the SATCC ensures a bright future for apprenticeship and trade certification in Saskatchewan and makes it one of the best systems in Canada.

A handwritten signature in blue ink that reads "Joe Black". The signature is fluid and cursive.

Joe Black
Chief Executive Officer

Saskatchewan Apprenticeship and Trade Certification Commission Board

Commission Board Chairperson	Garry Kot
Commission Board Vice-Chairperson	Doug Christie
Agriculture, Tourism and Service Sector	
Employees	Hazel Hack
Employers	Tom Mullin
Construction Sector	
Employees	
	Garry Kot
	Randy Nichols
	vacant
	Doug Christie
	Brent Waldo
	vacant
Production and Maintenance Sector	
Employees	Mervin Roncin
Employers	Jim Deck
Motive Repair Sector	
Employees	Tim Earing
Employers	Walter Wilkinson
Persons with Disabilities/ Racialized Canadians/Working Poor	Doug Mitchell
First Nations	Vince Morrissette
Métis	Brett Vandale
Northern Saskatchewan	vacant
Women In Trades	Marral Thomson
SIAST	vacant
Ministry of Advanced Education, Employment and Labour	vacant
Ministry of Education	Gerry Craswell



2009 marks three significant anniversaries for Saskatchewan's apprenticeship training and trade certification system. Let's take a look back over the last 65 years.

The 65th anniversary of apprenticeship training in Saskatchewan will be celebrated this year. Apprenticeship training is a workbased mentorship training model where skilled tradespersons (usually certified journeypersons) pass on their knowledge and skills to the learners (apprentices) on-the-job. It is the mechanism through which many nations around the world have developed their skilled tradespeople for hundreds of years.

On August 1, 1944, the Province of Saskatchewan proclaimed legislation to introduce apprenticeship training and trade certification. The government designated 13 skilled trades and the on-the-job work experience was supplemented with a technical training component that represented about 15 per cent of the total training year.

Historically, the skilled trades were viewed as physically demanding and labour intensive. However, the training system has evolved over time, adapting and changing to serve the needs of employers, industry, tradespersons and apprentices in a modern economy. With advances in technology and a globally competitive market, the skilled trades today are well integrated with computerized systems, robotics, and meeting the demands of a changing society.

Today, Saskatchewan has 47 designated trades and 23 subtrades and endorsements.

In 1952, the first National Conference on Apprenticeship in Trades and Industries was held in Ottawa which recommended that the federal government cooperate with provincial and territorial apprenticeship committees and officials to prepare analyses of a number of skilled

occupations. The result was that, in 1958, the Interprovincial Standards Red Seal Program (known as the Red Seal Program) was established to provide greater mobility for skilled workers across Canada.

Four trades were designated for Red Seal in January 1958 – Construction Electrician, Automotive Service Technician, Plumber and Sheet Metal Worker.

The Red Seal, itself, was designed in 1959 and the first seal was awarded to a New Brunswick tradesperson who completed the Motor Vehicle Mechanic apprenticeship that year. Through the program, apprentices who completed their training and passed an Interprovincial Standards Examination became certified journeypersons with a Red Seal endorsement on their Certificates of Qualification and Apprenticeship. The Red Seal Program allows qualified tradespersons to practice their trade in any province or territory in Canada where the trade is designated, without having to write further examinations, because industry has achieved a common understanding of the certification.

Today, 50 skilled trades are included in the Red Seal Program and nearly 400,000 Red Seals have been awarded to apprentices and journeypersons since the program began. Over 90 per cent of all registered apprentices in Canada work in the Red Seal trades. Canadians can be proud to celebrate the 50th anniversary of the first Red Seal being issued – another

significant anniversary related to apprenticeship that will be celebrated in 2009!

In the late 1980s and 1990s there was rapid change and some turmoil in the apprenticeship and trade certification system in Saskatchewan and throughout Canada. Public policy planners appeared to lose interest in apprenticeship as a training model. It was thought to be rigid, time-based, unresponsive to labour market needs, inaccessible to equity groups and limited to the old

2009 a year to celebrate

economy. Consequently, the branch of the Saskatchewan government responsible for apprenticeship training at that time lost budget and staff. The branch was disbanded and staff were spread among various government departments. In the mid-1990's, the federal government announced that it would withdraw completely from the purchase of apprenticeship training over the next three years, taking \$4.36 million out of the apprenticeship system in Saskatchewan.

The Provincial Apprenticeship Board (PAB), which was then an industry advisory group to the Saskatchewan apprenticeship program, became champions for apprenticeship and trade



**RED SEAL
CANADA**

certification under the leadership of long-time Board Chair, Mr. George Pellerin, a Steamfitter-Pipefitter by trade. The PAB launched a series of actions, including research and issues papers throughout 1996-97, which studied the challenges and criticisms facing the apprenticeship system. The PAB wanted a plan that would enable industry to be proactive in the face of significant change and stimulate apprenticeship renewal. It ultimately recommended to the government to establish a co-management model, in a non-departmental/government agency, consisting of an industry-majority board of governors. They would be responsible to renew and govern apprenticeship in Saskatchewan. In May 1998, the Government of Saskatchewan accepted this recommendation and created the new structure. Legislation proclaimed on October 1, 1999 created the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC), an industry-led

apprenticeship training partnerships in Canada.

In honour of the significant commitment and contributions the late George Pellerin made to apprenticeship training provincially and nationally, a George Pellerin Scholarship was established in 2001. It is awarded annually to a newly certified journeyman in Saskatchewan who achieved the highest mark on a journeyman examination across all trades. The George Pellerin Scholarship is presented each fall at the Annual Apprenticeship Awards hosted by the SATCC.

The SATCC is proud to recognize 10 years of service to the skilled trades workforce of Saskatchewan. This is the third significant anniversary to celebrate in 2009!

Saskatchewan apprenticeship training and trade certification has a proud history of strength and relevancy that benefits skilled trades workers



and employers. Interest in the skilled trades has never been higher with almost 9,000 registered apprentices in 2009-10 so far compared to 5,436 in 2004-05 and just 49 registered apprentices in 1944! Youth recognize the great “earn as you learn” career opportunities open to them with journeyman certification. Parents and school guidance counselors are more aware of the value of careers in the skilled trades. Employers know that investing in a skilled workforce improves their competitiveness and productivity. **History speaks for itself – get involved in apprenticeship training because it works!**

apprenticeship!!

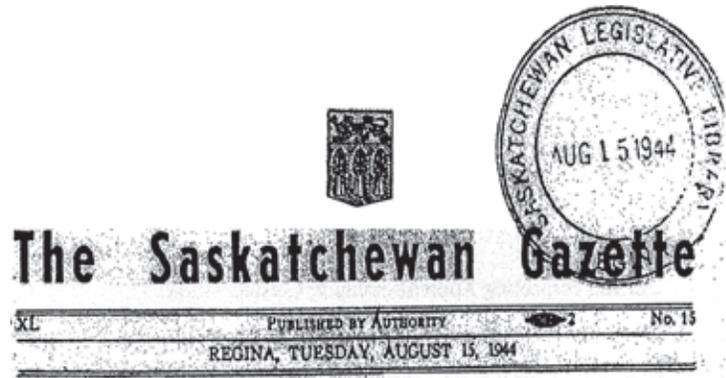
apprenticeship and trade certification organization.

The Commission features a 20 member board composed mainly of industry representatives and also includes representation from training providers, equity groups and government. It is responsible for governing, managing and administering the apprenticeship and trade certification program in Saskatchewan to ensure it is relevant, up-to-date and meets employer’s and employee’s needs. The Saskatchewan government recognizes the value of apprenticeship and trade certification and supports the technical training component of apprenticeship. The commitment and support of Saskatchewan industry and the Saskatchewan government explains in part why **the SATCC is considered to be one of the most successful**





Scott Sims – Carpenter
Outstanding New Journeyperson, 2008



PROCLAMATION

A. P. McNAB,
Lieutenant Governor,
[L.S.]
CANADA
PROVINCE OF SASKATCHEWAN
GEORGE THE SIXTH, by the Grace of God, of
Great Britain, Ireland and the British
Dominions beyond the Seas, King, De-
fender of the Faith, Emperor of India,
To all to whom these presents shall come
GREETING:

A PROCLAMATION

ALEX. BLACKWOOD, Deputy Attorney General, WHEREAS Section 24 of The Apprenticeship Act, 1944, being Chapter 81 of the Statutes of 1944, provides that the said Act shall come into force on a date to be named by proclamation of the Lieutenant Governor.

WHEREAS it is expedient to name a date on which the said Act shall come into force.

NOW KNOW YE, that by and with the advice of Our Executive Council of Our Province, We do by these Presents proclaim that The Apprenticeship Act, 1944 shall come into force on the First day of August, 1944.

OF ALL OF WHICH PRESENTS Our Loving Subjects of Our said Province and all others whom they may concern are hereby required to take notice and govern themselves accordingly.

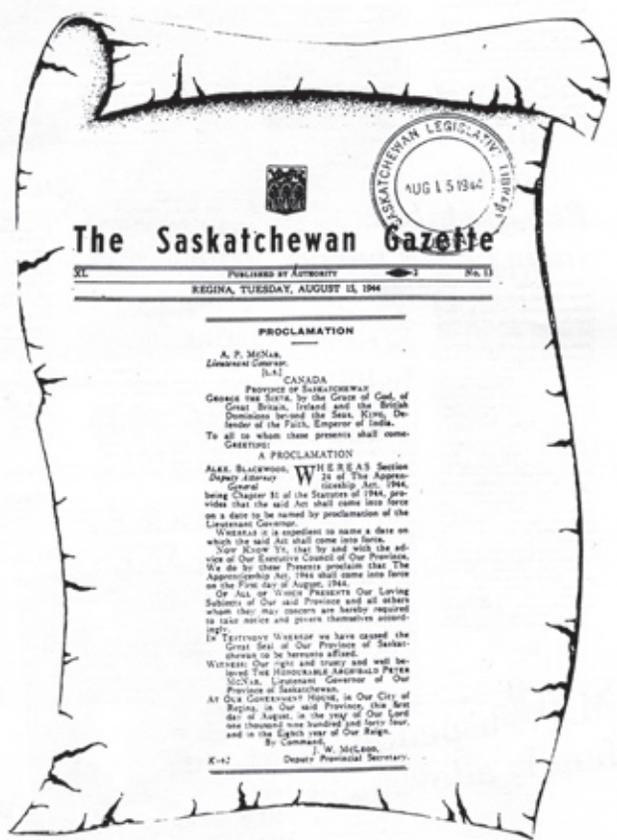
IN TESTIMONY WHEREOF we have caused the Great Seal of Our Province of Saskatchewan to be hereunto affixed.

WITNESS Our right and trusty and well beloved THE HONOURABLE ARCHIBALD PETER McNAB, Lieutenant Governor of Our Province of Saskatchewan.

AT OUR GOVERNMENT HOUSE, in Our City of Regina, in Our said Province, this first day of August, in the year of Our Lord one thousand nine hundred and forty four, and in the Eighth year of Our Reign.

By Command,
J. W. McLEOD,
Deputy Provincial Secretary.

K-62



1944 – The first provincial Apprenticeship Act designated 13 trades

1945 – The Apprenticeship Branch was formed (Department of Labour), 49 contracts were registered

1946 – 303 contracts were registered

1951 – The Apprenticeship and Tradesmen's Qualification program was initiated; Provincial Apprenticeship Board and Trade Advisory Boards were established

1958 – Certificate of Status was in force

1964 – The Interprovincial Standards "Red Seal" Program was introduced in Saskatchewan.

1965 – 18 designated trades

Designated Dates of the Trades

1944

Blacksmith
Bricklayer
Carpenter
Electrician
Mason
Motor Mechanic
Motor Vehicle Repairer
Painter and Decorator
Plasterer
Plumber
Sheet Metal Worker
Steamfitter
Watchmaker

1951

Autobody Repairer
Electric Arc Welder
Oxyacetylene Welding
Barbering
Beauty Culture
Motor Vehicle Mechanics
Repairer



1953

Motor Vehicle Body
Repairer
Pipefitting

1957

Radio and Television
Electronics

1963

Refrigeration and Air
Conditioning
Machinist

1964

Cook

1966

Glassworker
Heavy Duty Repair

1967

Tile Setting
Industrial Mechanic
(Millwright)



1973

Roofer

1975

Lineman (Electrical Power)

1983

Power Lineperson

1985

Agriculture Machinery
Technician
Drywall and Acoustical
Mechanic
Cement Finisher
Insulator

1986

Barber-Stylist
Boilermaker
Cosmetologist
Heavy-Duty Equipment
Mechanic
Crane and Hoist Operator
Subtrades:
Conventional Crane
Operator

Hoist Operator
Hydraulic Crane Operator
Tower Crane Operator
Industrial Instrument
Mechanic
Sprinkler Systems Installer
Steamfitter-Pipefitter
Tiler
Truck and Transport
Mechanic

1988

Electronics Technician
(Consumer Products)
Welder
Refrigeration Mechanic

1991

Aircraft Maintenance
Technician
Crane and Hoist Operator

Subtrades:

Boom Truck Operator "A"
Boom Truck Operator "B"
Ironworker Fabricator
Ironworker Reinforcing
Rebar
Ironworker Structural
Motor Vehicle Body
Refinisher (Proficiency)
Partsperson



1995

Floorcovering Installer
Horticulture Technician
Pork Production Technician

Automotive Service
Technician
Steel Fabricator

1996

Food and Beverage Person
Guest Services
Representative
Locksmith
Water Well Driller

1997

Production Line Welder

1999

Custom Harvester
Electronics Assembler
Concrete Finisher

2001

Pipeline Equipment
Operator

2003

Cabinetmaker
Construction Craft Labourer
Pork Production Technician
Endorsement:
Breeder
Facilities Maintenance
Farrowing
Grower-Finisher
Nursery Management

2004

Meat Cutter
Endorsement:
Processor
Slaughterer

2009

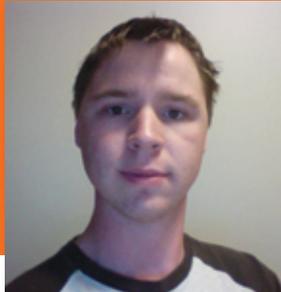
Esthetician – Nail Technician
Esthetician – Skin Care
Technician

1983 – The Apprenticeship Branch moved to the Department of Advanced Education and Manpower (later known as Saskatchewan Education; Saskatchewan Education, Training and Employment; Post-Secondary Education and Skills Training; and Saskatchewan Learning)

1987 – The Apprenticeship Trades Coordinating Group (ATCOG) was established by the Provincial Apprenticeship Board in response to an initiative taken by the Canada Employment and Immigration Commission. In conjunction with Saskatchewan Education, they identified updating training needs of journeypersons in the designated trades and purchased training on their behalf.

A Look Through Fresh Eyes

- Apprenticeship and Trade Certification



What does apprenticeship training and trade certification offer youth in 2009? Tyrell Brown, a former Saskatchewan Youth Apprenticeship (SYA) Program student, and new journeyman, tells of his journey.

As a grade 12 student, Tyrell said that he really wasn't sure what career he wanted to pursue after high school, but his parents advised him that, "it is always a good plan to obtain a trade first because it is something you can build on, or fall back to, as your life changes." Armed with this sound parental advice, Tyrell enrolled in the new SYA Program that was being offered in his school – the Assiniboia Composite High School (ACHS). The SYA Program had been launched as a pilot in ACHS and Thom Collegiate (Regina) in 2004-05, and later went province-wide in 2006-07.

"The SYA Program guided me through researching the information about the different kinds of skilled trades there are. For example, before the program, I really was not all that sure about what a Sprinkler Systems Installer (SSI) did. It isn't a common trade. Although my Dad is an SSI journeyman, I didn't really have a thorough understanding of what the work entailed. SYA is designed for students to explore the skilled trades. My parents were happy I joined." Not only did Tyrell complete the SYA Program but he was the first SYA graduate to register as an apprentice in the province and receive the SYA benefits toward his skilled trades career path.

"When I first began working in the trade, I thought SSI was just like any other trade with its own challenges and opportunities to use your hands and to problem solve. But, as I really got into the work on-the-job and attended the technical training, I gained a much deeper appreciation that my work has the potential to save lives in the event of a fire. I like that connection to people," said Tyrell. "I also really enjoy travelling the province to different sites because I get to see all kinds of Saskatchewan landscapes."

Although he is young (now age 22), Tyrell already has a proud achievement. "I did well on my Red Seal journeyman exam! I'm proud to know that this certification proves my knowledge, skills and abilities, and I'm confident to pass it on to new apprentices."

So what advice would this young man give to another young person? According to Tyrell, "Learn from my experience, take the SYA Program and really look at the skilled trades seriously. Don't give up even if your journeyman mentor may seem tough on you," he laughed. "Learning never stops and their knowledge and experience are part of teaching on-the-job. You need to build on it." Tyrell added, "Getting paid while learning is pretty awesome too!"

Tyrell will become an Interprovincial Journeyman in the Sprinkler System Installer trade on October 3, 2009 – a fitting achievement in a historical year.



Program Highlights as of June 30, 2009

- In Saskatchewan, there are 47 designated trades and 23 subtrades, four of which are compulsory.
- The following certificates were issued by the Commission to apprentices between July 1, 2008 and June 30, 2009:

Journeyman	1,185
Proficiency	50
Completion of Apprenticeship	1,058
Learners	238
Apprentice Year Cards	6,591
- 10,957 apprentices were registered and received services from the Commission between July 1, 2008 and June 30, 2009.
- 5,011 apprentices attended technical training in 2008-09.
- On June 30, 2009, there were 8,924 apprentices registered with the Commission, an increase of 9.8% over June 30, 2008.
- 1,174 persons of Aboriginal ancestry were registered as apprentices at June 30, 2009.
- Dedicated funding of \$400,000 was directed to Aboriginal Apprenticeship Initiatives.
- 4,027 youth apprentices from 210 schools across Saskatchewan were registered in the Saskatchewan Youth Apprenticeship (SYA) Program as of June 30, 2009.
- About 55% of registered apprentices live outside the urban centres of Saskatoon and Regina.
- 1,666 written journeyman and 577 practical examinations were administered during the year.

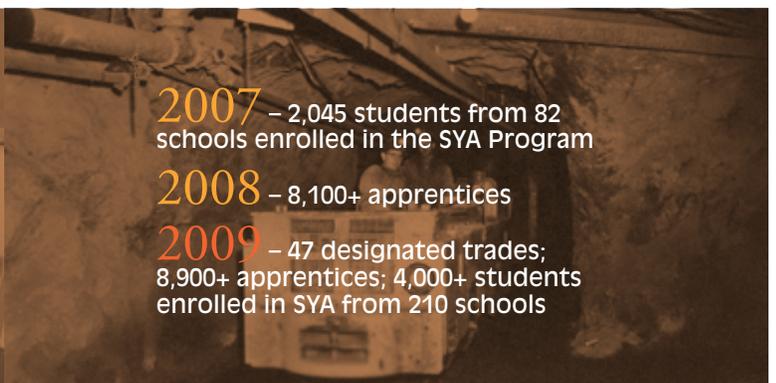


Jaime Hayes – Boom Truck Operator 'B'
Outstanding New Journeyman, 2008



2004 – 50 designated trades;
5,200+ apprentices

2006 – Province-wide
implementation of the Saskatchewan
Youth Apprenticeship (SYA) Program
and seven schools enrolled; 5,900+
apprentices



2007 – 2,045 students from 82
schools enrolled in the SYA Program

2008 – 8,100+ apprentices

2009 – 47 designated trades;
8,900+ apprentices; 4,000+ students
enrolled in SYA from 210 schools



A Fitting Success

Ed's Story

The 65th anniversary celebration of apprenticeship training in Saskatchewan begs the question, "What was apprenticeship like 65 years ago?" Well, let's ask Ed Schoenroth from Moose Jaw, Saskatchewan. Ed was one of the first registered apprentices in Saskatchewan and this is his story.

As a sixteen year old ex-serviceman from World War Two, Ed needed to find a new career. He described his first job selling magazines door-to-door as a "thankless job" which had a happy ending. Fortunately, his selling job introduced him to a customer who suggested he apply for a plumbing course through the Canadian Vocational Training School (CVTS) in Moose Jaw. The course was geared to ex-service people; he applied and was accepted.

Technical training in the '40s was much different than it is today. Classes only lasted several weeks and the instructor had to supply his own curriculum, texts, code books and equipment for the four or five students (not yet apprentices) in the class.

In 1946, Ed went hunting for his first job in the plumbing industry and was fortunate to land a position with a local plumber who won a contract to build wartime houses in Moose Jaw. In April 1946, the employer agreed to register him as an apprentice. Ed laughed that his mother had to approve his contract because he was under age. His certificate was signed by the Director of Apprenticeship

“Stanley Dornan” and Ed noted that he was “P4” or Plumber Four!

In the early years of apprenticeship, most of the training occurred on the job because the CVTS had closed. It was difficult for government to find instructors since there were no full-time jobs for them. Ed quipped that on one occasion, when a class was finally ready to begin, “It included two apprentices from Prince Albert. They fussed so much about the lack of books and equipment that finally Stanley (Dornan) bought them bus tickets and sent them home!”

Fortunately, government management of apprenticeship training improved somewhat in the mid 1950’s and Ed was able to attend more technical training. He obtained his Certificate of Qualification in June of 1950.

Ed’s plumbing career continued to grow and he became heavily involved as a Charter Member of the United Association of Plumbers and Pipefitters Union of Saskatchewan (UA) and later was the President of the UA Local from 1954 until 1957.

Fortunately, government management of apprenticeship training improved somewhat in the mid 1950’s and Ed was able to attend more technical training. He obtained his Certificate of Qualification in June of 1950.

Ed and his partner, Carl Young, started their own business in 1958 called “C & E Heating and Plumbing.” Ed bought Carl out in 1970 when Carl retired and also hired his sons Art (office manager) and Gary (plumber) as business grew, employing 50-75 workers. When Ed retired in 1989, Art and Gary took over the business as C & E Mechanical Inc. Grandson Todd is the third generation plumber to work in the family business.

Two big achievements that came to mind during Ed’s career included irrigation projects at Diefenbaker Lake and a pumping station in Moose Jaw. His most memorable achievement, however, was becoming the Chair of the Mechanical Contractor’s Association of Canada in 1980. “There was only one other person from Saskatchewan to serve on the board – Jack Stewart from Acme Plumbing in Regina. I was the second!” He was active on the Plumber Trade Board and the Curriculum and Examination Development Board for many years as well.

In contrast to these highlights, what was the greatest frustration in his career? “Sitting on the Canadian Labour

Development Board and trying to convince the federal government of the importance of developing training standards in the skilled trades across Canada (pre-Red Seal days). We weren’t successful, I got disgusted and quit!”

“Apprenticeship is an excellent way to obtain a technical education and it’s an honourable way to earn a good living.” This advice has served him well as journeyman, employer and industry advocate.

To honour the outstanding dedication and contributions Ed made to the plumbing industry, the UA initiated the “Ed Schoenroth Scholarship” at the Saskatchewan Apprenticeship and Trade Certification Commission’s (SATCC) 2008 Outstanding New Journeyman Awards. The scholarship is awarded to the new plumber journeyman from the UA who achieved the highest mark on their exam that year.

What words of wisdom does Ed, now at age 81, have for today’s employers and youth? “Apprenticeship is an excellent way to obtain a technical education and it’s an honourable way to earn a good living.” This advice has served him well as journeyman, employer and industry advocate.



**Garry Armstrong – Plumber
 Outstanding New Journeyman, 2008**

Commission Board Chairs



George Pellerin –
October 1, 1999-
2000

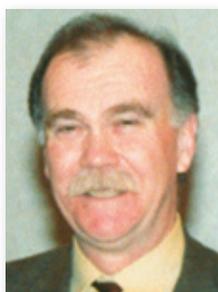


Paul McLellan –
2000-2008



Garry Kot –
2008-present

SATCC CEOs



Wayne McElree
– Acting CEO
1999-2000



Bob Guthrie, CEO
– 2000-2007



Joe Black, CEO –
2007-present

Directors of Apprenticeship

1944-1953	J.S. (Stanley) Dornan
1953-1972	Frank Ellis
1972-1978	Art Evans
1978-1979	Gerry Meier
1979-1981	Tom Needham
1981	Ken Werner (Acting)
1982-1989	Dan Roberts
1989-2007	Doug Muir
2007-present	Rick Ewen

For more information:

Saskatchewan Apprenticeship and Trade Certification Commission

2140 Hamilton Street
Regina, SK
S4P 2E3

Phone: (306) 787-2444
Fax: (306) 787-5105
Toll Free: 1-877-363-0536
E-mail: apprenticeship@gov.sk.ca

Changes to The Apprenticeship Act

The Apprenticeship Act 1944

- The province was required to have a director and young people were to enroll in courses to augment their practical experience in the trade.
- Thirteen trades were designated.

The Apprenticeship and Tradesmen's Qualification Act 1950

- Initiated the Apprenticeship and Tradesmen's Qualification Program in 1951.
- Established the Provincial Apprenticeship Board and the Trade Boards.

The Apprenticeship and Trade Certification Act being Chapter A-22.1 of The Statutes of Saskatchewan, and

Regulations being Chapter A-22.1 Reg 1 of the Revised Regulations of Saskatchewan

- effective September 2, 1986
- Amendments included changes in eligibility for apprenticeship, verification of trade experience, appeal processes and a provision for updating courses.

The Apprenticeship and Trade Certification Act, 1999 being Chapter A-22.2 of the Statutes of Saskatchewan, 1999

- Established the Saskatchewan Apprenticeship and Trade Certification Commission.
- Effective October 1, 1999

