



Saskatchewan
Apprenticeship and
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Commission

Apprenticeship in ACTION



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Summer 2018

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Cassandra Lasko

Cassandra Lasko was a successful high school student with great marks, and was encouraged to attend university. She thought she wanted to be a Kinesiologist, but her career led her far away from the study of movement.

Growing up in Mistatim, Saskatchewan, Lasko enjoyed school and excelled as a high school student. Teachers saw her potential and encouraged her to take her talents to the university. "I had no idea there was anything beyond a university degree."



continued on page 3

From the desk of

JEFF RITTER



Greetings from Saskatchewan Apprenticeship amidst a great Saskatchewan summer.

We have been extra busy recently on a number of apprenticeship fronts, and I'm eager to share them with you in this newsletter.

First, meet Cassandra Lasko, the Journeyperson Carpenter featured on this issue's cover and recipient of the 2017 Wendy Davis Memorial Scholarship. To earn the scholarship, Cassandra achieved the highest mark on the journeyperson exam in a traditionally male trade among those who wrote from July 1, 2016 to June 30, 2017.

Her apprenticeship journey was ultimately successful, but wasn't always easy, which should remind us that we – the SATCC, employers, training providers and industry associations – need to continue working together to create inclusive, welcoming workplaces for women in the skilled trades. The Canadian Council of Directors of Apprenticeship (CCDA) recently released a statement on women in trades, which you can read on page 5.

We are pleased to be able to participate in the Canadian Apprenticeship Forum's inaugural "Supporting Women in Trades" Conference this November in Halifax. (Read more in NewsBites).

The conference will highlight initiatives, programs and strategies that help address the challenges experienced by women working in the skilled trades.

The SATCC will announce the 2018 Wendy Davis Memorial Scholarship winner at the 2018 Apprenticeship Awards November 2. [Sponsorships and tickets are on sale now.](#)

Spring is graduation season, and no graduation would be complete without scholarships. We are pleased to have awarded 100 \$1,000 Saskatchewan Youth Apprenticeship Industry Scholarships to graduating high school students in 72 communities. Read more about these scholarships and learn which trades some of these recipients are planning to pursue in the future.

These scholarships are an invaluable resource to youth entering the skilled trades and are made possible from the tremendous support of employers and industry. Read more about the scholarships and consider making an [SYA Industry Scholarship contribution](#) to help maintain the fund.

Spring 2018 was also a busy time for the Skills Canada Saskatchewan and National competitions. Meet Mitch Wiesinger, a 21-year-old Saskatoon resident, who won a gold medal in Sheet Metal Work at the

national competition in Edmonton in June. Saskatchewan youth displayed great talent in the skilled trades at these competitions.

Last but not least, read more about the results of SATCC work to support apprentices with learning disabilities. Everyone deserves help when they need it and our research shows a little extra help makes a big difference.

I hope you enjoy reading the Summer 2018 edition. On behalf of everyone at the SATCC, I wish readers a safe, enjoyable summer.

A handwritten signature in blue ink that reads "Jeff Ritter". The signature is fluid and cursive, matching the name of the author.

Cassandra Lasko

continued...



Cassandra Lasko, Carpenter, won the 2017 Wendy Davis Memorial Scholarship for the female in a traditionally male trade achieving the highest mark in the province on the Journeyman exam (2016-17).

Four years later, she obtained her Bachelor of Science in Kinesiology. She worked at a physiotherapy clinic for a couple of years, but discovered the jobs were hard to come by, and the pay wasn't as good as she thought it would be. To top it off, she had a debt to repay.

Setting a goal to pay off her student debt, she applied to work with a home building company to do landscaping. "I dug up weeping tile and re-laid sod," recalls Lasko. Liking the work outside, and being wise with her time, she was motivated to make a career out of it while earning some money. So, she forged ahead with the company as a Carpenter apprentice.

"That's the good thing about the trades, you can just jump into it and don't have to plan to pay for an

expensive education since you can apprentice and do schooling while working."

The four-year road to become a journeyman carpenter – a female in a traditionally male trade – had its ups and downs.

"Early in my apprenticeship, crew members didn't take my ambition and skills seriously. Some people thought I was there to be their personal assistant. I think as a woman in a traditionally male trade, people dismiss you pretty quick, but you just need to prove you are just as capable as any guy. I had to demonstrate to my mentors that I appreciated every chance to learn and get my hands dirty."

"I'm a pretty quiet person, so speaking up and communicating was hard for me. But it was a skill I learned to overcome and it paid off."

"Within three weeks of working with the company, I got a raise and was making more in construction than I had been making after four years of university and working as a Kinesiologist for a year."

Another challenge Lasko faced, was learning a wide scope of carpentry skills – which is critical for success in the apprenticeship program.

"Sometimes I'd get stuck doing only a few tasks over and over, instead of getting exposure to a variety of skills, tasks and challenges. To overcome this, I would change jobs to learn more and develop new skills."

"Be confident in your skills and abilities, and don't be scared to try something."

- Cassandra Lasko

What advice does Lasko have for women wanting to pursue a career in the skilled trades?

"The biggest advice is to push yourself. In a traditionally male career, you have to work harder to get a better wage, and you have to work harder to gain the respect of your co-workers at times. But don't get discouraged. Just bide your time and show everyone that you can work just as hard and are just as good, maybe even better, than someone else."

Lasko definitely has experience demonstrating her skills! In 2017, Lasko achieved her Journeyman certification and was also awarded the Wendy Davis Memorial Scholarship for the female achieving the highest mark on the JP exam in a traditionally male trade. ([See video](#))

Cassandra Lasko continued

Lasko demonstrated the power of her determination. What drove her to stick with her goals?

“First, I like working in the skilled trades because I enjoy thinking, problem solving, and seeing the results of my hard work from a pile of raw materials.



Second, I like that my job is so diverse. We have the option of working in so many different environments doing so many different projects.”

Third, it is extra cool that I know how to build my own house and take care of it. I am able to teach my daughter that as women, we can be anything we want, and build whatever we want.”

Lasko offers suggestions for girls and women wanting to work in the skilled trades. “Set a goal so you know what you are working towards. That will motivate you. It also gives you a way to check that you are taking the right steps to get where you want. Be confident in your skills and abilities, and don’t be scared to try something. Don’t let anything – even your own self-doubt – hold you back. Find ways to overcome your obstacles. Be strong, be yourself, learn as much as you can, and just do your best.”

So, as Lasko’s career started with the study of movement and transitioned into moving while working on construction projects, she still encourages her co-workers to do a little morning warm-up and stretch before starting an active day on the job!

Harmonization Update

A regular feature in the Apprenticeship in Action newsletter is an update on the status of trade harmonization across Canada.

June featured a webinar with Program Development Officers for the Automotive Painter trade. The purpose of the webinar was to develop a strategy to reach consensus on the recommendations for the final sequencing of training. Since this trade has a very high level of consensus, the participants discussed how to best handle the three items up for discussion. With the support of the Interprovincial Standards and Examination Committee (ISEC), the recommendations have been sent back to

the jurisdictions and industry for email consultation and approval. Feedback was expected by July 10, 2018.



The next Red Seal Occupational Standard (RSOS) workshop will be for the Powerline Technician trade in October 2018. We look forward to our continued collaboration with industry.

Watch for the next Harmonization update in the Fall 2018 newsletter.

It's About Ability, Not Gender

*Canadian Council of Directors of Apprenticeship (CCDA)
- Statement on Women in Trades*

The CCDA and all of its members are celebrating the hard work and dedication of the women who successfully work in the skilled trades. In the skilled trades, the majority of which are male-dominated, women have faced unique challenges including gender-biased stereotyping, lack of female mentors and positive role models, and challenges balancing caregiving responsibilities with unsupportive work arrangements and inadequate access to childcare. Not only are these women successfully entering these occupations, they often do so in very small numbers. Women continue to be largely under-represented in the skilled trades.

But, Why So Few Women in the Skilled Trades?

Gender research suggests that male-dominated occupations are often surrounded by a culture that does not anticipate or respond adequately to the needs of women and diverse groups.¹ This culture can create a barrier for many women wanting to enter the labour market and break through to the careers they really want. Women who start apprenticeships may not complete to certification because of the workplace culture, even with the promise of better wages.

We Need to Act

The research also shows that this culture does not reflect the actual beliefs and values held by many men and women. This means that change is possible and change can start with us. Many workplace leaders are implementing sexual harassment and respectful workplace policies. In many work sites, this has improved the environment for all employees. Unfortunately, we are not there yet and women continue to experience inappropriate conduct at work. Employers and labour organizations must continue to play a leadership role to create change. With everyone working together, we will ensure these policies translate into safe, respectful work environments.

It is time to create a new culture that revolves around diversity, passion, artistry and, most importantly,

ability, not gender. We must continue to create collaborative cultures and reframe work environments so we are all aware of our biases and support the success of everyone.

Blaze a Trail; Leave a Legacy

The evidence is clear – the best and most effective way to increase the number of women in male-dominated fields is to SEE women working in them! So we salute Canada's female apprentices and journeypersons for following their dreams and forging a path for other women.

If you are a young girl or woman interested in apprenticeship, look for role models and seek mentors and colleagues that support you in your journey. Be prepared to stand up for your beliefs. Know your strengths and skills, your values, your talents and your passions. We encourage you to pursue your interests and follow your dreams.

What Can You Do?

The CCDA is calling all leaders to action. Get to know what is going on in your workplace and ensure the women working in the skilled trades are given quality work, supported to learn and carry out their tasks successfully, and experience a respectful workplace. We can all do better – for our mothers, daughters, and sisters.

Together we can blaze the trail! There is power in numbers.

¹ In 2015, women represented 9% of continuing apprentices in Red Seal trades, this drops to 4% if traditional women dominated trades are excluded (hairstylist, cook, baker, etc)



Sarah Nagy,
Welder

SYA Industry Scholarships Awarded



Saskatchewan Youth Apprenticeship (SYA) Industry Scholarships were awarded to 100 graduating high school students in 72 communities across the province this year. The \$1,000 scholarships are awarded to students who've completed the SYA Program, a program overseen by the SATCC that exposes students to opportunities in the skilled trades.

Since the scholarship's inception, 55 industry sponsors have provided \$725,000 to the SYA Industry Scholarship fund. The Government of Saskatchewan has also provided funding through the Saskatchewan Innovation and Opportunities Scholarship, which brings total contributions to more than \$1.25 million.

One of the scholarship recipients, Brenna Pelletier, plans to work as a Carpenter. She graduated from Dr. Martin LeBoldus Catholic High School in Regina and completed the SYA Program through the Trades and Skills Construction Apprenticeship Program (TASCAP) at the Regina Trades and Skills Centre.

"I am honoured and privileged to be receiving an SYA Industry Scholarship," Pelletier (top left photo) said. "I am excited and looking forward to working in the trades and continuing to learn about something I love. The scholarship will help me to continue my pursuit of Carpentry in construction and will be very beneficial in my upcoming year of working in the trades. Thank you to all those who have contributed to this scholarship and I look forward to what is in store for my future in the trades."



Top: Brenna Pelletier received a Saskatchewan Construction Association Scholarship. Brenna graduated from Dr. Martin LeBoldus Catholic High School in Regina and plans to become a Carpenter.

Bottom Left: Logan Kawchuk received the Sheet Metal Workers Local 296 Saskatchewan Scholarship and is planning to pursue a career as a Welder. He graduated from Sacred Heart High School in Yorkton.

Bottom Right: Matthew Maier, from Meadow Lake, received the Ensign Energy Services Scholarship. He graduated from Carpenter High School and plans to pursue a career as an Industrial Mechanic.

Teachers and guidance counsellors from participating schools nominate at least one SYA graduate to receive an SYA Industry Scholarship every year. Nominations are also collected from the Regina District Industry Education Council, the Saskatoon Industry Education Council and the Regina Trades and Skills Centre. In order to redeem the scholarship, students must pursue a career in the skilled trades – either by registering as an apprentice and successfully completing Level 1 technical

Apprentice Management System (AMS)

The Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) is getting ready to launch a new, client-facing IT system that will provide SATCC clients, including Saskatchewan apprentices, employers and training providers, with faster, more efficient service.

Apprentices will be able to self-register for training and employers will be able to easily monitor and track their apprentices' training status. In other words, users of the apprenticeship system will be able to interact with the SATCC and access their information online, rather than having to request information directly from an SATCC staff member.

The Apprenticeship Management System (AMS) is a multi-province project, involving Saskatchewan, Manitoba and the four Atlantic provinces. Saskatchewan's launch date is tentatively set for late fall 2019.

"This is a positive step forward for our organization," SATCC CEO Jeff Ritter said. "Our clients have been

asking for the ability to self-serve and more easily access information. This system will meet that demand."

According to the SATCC's 2017 Employer and Apprentice Satisfaction Survey data, Saskatchewan employers and apprentices want to access SATCC information and services online. In fact, the majority of employer respondents stated they would like to complete all services with the SATCC online and at least half of apprentice respondents said they would like to complete all services online.

Right now, the apprenticeship system in Saskatchewan is primarily a paper-based system. AMS will modernize SATCC's processes, allowing customers to register apprenticeship contracts, pay fees and technical training tuition, update personal or business information and submit trade time hours online through AMS.

"We value the exceptional customer service we provide to our clients," said Ritter. "With this new system, we will strive to maintain the highest levels of service. Our clients will still be able to call us, or walk into one of our offices, to ask questions or discuss their individual apprenticeships. We are still going to have staff members visiting employers. The new IT system will provide faster, on-demand service, but that warm, personalized service that our staff members provide isn't going to go away once the system is introduced."

In 2017, 87 per cent of apprentices who responded to the SATCC's Satisfaction Surveys agreed staff members are friendly and courteous, while 96 per cent of employers agreed as well. Ninety-three per cent of apprentice respondents were satisfied with SATCC services and 94 per cent of employer respondents were satisfied with SATCC services.

The SATCC is committed to providing its stakeholders with regular updates on the system. Communication will increase as the fall 2019 launch date approaches. In the meantime, if you have any questions or comments, please email Saskatchewan's AMS project team at satccams@gov.sk.ca.

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training or by completing a pre-employment course within two years of graduation.

“The SYA Industry Scholarship rewards graduates who are committed to establishing careers in the skilled trades,” SATCC Board Chair Drew Tiefenbach said. “They must pursue education or an apprenticeship in the trades in order to redeem their scholarship for \$1,000. That’s what makes this scholarship program so unique.”

The SYA Program raises students’ awareness of the skilled trades and helps prepare them for a future skilled trades career. Among other activities, participants must complete the Young Worker Readiness Certificate, interview a journeyman, attend a career fair, and spend at least one day job shadowing a tradesperson or participating in a trades-related work placement.

According to the SATCC’s 2017 Employer Satisfaction Survey, administered by Inshightrix, virtually all employers who responded to the survey – and are aware that some of their apprentices or journeymen are SYA graduates – feel these employees perform as well or better than other employees: nearly 70 per cent say they perform at the same skill level, while more than 30 per cent (three in 10) say they perform better.

The results of the SATCC’s 2017 Apprentice Satisfaction Survey, also administered by Inshightrix, show a high level of apprentice satisfaction with the SYA Program. More than 90% of apprentices who completed SYA and responded to the survey agree the SYA activities were useful in preparing them to become apprentices.

Students who complete SYA receive significant benefits. If SYA completers register as an apprentice within five years of graduation, their apprenticeship registration fee is waived, their Level 1 technical training tuition is waived and they receive 300 trade time hours.

Since the SYA Program was introduced, more than 7,000 students have completed the program. Of those who’ve completed, nearly 1,300 have registered as apprentices and almost 450 have achieved their journeyman certification. Currently, there are more than 2,500 students and more than 300 schools

SYA Industry Scholarships

2017–18

100 GRADUATES

Saskatchewan Youth Apprenticeship Industry Scholarships are awarded to graduating high school students who have completed the Saskatchewan Youth Apprenticeship Program and plan to pursue a career in the skilled trades.



DOLLARS \$1,000



Each student has two years to redeem the scholarship by completing a pre-employment program or by registering as an apprentice and successfully completing Level 1 training.

55 SPONSORS

SYA Industry Scholarships are funded by industry partners and the Government of Saskatchewan.



COMMUNITIES 72



Scholarship recipients reside in communities across Saskatchewan.

PROVIDE THE OPPORTUNITY

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enrolled in the program. In 2017-18, nearly 500 students completed.

Skills Canada National Medals

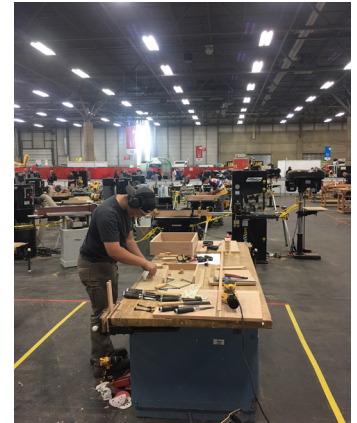
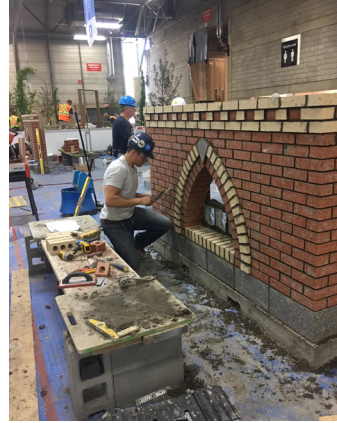
The Skills Canada National Competition was held in Edmonton last month. Congratulations to Team Saskatchewan for earning three gold, five silver and 11 bronze medals across all categories and ages.

[See the results.](#)

Post-secondary competitors who earned gold in the Skills Canada Saskatchewan

competitions (provincials) in one of the designated trades will be invited to the 2018 Apprenticeship Awards and presented with a scholarship of \$150.

Loreena Spilsted, Chair of Skills Canada Saskatchewan, attended the national competition and captured these pictures.



Sask Competitor Wins Gold at Skills Nationals

Mitch Wiesinger, a 21-year-old Saskatoon resident, won a gold medal in Sheet Metal Work at the Skills Canada National Competition held in Edmonton in June.

tasked with creating a covered wagon on wheels. At one point, Wiesinger walked away from the table; his project rolled off and suffered some damage.

While this was his first gold medal win at the national competition, it wasn't his first time competing.

This year, no unfortunate incidents took place and the Level 3 Sheet Metal Worker apprentice, who works at Black & McDonald in Saskatoon, won gold. The participants' primary assignment: create a copper train.

He competed at the 2017 National Competition in Winnipeg, where he placed fourth. Skills Canada National competitions take place annually. The event launched in 1994 and every year brings more than 500 Canadian youth together to compete in more than 40 trade and technology areas.



Wiesinger appreciated that his parents were able to watch him stand on top of the podium with a gold medal hanging around his neck. It was especially meaningful for his dad, who is a journeyman Sheet Metal Worker.

Wiesinger's project didn't turn out exactly as he had hoped at the 2017 competition – competitors were

2018 Apprenticeship Awards Opportunities

The 2018 Apprenticeship Awards are not far around the corner: Friday, November 2, 2018 at the Conexus Arts Centre in Regina. There are many opportunities to sponsor the Awards and to show your support for apprentices, journeypersons and the apprenticeship training system.

Consider the benefits of the levels listed that best meet the needs of your organization.

Thank you to the following sponsors to date at the time of developing this newsletter:

- **CODC Construction Opportunities Development Council Inc.**
- **Banff Constructors**
- **Prairie Arctic Trades Training Centre**
- **Alliance Energy**
- [See all current donors](#)

Important 2018 Apprenticeship Awards forms:

- [Sponsorship Form](#)
- [Employer Nomination](#)
- [Instructor Nomination](#)

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APPRENTICESHIP AWARDS - 2018

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table sign
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logo + link on website
event signage
table sign
4 banquet tickets

Table → **\$400**

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table sign
8 banquet tickets

\$200 ← « **Program**

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"He taught me a lot of what I know," Wiesinger said. "It was definitely a good moment."

His father is both a role model and mentor, and Wiesinger said he is the main reason he's pursued an apprenticeship in Sheet Metal Work.

Wiesinger works with metal every day as a Sheet Metal Worker apprentice. However, leading up to the national competition, he began practicing at his union hall and with Saskatchewan Polytechnic



instructors. Unlike some of the other competitors, he didn't have a personal coach. He said sometimes it's intimidating seeing others consulting with their coaches, but that certainly didn't impact his performance.

His previous national competition experience helped boost his confidence this year, he said. "Last year helped me prepare for the pressure. I wasn't as stressed out this year as compared to last year."

Wiesinger hopes to compete at the national level again next year, and wants to obtain his Red Seal in Sheet Metal Work in the next couple of years. He is also a passionate traveler, however, and his immediate plans involve travelling for the next six months through Europe, Australia and Hawaii.

Wiesinger wasn't the only Saskatchewan competitor to win gold at this year's national competition.

Scott Rogers won a gold medal in Industrial Control, and Herman Muller and Karim Ait-Allaoua won gold in Mobile Robotics. For a full list of Team Saskatchewan's results at the Skills Canada National Competition, please [visit the Skills Canada Saskatchewan website](#).

The Skills Canada mission is to encourage and support a coordinated Canadian approach to promoting skilled trades and technologies to youth.

Next year's Skills Canada National Competition will be held May 28-29 in Halifax, Nova Scotia.

Canadian Apprenticeship Forum Conference

The Canadian Apprenticeship Forum's (CAF) National Apprenticeship Conference took place June 12, 2018 in Montreal.

Jeff Ritter, Shaun Augustin and Dawn Stanger attended and participated in the conference.

The SATCC sat on two different panels. During one, Augustin discussed Saskatchewan's experience with harmonization, alongside apprenticeship directors from across Canada.

He also participated in a CCDA panel, where he talked about attracting and retaining people from underrepresented groups

into apprenticeship and the skilled trades.

Stanger (right) presented the SATCC's research on outcomes of Learning Disability (LD) assessments.

In 2011-12, 53 apprentices were assessed and 51 of these received an accommodation before the end of 2016-17. In 2013-14, there were 61 apprentices newly assessed with 46 being accommodated.

This research demonstrates that from 2010-11 until 2012-13, the vast majority (almost nine in 10) of apprentices who received a learning disabled assessment received accommodations to support their

learning during technical training or exam writing. Of those who received accommodation, about two-thirds have achieved journeyman certification and another 23 per cent have progressed one or more levels.



NEWS BITES

at the SATCC Website Changes

The SATCC has strengthened its presence on the website for experienced workers. Additional information has been added for tradespeople who may wish to have their trade time assessed to challenge the journey person exam.

[Read more](#) about the process for internationally and domestically trained workers.

Ironworker Training

At the request of industry, the Commission Board approved an additional week of training for Level 3 Ironworker (Structural/Ornamental). Training for Level 3 increases from six to seven weeks in length, effective for the 2018-19 technical training year.

The tuition fee and technical training credit for Level 3 will be adjusted based on the increased length of the training.

The Guide to Course Content and the On-the-Job Training Guide for Ironworker (Structural/Ornamental) have been amended to reflect the change. The documents can be found here on the [website](#).

PROVINCIALY BuildForce Stats - 2018-27

BuildForce Saskatchewan Construction Employment Forecast: 2018-2027 BuildForce forecasts modest employment growth in Saskatchewan's construction industry from 2018 to 2027, with most of the growth anticipated to occur after 2023.

The implication of this forecast is that demand for apprenticeship from the provincial construction industry should be relatively stable (or experience modest reductions) from 2018 to 2022, with growth anticipated from 2023 to 2027. Saskatchewan construction employment requirements are receding from a very high peak, but remain well above historical levels.

A shift already underway from large engineering projects toward increased residential and industrial/commercial building demands is forecasted to continue throughout this period. Younger age demographics may help meet replacement demands, as 19 per cent of the current workforce will be retired by 2027, while the average age of the construction workforce will be 40.

NATIONALLY Supporting Women in Trades Conference

Work is now underway to organize the Canadian Apprenticeship Forum's first Supporting Women in Trades Conference. Plan to attend November 6 & 7, 2018 at the Halifax Marriott Harbourfront hotel.

Supporting Women in Trades will highlight initiatives, programs and strategies that help address the challenges faced by women working in the skilled trades.

To register, visit the Canadian Apprenticeship Forum [website](#).



Ashley Shiplack, Motor Vehicle Body Repairer (Metal and Paint)

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Thank you SYA Industry Scholarship Sponsors

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

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