



Saskatchewan
Apprenticeship and
Trade Certification
Commission



Apprenticeship in ACTION



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Mission to Ireland.....pg 2
SYA Scholarships.....pg 4-5
Strengthening the Red Sealpg 6



Training Capacity.....pg 7
Red Seal Award of Excellence...pg 7
News Bites.....pg 8
Board of Directors.....pg 9

Ticket to Success

Tanis Bouchard



Brandt in their Agricultural division. While her route to the skilled trades may sound unconventional, it is not uncommon for people to try a few options before entering apprenticeship.

"I grew up in a hair salon," said Bouchard, as her mother owned a salon in Regina. "In 2005, I got my certificate to do gel nails. Meanwhile, I was on a freestyle ski team. I got into a really bad accident, and tore the ligaments in my knee. I had to go through surgery and saw a physiotherapist. I thought I may want to go into physiotherapy, and so I went to university in the Kinesiology program for a year and a half. Then I changed my mind, took the winter off and worked in Fernie."

When Bouchard returned to Regina, she started to think more about her future career.

The scenery keeps changing for Tanis Bouchard – and she's happy about the direction she's moving in.

When most people meet her, they may guess that she works in esthetics. But what usually comes as a surprise is the fact that she's also a journeyman welder, the

job where she spends most of her time these days.

"I get different reactions, but it's usually a surprised one," she laughed. "I always have great things to say about welding, because I've had a great experience myself."

Bouchard has been working in the trade for the past three years with

continued on page 3

From the desk of

JEFF RITTER

Choices, Opportunities, Benefits

One of the benefits the SATCC promotes with a career in the skilled trades is the many choices and opportunities, from a journeyman to manager to instructor to entrepreneur. That is certainly the underlying theme of Tanis Bouchard's story.

While Tanis began as an esthetician, she pursued more dreams which lead her down the welder path - a non-traditional trade for women. It is exciting to hear these success stories from Saskatchewan youth.

Choices and opportunities is a key message of the Saskatchewan Youth Apprenticeship (SYA) program. As we head into year four of the Saskatchewan Youth Apprenticeship (SYA) Industry Scholarships, 100 more youth you who have completed the SYA Program and are registered into a skilled trade will be eligible for \$1,000 scholarships. We are truly pleased that so many industry and union associations have stepped up to support Saskatchewan youth with these scholarships.



As we look into 2014, we can indeed be thankful that Saskatchewan is a working example of the benefits of strong partnerships between industry, training institutions and government.

Ireland Mission



Jeff Ritter, Loreena Spilsted, and Melody Burzminski of the SATCC travelled to Ireland in early November to support construction employers on a recruitment mission. The group travelled first to Belfast and then to Dublin. Thousands of Irish people lined up to learn more about the opportunities available in Saskatchewan.

The SATCC felt that there were a lot of positives by being present in Ireland. They were able to answer questions that employers had and provide advice and information on eligibility. The employers felt that the

SATCC was a great support to have on hand when determining if workers had the necessary credentials to work in Canada. The Commission only did two assessments in Ireland, as not as many employers actually hired during the mission, but rather brought resumes back to Canada, for assessments to be done at a later time.

The next steps will be for the Commission to have a discussion with the Saskatchewan Construction Association and the Ministry of the Economy on future missions.

tanis bouchard

continued...

"I had taken motor mechanics class all through high school, and I really liked the welding unit," she said. "So I decided to pursue it. I jumped in with both feet, and started the Level 1 (pre-employment) welding program at SIAST."

Bouchard completed her first year, and then did two weeks of work experience. At the end of the two weeks, she was offered a job with the company – but in the office. She declined the job, and was soon offered her position with Brandt, where there are about ten female welders.

After working there for a couple of years, she decided to register as an apprentice.

"I wanted to get certified, as it would open the door for a lot of opportunities to do other things," she said. "And I wanted the knowledge – I like learning new things."

Bouchard enjoyed the technical training as well, as she said she learned many new techniques, including MAG, stick, and torch. She said that while some tradespeople are shocked to find a female in the welding trade, for the most part, attitudes are changing.

Bouchard passed her journeyman exam in the summer following her final level of training. She

completed her required hours and received her journeyman status in November of 2013. She's been very happy with her decision to become a journeyman in a skilled trade.

"I really enjoyed the hands-on trades over doing university," Bouchard said, recognizing that there is a different path for everyone. "Also for me, being able to work and learn is so much better. I see something, I do something. I learn so much better that way than sitting down and reading. Being in the trades, being able to work and make money, is a huge motivation."



Bouchard also enjoys the end result of a hands-on job.

"I like seeing a finished product roll out the door," she said. "I like being able to see what I've done in a day, what I've been able to make. It's rewarding to do something like that."

During her first year working at Brandt, Bouchard worked evenings and weekends at the salon in esthetics. They were long days, but interesting and quite varied. While she no longer works in the salon, she does nails for family and friends, and she enjoys having experience in that trade as well.

"Completing my journeyman only makes me want to see what else I can do," she said.

SYA Industry Scholarships

The Saskatchewan Youth Apprenticeship (SYA) Industry Scholarships fast track the futures of high school graduates every year by awarding \$1,000 scholarships.

In June of 2014, the SATCC will award scholarships to 100 deserving high school graduates. This is an increase of 20 scholarships over last year.

The scholarships, provided to those who complete SYA in high school and are planning to enter into a skilled trade, motivate students to create a rewarding career through apprenticeship in the 47 designated trades and 23 subtrades.

The scholarships were initiated in 2009-10 by industry partners and

the SATCC. To date, 40 industry partners, including business owners, labour organizations, and two provincial government agencies, have contributed \$962,000 to the scholarship fund.

In 2014, there will be a slight change in how the students are selected to receive the scholarship. Every school in Saskatchewan with graduating SYA students may nominate a student to receive the award. The nomination must be submitted by the SYA champion at that school. Nominations will be provided to a selection committee at the SATCC. Nomination criteria include completion of the SYA program, planned future career paths, and plans for the scholarship funds. To qualify to receive the scholarship, the graduate must

complete high school and the SYA program, as well as successfully complete one level of apprenticeship or one year of post-secondary training in a designated skilled trade.

For more information about the benefits of the SYA program, or on how to contribute to the SYA Industry Scholarships, visit www.saskapprenticeship.ca, call 1-877-363-0536, like us on Facebook at Sask Apprenticeship, or follow us on twitter @SKApprentice.

For the 2013 SYA Industry Scholarship recipients, visit <http://www.saskapprenticeship.ca/students-receive-saskatchewan-youth-apprenticeship-industry-scholarships/>



SYA INDUSTRY SCHOLARSHIPS

The Story of... Tayler Korycki & the Sheet Metal Workers Saskatchewan Local 296

Since his high school graduation in June of 2011, Tayler Korycki has passed two levels of technical training with marks near the top of his class. He is now working as a level three sheet metal worker with the Sheet Metal Workers Local 296 Saskatchewan.

He credits much of his success to the support he has received along the way.

"I have so much encouragement to keep going and I really enjoy what I'm doing," said Tayler.

The encouragement began in high school, when Tayler's teacher, Mr. Lynn, at Carlton School in Prince Albert suggested that he enter a summer employment program and work on the SYA program through his high school class. Working part time for Rupert Rabut at AR Plumbing & Heating in P.A. also provided Tayler with the opportunity to understand the sheet metal trade. When he received the Sheet Metal Workers Local 296 Saskatchewan Scholarship at his graduation, Tayler knew the path he was to take.

"The money will be used in the future, which is really awesome," he said. "The scholarship definitely made me appreciate my job a lot more, and made me feel proud of what I'm doing."

Tayler tells others about the program, and believes it's a great path for young people. He also realizes that a trade is not just a job but a career – there are so many avenues available.

Many students can become similar success stories – sometimes they just need that support to take the first step.

Lorne Andersen recognizes the need for skilled tradespeople and the importance of education. As Business Manager of the Sheet Metal Workers Local 296 Saskatchewan, he has seen firsthand how vital it is to provide incentives and reward the hard work of those in the skilled trades.

"It's so important for us right now," said Lorne. "Finally, people are starting to enter the skilled trades and understand the benefits. We need to go out and talk to these young people, do things to support them, and show them that there are other options."

The Sheet Metal Workers Union has their own training facility to provide additional supports for all sheet metal workers as they learn through technical training. While Lorne appreciates the exposure the organization receives as a sponsor of the SYA Industry Scholarship program, he said it's important for all industry to promote to youth.

"It shows these young people that we are interested in them and we do recognize them," he said. "There are all kinds of scholarships for academics. But the world needs plumbers, sheet metal workers and electricians. It's good to recognize those in the trades as well."

The Sheet Metal Workers Local 296 Saskatchewan recognize the value the scholarship holds for recipients. Tayler received the scholarship they sponsored in 2011 and is now a member of the organization while continuing to work for AR Plumbing & Heating.

"Tayler's working with us, and he'll tell other young people about the trade. You can't pay enough money for that," said Lorne. "It's so good that we're doing this now."



Strengthening the Red Seal

Strong Standards Make for a Strong Credential

The Red Seal Program has been around for over 50 years, and apprenticeship authorities, industry and apprentices/journey persons alike recognize it as the standard of excellence across the country. But a key to success is always seeing the opportunity to get even better and that is the goal of the Canadian Council of Directors of Apprenticeship (CCDA) with strengthening the Red Seal Program.

The Red Seal Program is based on the National Occupational Analysis (NOA), which defines the activities

performed in the trade and the skills and knowledge required to perform them. It has evolved over time to meet changing needs of the program and to keep pace with industry's needs and changes in skill requirements.

In the spirit of continual improvement, the CCDA has consulted with industry and researched best practices to standards. This work will be used to pilot new "standards development processes, features and formats" in two trades – Construction Electrician and Steamfitter-Pipefitter. The hope is that the improvement will include greater consistency in learning tools for apprenticeship systems across Canada. An improved standard would also have the capacity to generate additional forms of assessment for certification and endorsement. Any new assessment tools, in addition to the written examination, that may be introduced and evaluated will continue to be based on standards established by industry and maintain rigour and validity. They

will provide the reassurance of only full-scope certification in the designated Red Seal trades.

A key objective of improving the process is to allow for greater industry involvement. The critical first step for initiating this pilot has been to engage key industry stakeholders in these trades. Industry leadership and commitment to improving the Red Seal Program is what will drive any changes to the program. An important part of the model

for development of the Red Seal Occupational Standard is to establish a national industry advisory committee for each trade's standard.



PROGRAM  PROGRAMME
EXCELLENCE

RED SEAL · SCEAU ROUGE

The CCDA has been working with the National Electrical Trade Council for the Construction Electrician trade. They have also been working with the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry and the Mechanical Contractors Association of Canada for the Steamfitter-Pipefitter trade. Their support and advice will prove invaluable as the project moves forward in the coming year.

The project will move into high gear in the fall when workshops are planned to develop first drafts of the standards, which will then be reviewed and validated by industry representatives across Canada. The CCDA will be monitoring and evaluating the pilots closely during the development period and staying in close contact with industry to make sure that the program continues to meet its needs into the future. Watch the SATCC for updates.

Training Capacity

In the Saskatchewan Plan for Growth update, Premier Brad Wall announced an additional 300 apprenticeship training seats for the 2014-15 year. While the announcement has been very well received, it leads to questions, such as where the additional training will take place.

As the SATCC's largest training partner, SIAST and the SATCC continue to work very closely to determine the best methods to make full use of the opportunities available for training space. In order to train more apprentices,

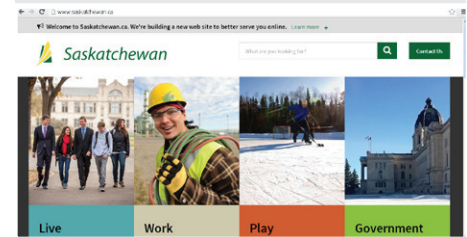
and to train them as close to their home base as possible, the two organizations are discussing a variety of options. The SATCC also continues to work with regional



colleges around the province.

Watch the website and next newsletter for more details as they become available.

Saskatchewan.ca



The Government of Saskatchewan's new website, Saskatchewan.ca will improve access to information and services for Saskatchewan people, as well as those considering visiting or moving to the province.

The previous website (gov.sk.ca) was created in 2006, before tablets and smart phones were commonly used. The new website is grouped under the headings "Live," "Work," "Play" and "Government." And, the new website uses analytics to track and promote frequently visited pages like the Highway Hotline, saskjobs.ca or where to find day care, so the most sought after information can be highlighted and kept current.

Red Seal Award of Excellence

The Canadian Council of Directors of Apprenticeship (CCDA), which guides the Red Seal Program, established the Red Seal Award of Excellence (RSAE) to honour the contributions of provincial/territorial/federal apprenticeship and trade certification staff to the program. The award is presented every second year to an individual working within the apprenticeship system as a staff member/technical training provider who has demonstrated inspirational leadership to develop and promote apprenticeship and trade certification.

Congratulations to the two 2013 RSAE recipients from Saskatchewan - Rick Ewen and Joe Black!

PHOTO: Daniel Mills (left), Chair of the CCDA, awarded the 2013 Red Seal Award of Excellence to Rick Ewen (right). Joe Black will be presented the award at a later date in 2014.



NEWS BITES

At the SATCC Bloggers Needed

The SATCC wants to share your story.

If you are a current apprentice, or a former apprentice and now certified journeyman and have a way with words, we are interested in having you blog with us.

Bloggers will be required to write at least two blogs a month, of no less than 250 words. Topics will range from something as simple as your day on the tools at work, to your path to apprenticeship.

Each blogger will be paid \$100 each month if all requirements are met.

If you are interested, please click [here](#) to fill out the attached form. For information, please contact Julie Folk at julie.folk@gov.sk.ca.

Awards 2014

Mark October 24, 2014 on your calendar for the 2014 Outstanding New Journeyman Awards. The awards will be held at the Conexus Arts Centre in Regina.

To review the 2013 awards program, recipients and industry scholarships, visit www.saskapprenticeship.ca/apprenticeship-awards

PROVINCIALY High School Completion and Your Future in the Skilled Trades

If you know a high school student interested in a career in the skilled trades but doesn't know which one to pick, or where to start, direct them to the High School Completion and Your Future in the Skilled Trades book. It describes each trade, what skills are required, where the technical training takes place and an average salary.

For more information, visit <http://www.saskapprenticeship.ca/high-school-apprenticeship/>

Skills Canada Competitions

Skills Canada Saskatchewan hosts annual Olympic-style skills competitions that provide a forum for secondary, post-secondary and apprentice students to compete in over 30 trade and technology competition areas. Students participate in practical challenges designed to test the skills required in trade and technology occupations.

The 16th Provincial Skills Competition will be held in Prince

Albert at SIAS Woodland Campus on April 10th -11th, 2014.

Provincial Gold medal winners will have the opportunity to represent Saskatchewan at the National Skills Competition -from June 4 -7, 2014 in Toronto.

Visit www.skillscanadasask.com/ for more information.

NATIONALLY

New Reports

The Canadian Apprenticeship Forum (CAF) is putting the finishing touches on two reports to be released early in the new year.

The first will take a look at the perceptions of employers on the impact of digital skills on their workplaces. The second is a reference tool on available tax credits and grants for employers, apprentices, journeymen and trade qualifiers.

Skilled Trades Summit 2014

The CAF national apprenticeship conference will take place from June 1-3 in Ottawa, Ontario.

Partnership and exhibitor spots are selling quickly, and registration will open in January.

Be sure to watch www.caf-fca-org for event details.

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

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Call (306) 787-0187 or email julie.folk@gov.sk.ca

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