



Saskatchewan
Apprenticeship and
Trade Certification
Commission

Apprenticeship in ACTION



Sask Apprenticeship



@SKApprentice

Winter 2015

www.saskapprenticeship.ca

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Elysia Vandenhurk



A scoop of farming, a dash of agri-value, a splash of oil and a generous portion of determination. Mix together and what do you get? A creative Red Seal Chef named Elysia Vandenhurk from Midale, Saskatchewan. She is also an ambitious entrepreneur and successful participant of CBC's Dragon's Den!

Elysia grew up on a mixed farm and she was instilled with the importance of hard work. "As an active child, I tried my best at sports but after a serious injury, I had to make a decision about

continued on page 3

From the desk of

JEFF RITTER



As 2015 comes to a close, we reflect on the hard work that has led to success, and look forward to a year of continued development.

This issue is one of celebration. We report on the Apprenticeship Awards that took place at the end of October. This event recognized many new journeypersons and stakeholders who continue to give back to the apprenticeship system. Skilled Trades and Technologies Week, which took place in November, introduced more people, particularly youth, to the opportunities in the skilled trades.

We continue to share with you stories of success in the skilled trades. Elysia Vandenhurk has an intriguing story which we profile this issue. We also encourage you to watch and share the profiles on our YouTube page.

This past year has been a time of exciting change in apprenticeship across Canada, and we are proud to be at the forefront here at Sask Apprenticeship.

The Harmonization Initiative continues to take great strides forward. The initial goal of the initiative is to substantively align apprenticeship training systems across Canada by striving for a common number of training levels, total training hours, trade names, and sequencing of training delivery for 10 Red Seal trades by September 2016. This included a provincial consultation component, which took place throughout the year.

Following these consultations, webinars were held for subject matter experts from across Canada to talk directly with one another to reach consensus on areas of disagreement. By September of 2016, harmonization training will exist in most jurisdictions in the trades of carpenter, welder, metal fabricator (fitter), ironworker (structural/ornamental) and ironworker (reinforcing). Work continues to advance harmonization for mobile crane operator, mobile crane operator (hydraulic), tower crane operator and heavy duty equipment technician.

Phase 2 of harmonization will also move forward another set of trades to be harmonized in most jurisdictions by September 2017. These trades include automotive service technician, truck and transport mechanic, agricultural equipment technician, construction electrician, industrial mechanic (millwright), plumber and steamfitter/pipefitter.

This winter edition of our newsletter is slightly earlier than usual, due to election guidelines coming into effect in the near future. We may be slightly quieter than usual, particularly in our communications and social media, but we continue to work diligently behind the scenes on behalf of apprentices and stakeholders.

A handwritten signature in black ink, appearing to read 'Jeff Ritter'. The signature is stylized and cursive.

Jeff Ritter, CEO

Profile

continued...

nurturing my 'artsy side' instead," laughed Elysia. "While I didn't do much cooking before that, I did recognize that food could be a form of art and that's when my interest in food and cooking started."

"I decided to take one year of professional cooking at Saskatchewan Polytechnic to see if I liked it. I was surprised to discover that not only did I enjoy it, I was good at it too, so I indentured in the cook trade. It was a great way to accelerate my skill set."

After becoming an apprentice, Elysia started working at the University of Saskatchewan. She felt fortunate to work under a journeyman cook, and was mainly responsible for catering events for the President.



Natasha (left), sister and business partner, and Elysia (right) with their new chickpea snack line.

"I had a great mentor that fostered my innovation and creativity. I was exposed to everything from creating menus to line cooking to costing. I learned about critical efficiencies and consistencies, and I gained a lot of confidence in how to be an executive chef. I completed

"My experience as a Red Seal Chef was instrumental...to ensure efficiencies and consistencies."

Elysia Vandenhurk

two years of apprenticeship and then challenged the Red Seal examination. Apprenticeship is great because you get to be creative, work with your hands and have your work in the industry the whole time."

"The benefit of an employer hiring and training an apprentice is that you get a fresh person that's willing to learn more about the industry. You get to be the teacher, and be an influential business in your industry." As a Red Seal Chef, Elysia also had the opportunity to work under Toronto celebrity Chef, Susur Lee. "After I worked under Susur, my confidence really



grew." After a few years as a hectic chef, Elysia decided to return home to Saskatchewan.

"Back at the farm, my father and two neighbours had been growing a crop called Camelina Sativa because it was suited to our soil and Saskatchewan's growing conditions and it had the potential to be used in the bio-diesel industry. But when it didn't pan out for that sector, my sister, Natasha, wanted my chef's opinion on the cold-pressed oil for food consumption instead. Research showed it had been used for centuries as a healthy, delicious culinary oil in parts of



2016 Election Guidelines

As part of the Government of Saskatchewan, Saskatchewan Apprenticeship follows *The Election Act*, which sets limits on Government ministries, boards, Crown corporations and agencies regarding advertising and communications activities in the period leading up to a provincial election.

The restrictions are intended to demonstrate that the governing party is not using its natural advantage as Government to further their political interests.

Restrictions on paid advertising take effect 120 days before the writ date for an April 4, 2016 provincial general election scenario. Restrictions on government's broader communications activities will not take effect until the writ for the general election is actually issued 27 days or more before polling day for the general election.

Therefore you may hear a little less from Sask Apprenticeship in that time frame. However please know that we are here working diligently to provide the best apprenticeship and trade certification system possible. As always, we are here to answer any questions you may have!

Europe. After much research and Health Canada's approval, our brand of Three Farmers was born and camelina oil began to hit the shelves of many specialty and health food stores across the country."

Elysia's family had the growing experience, Natasha had the Degree in Economics, and now Elysia's skills rounded out the business. "My experience as a Red Seal Chef was instrumental in the oil production to ensure efficiencies and consistencies. I was also in tune with all types of cooks, from families wanting healthy options to the needs of professional chefs, and I had a solid understanding of the food market. When we started out, we used the services of the Food Centre in Saskatoon and started demo-ing the product in various stores and markets. Then we expanded to additional flavours of oil.

"With a solid business underway, we decided to approach the Dragon's Den for support to conduct additional market research and expand further." Arlene Dickinson loved their product and they accepted her offer of 20% ownership. ([Watch the Dragon's Den clip.](#)) "Since Dragon's Den, we have launched a snack food line of roasted chickpeas, which really assisted in rounding out our brand and values. Our core values are value-added agriculture, natural and wholesome foods, sustainable farming and traceable foods. People love our products, love our story and are loyal followers."

"The cook trade has opened unimaginable doors for me," said Elysia. "I think there are so many different opportunities where you can specialize, perfect and be amazing. I enjoy making people eat with their eyes. Food is always in people's face every single day, so it's a very fun industry to be in, and I enjoy stepping up to the plate with each new challenge."

[Three Farmer's website](#)





2014-2015 SATCC SUMMARY

REGISTRATIONS



No. of registered apprentices at June 30, 2015

9,953



No. of employers who had registered apprentices between July 1, 2014 and June 30, 2015

2,788



No. of new apprentice registrations July 1, 2014 to June 30, 2015

3,014

TECHNICAL TRAINING



No. of Technical Training Seats Purchased for Apprentices from July 1, 2014 to June 30, 2015

6,683



No. of Apprentices who attended Technical Training from July 1, 2014 to June 30, 2015

6,701

TRADES

49

Trades

20

Sub-trades

4

Compulsory trades

1

Regulated trade

44

Non-compulsory trades

TOP FIVE TRADES

by no. of registered apprentices

2,096

Construction Electrician

1,170

Carpenter

1,165

Plumber

686

Welder

499

Industrial Mechanic (Millwright)



A total of 1,837 Journeyperson Certificates (JPs) and Proficiency Certificates were issued between July 1, 2014 and June 30, 2015

SASKATCHEWAN YOUTH APPRENTICES (SYA)



No. of SYA participants (Grade 11&12) between July 1, 2014 to June 30, 2015

3,843



No. of SYA graduates who achieved JPs between July 1, 2014 and June 30, 2015

104

Real Completion Rate (RCR)

Compulsory Trades **69%**
Non-compulsory trades **59%**

Volunteers from Industry

No. of SATCC Board, Trade Board, Trade Examining Board and Curriculum Examination Board members **609**

APPRENTICES REGISTERED FROM UNDER-REPRESENTED GROUPS

As of June 30, 2015

907

Women

454

Women in Predominantly Male Trades

1,388

Aboriginals (First Nations: 899 Metis: 489)

283

Visible Minority

429

People with Disabilities

Recreation Vehicle Service Technician Trade Designated

The Recreation Vehicle Service Technician (RVST) is now a



designated, apprenticeable trade in Saskatchewan according to the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC).

Recreation Vehicle Service Technicians inspect, diagnose, service, repair, replace and overhaul all systems and components on recreation vehicles. This includes exterior and interior components, electrical, plumbing, and propane gas components; appliances, structural frames and towing systems on motor homes, travel trailers, van conversions and licensed towable vehicles.

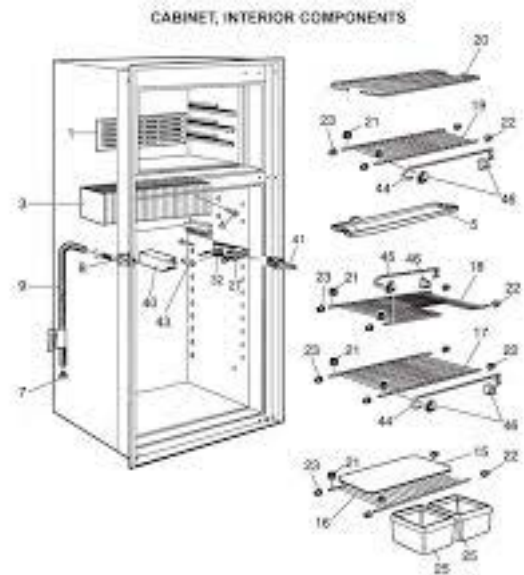
To become an apprentice, a person must have the educational

qualifications, skills and aptitude to complete the apprenticeship program successfully, such as a complete Grade 10 transcript, with no modified classes or General Math. As with all trades, a Grade 12 education is recommended.

There are three levels of technical training, each consisting of eight weeks. Each apprenticeship year in the trade requires a total of 1,600 hours of training that includes on the job training and technical training.

Tradespersons currently working in the trade will be eligible to write the journeyman exam as a trades qualifier. Trades qualifiers are those who challenge the exam based on work experience, without completing an apprenticeship. In this trade, a trade qualifier must work 7,200 hours to challenge the exam.

A journeyman is not necessarily required to supervise an apprentice. The SATCC can determine if there is a Senior Qualified Tradesperson with a significant amount of knowledge



and workplace experience in the trade to supervise an apprentice.

For more information on the trade, including topics covered in each level of technical training, please see our website.

The Apprenticeship and Trade Certification Commission Amendment Regulations, 2015
 Changes Effective November 24, 2015
Harmonization of Red Seal Trade Names

Previous	Current
Glassworker	Glazier
Insulator	Insulator (Heat and Frost)
Sprinkler Systems Installer	Sprinkler System Installer

Celebrating Outstanding Achievement

New journeypersons were recognized for achieving the top marks in their trades at the 2015 Apprenticeship Awards in Regina late October – a gala event hosted by the Saskatchewan Apprenticeship and Trade Certification Commission.

Nearly 400 people attended. The awards were a time when family, friends, employers, union and industry associations all came together to celebrate the outstanding achievement of the 35 top journeypersons who achieved the highest mark in their trade in 2014-15.



employees, and outstanding employer with more than 50 employees. These were awarded to Blake Gustilov (Sask Polytech), Beauty Depot Regina and Alliance Energy respectively. The awards were chosen by an industry selection committee, who reviewed nominations. The Artisan Award was also presented this year to Ken Busch from the Saskatchewan Piping Industry Joint Training Board in Saskatoon.

For a complete list of all winners, please see the [Awards](#) web page.

Other awards categories included the top Aboriginal journeyperson, the top female in a traditionally male trade, Saskatchewan Youth Apprenticeship Champions, outstanding trade board, and gold medal winners of the Skills Canada Saskatchewan Competition. In addition, there were 11 industry scholarships.

“These gala awards pay tribute to those with outstanding achievement between July 1, 2014 and June 30, 2015,” said SATCC Commission Board Chair, Garry Kot. “They are the cream of the crop out of the 1,837 journeypersons certificates issued last year.”

Debuting this year were three new SATCC awards – outstanding instructor, outstanding employer with less than 50



Photos:

1. Outstanding New Journeypersons, 2015
2. Outstanding Board Award - Carpenter Trade Board and Curriculum & Examination Board
3. Outstanding Instructor Award - Blake Gustilov, Sask Polytechnic
4. Outstanding Employer, Under 50 employees - Beauty Depot, Regina
5. Outstanding Employer Award, Over 50 Employees - Alliance Energy Ltd., Regina
6. SYA Champion Award - Christa LaPointe, David Dunn, Jennifer Bieber, Denise Schneider
7. Artisan Award - Ken Busch

Skilled Trades and Technologies Week

Saskatchewan was encouraged to explore and discover the opportunities in the skilled trades and technologies from November 2nd to 8th. The week was declared Skilled Trades and Technologies Week in Saskatchewan, in celebration with the rest of the country.

Skilled trades and technology careers are important for our economy and an excellent career path for many Canadians. The week of events and information was dedicated to raising awareness through insight into the career options available.

Many organizations throughout Saskatchewan took part in the week. Teachers were encouraged to invite guests into their classrooms to provide youth more information on careers in the skilled trades. Schools were also encouraged to host skilled trades and technologies competitions and try-a-trade event days. Students had the opportunity to take advantage of skilled trades and technologies booths at the See Your Future – Education & Career Fair in Saskatoon on November 2nd and in Regina on November 3rd.



High school students and apprentices were also encouraged to register for the Skills Canada provincial competition, to be held April 20th and 21st 2016, in Regina. Winners will qualify to participate in the Skills Canada national competition, to be held in Moncton.

Finally, Sask Apprenticeship was pleased to partner with Skills Canada Saskatchewan to hold the launch event for the week on November 3rd at the Regina Trades and Skills Centre. Students from local schools

tested their skills at try-a-trade booths representing a variety of trades. In addition to try-a-trades throughout the day, there was a press conference and lunch at noon.

Officials speaking at the press conference included Warren Steinley, MLA for Regina Walsh Acres, representing the Minister Responsible for Immigration, Jobs, Skills and Training; Loreena Spilsted, Executive Director of Apprenticeship at Sask Apprenticeship and Chair of Skills Canada Saskatchewan; and Brian Shankowsky, Executive Director of the Regina Trades and Skills Centre.

The launch and skilled trades were well represented in the media following the event.

Saskapprenticeship.ca goes Mobile!!

The SATCC has a new mobile-friendly website that will be responsive and compatible with all devices.

All of the navigation tabs and information remains consistent with our current site. The only changes will be the look of the site and the compatibility for mobile.

Although we have been working diligently on the conversion, if you encounter problems with any page, please advise at rs-atccnewsltr@gov.sk.ca.



Visit our YouTube Channel!!!

We've added new videos to our YouTube channel. Click on the one is shown here.

They are new interviews with a number of employers, and a couple of outstanding journeymen, who are strong supporters of the apprenticeship program. Hear their story, like and share them, and help us pass the word around about the benefits of the skilled trades to employers and workers.

- [Second Generation Mason Values Moulding Clay](#)
- [Red Seal Chef Cooks Up a Fresh Business](#)
- [Cars Break And That Means Business](#)
- [Dedication to Cook Leads to a Professional Career](#)
- [Completed Job and Satisfied Customers](#)
- [Francis Can't Put a Price Tag on Apprenticeship!](#)



YOUR EDGE is Apprenticeship.

"What I like best about owning my own business is the ability to do as much or as little as I want. I can cover everything from the apprentices to bidding. Apprentices are the backbone of the company."

Cliff Kobelsky
*Frontier
Masonry*



New RAIS Data

Exciting news! Statistics Canada has released its most recent data from the Registered Apprenticeship Information System (RAIS), providing information for 2013.

The RAIS is an annual survey conducted by Statistics Canada since 1974. It obtains information from provinces and territories (P/Ts) on individuals who receive training or certification within a trade where apprenticeship training is offered.

In 2013, some jurisdictions implemented administrative and operational changes to their apprenticeship administrative data which impacted data collected. Interpretation of the data

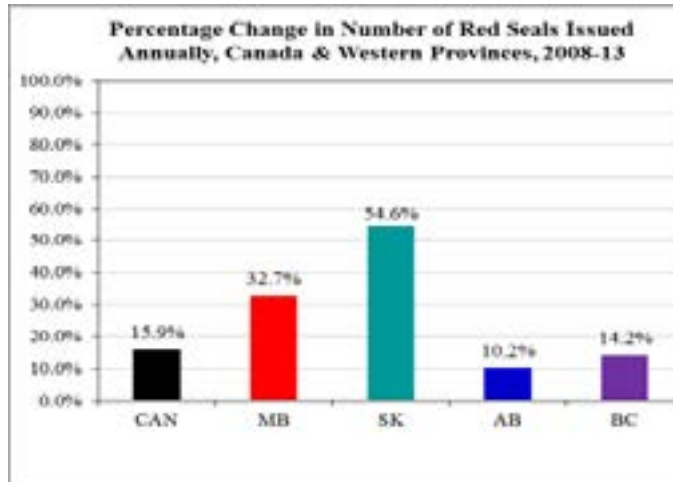
should be made within the context of these changes. Statistics Canada's 2013 RAIS release did not include any trend analysis. Statistics Canada continues its work to strengthen the data obtained through the RAIS.

Key Findings

Below are some of the key 2013 findings for Canada overall and how they compare with results from 2012. It should be noted that results

vary considerably by province and territory. Below an overview of some of the key 2013 findings:

- In 2013, there were 95,058 new registrations in apprenticeship, which is little changed compared to 2012 (-1.6%). The number of reinstatements was 7,767 (+1% compared to 2012). The total number of apprentices



who were registered at some point during 2013 was 469,680.

- Continuing apprentices went from 359,952 in 2012 to 349,806 in 2013, a difference of -2.8%.
- New registrations shifted by -11.8% in non-Red Seal trades and rose by +2.7% in Red Seal trades from 2012 to 2013. Of the 95,058 new registrations, 69,783 (73%) were in Red Seal trades.
- Growth in the number of annual Red Seal journey person

certifications in Saskatchewan was highest in Canada between 2009 and 2013, increasing by nearly 55 per cent during this period. Saskatchewan's growth exceeded that of every other western province as well as Canada as a whole.

- Saskatchewan was also the only western province to demonstrate a positive growth rate in the number of Red Seals issued every year from 2009 to 2013. Further, the province's share of Red Seal certifications issued, relative to the national total, increased from 6.1 percent in 2009 to 8.5 percent in 2013. The overall ratio of Red Seal certifications issued in the rest of the country

relative to Saskatchewan declined by approximately 30 per cent between 2009 and 2013.

The 2013 RAIS data is available to the public through Statistics Canada's socioeconomic database, (CANSIM) which is accessible through their website. Data tables with additional results can be found on the [Statistics Canada website](#).

Apprenticeship Research

- Statistics Canada is conducting interview with apprentices until February 7, 2016, for the latest National Apprenticeship Survey. To participate, please visit: statcan.gc.ca/NAS, [Twitter.com/StatCan](https://twitter.com/StatCan) and [Facebook.com/StatisticsCanada](https://facebook.com/StatisticsCanada).
- The Canadian Apprenticeship Forum is conducting research to identify promising practices for hiring and retaining Aboriginal apprentices, which will then be presented to employers and industry representatives in an Action Plan. The goal is to increase the number of employers ready to hire and train Aboriginal peoples to address skills shortages. If you are an employer or Aboriginal organization, share your experience and expertise. Please contact Erin Chreptyk: erin@caf-fca.org for more information.

NEWS BITES

at the SATCC

Forms Changes

Saskatchewan Apprenticeship occasionally updates our Applications and Forms. A review was conducted recently to ensure that we are being as diligent as possible in our requests for information. All forms were reviewed to determine what information was still necessary and what was no longer utilized. There was also amalgamation of some forms, and all remain easily fillable pdfs.

Please be sure to always go to the website for the most up-to-date forms and Fee Schedule.

The 2016 Examination Schedule is also available online.

A Guide for Employers

Sask Apprenticeship recently released *Apprenticeship: A Guide for Employers*. The guide includes a description of what apprenticeship is, and also breaks many myths about apprenticeship. Myths and facts include information about the business side of hiring apprentices, how it provides a competitive advantage, information about hiring local or from abroad, and available tax credits and government grants.

It also provides statistics about hiring apprentices, and suggestions

for where to find workers.

Finally, it includes all the steps of signing up an apprentice, the top tips for employers, journeypersons and mentors, the fee schedule, and Sask Apprenticeship offices.

Check out the guide online [here](#), or contact us for a printed copy.

NATIONALLY

CAF - On the Move

The Canadian Apprenticeship Forum has released a new online resource, a labour mobility tool for apprentices.

On the Move: Resources for Apprentice Relocation is a one-stop, online reference for apprentices who move prior to being certified and employers who hire apprentices from other parts of the country. It outlines apprenticeship regulations, inter-provincial agreements and processes to support recognition of previous on-the-job hours and technical training. Immigrants can also access information about the trade qualifier process in each province and territory.

They have created a short promotional video which explains the resource. Check it out here: <https://www.youtube.com/watch?v=m6SxH0nHRnA>

Apprentices in Canada e-Panel

The Canadian Apprenticeship Forum is launching a new initiative called the Apprentices in Canada e-Panel. They are looking for apprentices to voice their opinions and share their experiences through a free online panel.

Any apprentices who are interested are asked to visit apprenticesincanada.com. All responses will be confidential and privacy will be protected.

Red Seal Award of Excellence

Mark Douglas, former Executive Director of Apprenticeship and Industry Training in Alberta, was awarded the 2015 Red Seal Award of Excellence at the Canadian Council of Directors of Apprenticeship (CCDA)'s fall meeting. Congratulations Mark!

Watch for the call for nominations for the Darryl Cruickshank Memorial Award in February of 2016.

RSE Acronym

Red Seal Journeypersons! Reminder that anyone holding a Red Seal endorsement can use RSE (For example, John Smith, RSE).

An officially recognized acronym provides qualified individuals with a way to easily reflect their qualifications while creating prestige for their credentials.

BOARD OF DIRECTORS

As of December 1, 2015:

Commission Board Chairperson

Garry Kot

Commission Board Vice-Chairperson

Doug Christie

Agriculture, Tourism & Service Sector

Joe Kleinsasser - Employer

Karen Zunti - Employee

Construction Sector

Jeff Sweet - Employee

Garry Kot - Employee

Wayne Worrall - Employee

Doug Christie - Employer

Rhonda Hipperson - Employer

Drew Tiefenbach - Employer

Production and Maintenance Sector

Lorne Andersen - Employee

Brian Marshall - Employer

Motive Repair Sector

Tim Earing - Employee

Bryan Leier - Employer

Other

Doug Mitchell - Persons with Disabilities

Leonard Manitoken - First Nations

Brett Vandale - Métis

Roxanne Ecker - Women in Trades

Frank Burnouf - Northern Saskatchewan

Terry Parker - Saskatchewan Polytechnic

Alastair MacFadden - Ministry of the Economy

Brett Waytuck - Ministry of Education

SYA Industry Scholarship Sponsors

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

Allan Construction

AIM Electric Ltd.

Alliance Energy

All-Rite Plumbing and Heating Ltd.

Breck Scaffold Solutions (2009)

CAF-FCA Conference

Canada West Equipment Dealers Association

Canadian Welding Association - Regina Chapter

Christie Mechanical Ltd.

CLR Construction Labour Relations of Saskatchewan Inc.

EECOL Electric

Ensign Energy Service Inc.

General Contractors Association of Saskatchewan Inc.

GESCAN Division of Sonepar Canada Inc.

Highlander Crane

Husky Energy Ltd.

K+S Potash Canada GP

Korpan Tractor and Parts

Merit Contractors Association Inc.

Moose Jaw Construction Association

Mosaic Canada ULC

Pagnotta Industries Inc.

PCL Construction Management Inc.

Peak Mechanical Partnership

Potash Corporation of Saskatchewan Inc.

Prairie Mines & Royalty Ltd.

Prince Albert Construction Association

Pro-Western Mechanical Ltd.

RNF Ventures Ltd.

Saskatchewan Construction Association

Saskatchewan Provincial Building Trades & Construction Trades Council

Sheet Metal Workers Local 296 Saskatchewan

South Country Equipment

The Taylor Automotive Group

Thyssen Mining Construction of Canada Ltd.

United Association of Plumbers & Pipefitters Local #179

Wallace Construction Specialties Ltd.

Westridge Construction Ltd.

W. Hunter Electric (2005) Ltd.

Wright Construction Western Inc.

Yara Belle Plaine Inc.

Questions? Comments? Suggestions?

Call (306) 787-0187 or email rs-atccnewsltr@gov.sk.ca

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