



Saskatchewan
Apprenticeship and
Trade Certification
Commission

Apprenticeship in ACTION



Sask Apprenticeship



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Winter 2017/18

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Royan Stewart

A scaffolder who doesn't like scaffolding seems an unlikely beginning for a successful scaffolding company! Royan (Breck) Stewart, President of Breck Construction, remembers how he picked up a scaffolding job part-time in the late 90s to help pay for his university education. He was going to become a doctor.

After a few years, Royan was sent for intense technical training with the Carpenters Union Local 1985 in Prince Albert. "I wasn't keen on having to attend," laughed Royan, "It meant I had to work long days and take technical training three days a week over six weeks. But, I stuck it out. It was there I had an epiphany! I saw the theoretical puzzle fit together and I finally understood the significance, the complexity, and the problem-solving needed in the trade to make a construction site safe! My outlook was transformed, I was hooked and abandoned the doctor dream."

Since scaffolding was not designated as a sub-trade of carpentry until May 2005, Royan emphasizes how beneficial it is for today's youth to indenture to understand the 'why' and learn the right way of doing things.

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From the desk of JEFF RITTER

Apprentices help businesses succeed.

The theme for the winter edition of this *Apprenticeship in Action* newsletter is success that improves the lives of others.

Success for an outstanding employer results in a competitive business with happy employees who enjoy working there. Success with innovative training benefits both the apprentice and the employer so that it's a win-win. Success in technical training and SATCC services results in a high level of employer and apprentice satisfaction. Success in harmonization means provinces and territories enjoy a strong partnership that achieves solid, on-schedule results. Success with promoting the Saskatchewan Youth Apprenticeship (SYA) Program means youth are making career decisions which benefit employers looking for skilled labour as their workforce ages. In fact, according to our most recent employer survey, nearly one quarter of employers are aware that some of their apprentices or journeypersons are SYA graduates and virtually all of these employers feel they perform as well, and in some cases, even better, than other apprentices.

Royan Stewart of Breck Construction, featured on our cover, depicts all the attributes of a successful employer deserving the 2017 Outstanding Employer Award. He supports apprentices

and his success shows in satisfied employees in a thriving Saskatoon business. Success.

The SATCC was successful in developing innovative Roofer training that benefits both apprentices, as well as employers. It is training that has been designed so that an apprentice does not have to leave the workplace. This meets the needs of apprentices and their employers. Success for both.

The 2017 Apprentice/Employer Satisfaction Surveys demonstrated that these SATCC key stakeholders are very satisfied with the apprenticeship system. In fact, 90% of employers expressed a high level of satisfaction with the quality of new journeypersons. In addition, 90% of the apprentices expressed a high level of satisfaction with their on-the-job training. Subsequent to those measurements, both groups expressed at least 94% satisfaction with the services of the SATCC staff. Success.

Harmonization of the Red Seal trades continues to press forward at an amazing pace. Through the successful partnerships of provincial and territorial specialists, the review of trade time, levels and sequencing of 21 trades (Phases 1, 2 and 3) has been completed, with Phase 4 trades nearly completed,



and Phase 5 trades well underway. Success.

Nominations for 100 deserving SYA Program participants are now underway. Each recipient will receive a \$1,000 SYA Industry Scholarship redeemable within two years of graduation when they successfully pursue a career in the skilled trades. The money helps them with tools and tuition. Success.

These scholarships are made possible through the generous contributions of over 45 employers, unions and associations who are demonstrating their strong support for Saskatchewan youth pursuing a career in the skilled trades. Proud scholarship sponsors result in successful SYA graduates in the skilled trades.

Together, we can work as partners to define and achieve success for our organizations in the coming year.

Royan Stewart

continued...

In 2002, Royan started his own company—Breck Scaffolding Solutions. “My vision was for a team environment, flexibility, and common goals that use the knowledge and input of staff. I wanted a company that can grow, be the best in the industry, and a place where people enjoy coming to work.”

And grow Breck did, and quickly! “I was not prepared for the rapid growth,” admits Royan. “We were reacting to labour market demands.”

Part of that demand stemmed from an expansion into the Ontario market in 2004. One of the founding members moved to Ontario and Breck decided to explore the market. Opportunity came in the form of a scaffolding project for Ferrero Rocher—the chocolate company. They were expanding and having trouble finding a suitable scaffold system.

“We put a bid on a trapeze system, with aluminum tubing and steel clamps, which was unheard of in Ontario. I believe the scaffolding systems in Saskatchewan—some Breck Scaffolding Solutions still actively used 15 years later—as well as the provincial apprenticeship training system, is far superior than in many other provinces.” They weren’t paid in chocolates either! Since then, Breck has attained

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Royan Stewart receives the Outstanding Employer Award for more than 50 employees at the 2017 Apprenticeship Awards in Regina.

projects in Manitoba and Alberta as well.

“Ideally, I knew we needed to be strategic and set goals to manage growth.”

That philosophy laid the foundation to initiate company strategic planning sessions where everyone

*“Our vision is working
...keep investing in
our most important
resource—our
workers.”*
- Royan Stewart

contributes their ideas, goals and objectives. They also hold quarterly planning sessions to assess the economy, the environment and needs. In addition, all managers take DiSC—Dominance Influence Steadiness Conscientiousness—leadership training to improve communications, teamwork and productivity.

The process led Breck to expand again in 2014 to include five other trades—carpentry, sheet metal,



Bobbylynn Stewart (left) and Royan Stewart (shorts) with Breck Construction team managers.

Royan Stewart continued

insulating, millwright, ironworker structural—and change their name from Breck Scaffolding Solutions, 2009 to Breck Construction. “The great thing about diversification is that as the economy slows in one area, we have opportunities to ramp up in another province and/or trade.”

These successes seem to be paying off as Breck Construction was awarded an Outstanding Employer Award at the SATCC’s 2017 Apprenticeship Awards recently in October.

“I was humbled and proud with this award,” said Royan. “Our vision is working and people obviously like working here. This feedback encourages us to keep investing in our most important resource—our workers.”

Not only does Breck support its staff, but the community and the next workforce as well. Breck contributes to the Saskatchewan Youth Apprenticeship (SYA) Industry Scholarship—awarded to youth who complete SYA and successfully complete Level 1 technical training or a pre-employment program. They also award five scholarships yearly to the SIIT Construction Career Program for leadership, proficiency and attendance. And, they donate the construction supplies for the carpentry class at E.D. Feehan Catholic High School to construct a ready to move (RTM) home each year, that gets inspected by Breck staff and then sold at cost to the White Cap Dakota First Nation.

“It’s rewarding to support kids. Today’s youth are more in tune with everything online. Word gets around and they know companies that support them and it encourages them to want to work there. It is what will carry a company forward.” As a company that started with three employees to one that employs 116, they speak from experience. Some have even been there since the beginning.

Dustin Krueger, Journeyperson Scaffolder and VP of Construction, is one of them. He was a scaffolder with Breck while in university. He said it changed from

a part-time job into a full-time career. “Breck was small when we started and we’ve retained that team-orientated feel that puts people first.”

Royan’s wife, Bobbylynn, Vice President of Corporate Development, is behind the financial analysis, policies and efficiency of the business. She holds a Master of Business Administration. “I’m the face, she’s the brains,” he said.

So with all this experience, does Royan have any advice for youth thinking about their career, and for employers of apprentices?



Royan and carpentry students from E.D. Feehan Catholic High School

“For youth, listen well, show you are motivated to be a team player, ask questions and take advantage of all training no matter what it is. You will be able to apply those skills somewhere on the job or elsewhere in your life.”

“For mentors/employers, lead by example and listen to your employees to help them be motivated, achieve their goals, express their creativity and solve problems. Apprenticeship is a team system; embrace it as a company. Even if employees leave your company, they will go to the next company with more knowledge and skills.”

“It’s important to show commitment to youth and your employees. I want to show that I was once in their shoes and I want them to do well. If they are doing well, I’m doing well. If you’re a gold standard employer, people will want to work for you.” With a positive, team-oriented definition of success, Royan’s latest vision of multi-faceted, multi-trade, and multi-province projects can’t be far off.

Sponsored by Breck Construction, Tristan Kroeker (right) was awarded the \$1,000 2016-17 SYA Industry Scholarship by his teacher at Medstead Central School. Tristan plans to enter the Industrial Mechanic (Millwright) trade.



SYA Industry Scholarship Nominations Due

The SATCC has sent invitations to all Saskatchewan high schools to nominate a student for one of 100 Saskatchewan Youth Apprenticeship (SYA) Industry Scholarships. These scholarships, redeemable for \$1,000 each, will be awarded to deserving 2018 graduates of the SYA Program. Teachers and guidance counsellors have been asked to nominate at least one outstanding graduate who has completed the SYA Program, and is working to build a career for themselves in the trades, to receive a scholarship. Nominations are due Friday, April 13, 2018.

Recipients are chosen from participants of the SATCC's SYA Program, which encourages high school students to explore opportunities in the skilled trades through research and hands-on learning. The \$1,000 scholarship helps recipients with tools, tuition in future years of study, and accommodation.

Recipients redeem their scholarship within two years of graduation by demonstrating they are actively pursuing a career in the skilled trades—either by apprenticing with an employer and completing Level 1 technical training, or completing a pre-employment program.

Aside from the scholarship, graduates of the SYA Program receive significant benefits. When they register as an apprentice with the SATCC, their registration fee and first level of technical training are waived, and they receive 300 trade time hours. Currently, there are more than 300 schools registered

in the SYA Program and more than 2,400 students participating.

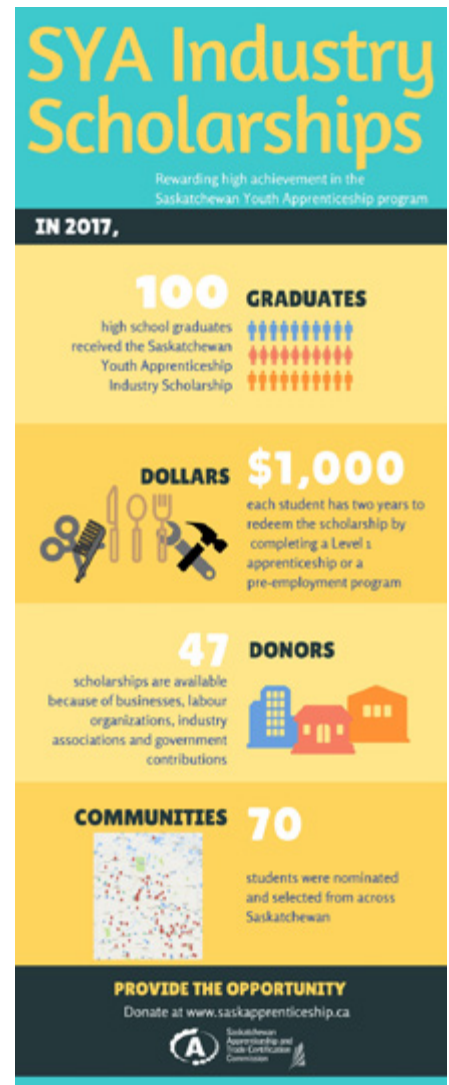
Nearly 6,700 students have completed the SYA Program since its inception in 2009-10. Of those completed, more than 1,200 have registered as apprentices and almost 430 have achieved journeyman status.

According to the recent SATCC Apprenticeship Satisfaction Survey (see page 8), apprentices who took the SYA Program were highly satisfied with the challenges (activities) in the program, and the vast majority somewhat or strongly agreed the program helped prepare them to become apprentices. In fact:

- About nine in ten (93%) agreed or strongly agreed the challenges (activities) were useful and helpful in preparing them to become an apprentice;
- Over three out of four (77%) agreed or strongly agreed the program was a significant influence in their choice to become an apprentice; and
- Of the benefits received, trade time credit toward completion of an apprenticeship program was the most highly valued benefit (78%), followed by the waiver of Level 1 tuition and waiver of the registration fee (54% and 51% respectively).

The SATCC Employer Satisfaction Survey showed similar positive results:

- Overall, about a quarter of employers (24%) are aware that some of their apprentices



or journeymen are SYA graduates;

- Among them, most (68%) feel these graduates perform at the same skill level as other graduates. Three in ten (31%) say they perform better.

While the SATCC administers the SYA scholarships, they are made possible due to funding donated by industry partners and the Government of Saskatchewan. Help support Saskatchewan youth. [Become an SYA Industry Scholarship Sponsor!](#)

Roofer Apprenticeship Training

Roofer apprenticeship training started January 22, 2018. Training has been designed so that an apprentice does not have to leave the workplace. Rather, technical training is a combination of home study distance learning, a journeyman / mentor signing off on practical competencies and invigilating quizzes, and a worksite visit by an instructor.

This innovative training has benefits to apprentices, as well as employers.

Apprentices

- There are many financial incentives, including grants, tax incentives, and the opportunity to earn a higher wage.
- Journeyman certification shows that you have met the standard set by industry for your trade.
- Journeyman certification will provide other career opportunities in the trade or related trades.

Employers

- Tax credits and government grants make hiring an apprentice more affordable.
- Training an apprentice means more productivity and fewer mistakes.
- Hiring apprentices adds business capacity.
- Journeyman certification provides employers and consumers with the confidence that the people they hire are

Roofing Apprenticeship Training In Saskatchewan

Roofer apprenticeship training is now available. Training has been designed so that an apprentice does not have to leave the workplace, with training being completed through distance learning and worksite competency completion.

TRADE TIME

Each level of apprenticeship includes on-the-job and technical training. The total time required is

4500 hours

in the trade.

TECHNICAL TRAINING

is delivered by Prairie Arctic Trades Training Centre over

3 levels

through Home Study, sign off on practical competencies, and a worksite visit.

FINANCIAL BENEFITS

are available for both employers and apprentices through

grants

and tax credits.

JOURNEYPERSON CERTIFICATION

is a benefit for both the employer and journeyman. It provides an

advantage

over other companies and tradespeople.

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skilled and knowledgeable.

- The SATCC works with employers and apprentices to accommodate workload and job cycles—more training solutions are available today, such as online training for several trades.

Click on the next image for Roofer Apprenticeship Training Information.

Roofing Trade Apprenticeship Information

Apprentice	No. of Years	Hours Per Year	Full Time Hours
	3	1500	4500

Roofers install, repair and replace flat and sloped roofs. They work with membrane roofing systems that consist of a variety of materials with different application methods. They also install, replace and repair shingles, slate, shakes, roofing tiles, sheet metal and other perforated sheeting on curved roofs.

Minimum Entrance Requirements: Your grade twelve transcripts (with no modified classes) or OSS 12 is your guarantee that you meet the educational entrance requirements for apprenticeship in Saskatchewan. In fact, employers prefer and recommend applicants who have completed high school. This ensures the individual has all of the necessary skills required to successfully complete the apprenticeship program, and ensure journeyman certification.

Individuals with "modified" or "general" classes in math or science do not meet our entry requirements. These individuals are required to take an entrance assessment prescribed by the SATCC.

English is the language of instruction in all apprenticeship programs and is the common language for business in Saskatchewan. Before admission, all applicants must be able to understand and communicate in the English language. Applicants whose first language is not English must have a minimum Canadian Language Benchmark Assessment of six (CLB6).

Note: A CLB assessment is valid for a one-year period from date of issue.

Designate Trade Name	Math Credit of the indicated Grade Level	Science Credit of the indicated Grade Level
Roofing	Math 9	Science 10

*Applicants who have graduated in November of 2015-2016, or who do not have access to the revised Science curricula will require a Science at the minimum grade level indicated by trade.

For information about high school curriculum, including Math and Science course names, please see: <http://www.curriculum.gov.sk.ca/>

Individuals not meeting the entrance requirements will be subject to an assessment and any required training.

The SATCC works hard to ensure that people find success in the apprenticeship program by accessing AcquireMyFundamentalsLab. Through computer-based skill assessments and online learning, it helps people to update their literacy and math skills. People will be referred to AcquireMyFundamentalsLab by the SATCC Assessment Unit. Most commonly, clients who do not have the necessary entrance requirements will be referred to the program.

The SATCC works hard to ensure that people find success in the apprenticeship program by accessing AcquireMyFundamentalsLab. Through computer-based skill assessments and online learning, it helps people to update their literacy and math skills. People will be referred to AcquireMyFundamentalsLab by the SATCC Assessment Unit. Most commonly, clients who do not have the necessary entrance requirements will be referred to the program.

SATCC Strategic Plan and Balanced Scorecard

The SATCC developed the 2017-2022 Strategic Plan to identify key directions and priorities for the organization. Strategies developed by the Board of Directors identify the areas of highest priority and define the major areas of focus and development the organization will pursue to achieve its vision and mandate. Within each strategy, goals are identified. The 2017-18 Business Plan is the annual roadmap to achieve the strategic plan. And, the 'Balanced Scorecard at a Glance' (BSC) is used to summarize the SATCC performance measures on a regular basis for the Senior Management Team (SMT) and SATCC Board of Directors.

The four goals identified in the SATCC's 2017-22 Strategic Plan are:

1. Satisfy Industry Demand for a Skilled and Certified Workforce;
2. Deliver High Quality Services Relevant to Industry/Stakeholders;
3. Equip Staff with the Training and Tools to Provide Outstanding Service; and
4. Manage Financial Resources Efficiently and Effectively.

Through the first six months of 2017-18, the SATCC is exceeding or achieving on 15 of 30 measures (50.0% of the total), progressing on another eight measures (26.7%) while not meeting on two measures (6.7%). Five measures (16.6%) currently have a no report status.

For the complete plans, see the following links:

2017-22 Strategic Plan: <http://saskapprenticeship.ca/resources/plans-research-reports/strategic-plan/>

Adopted 2017-18 Business Plan: <http://saskapprenticeship.ca/resources/plans-research-reports/business-plan/>

Employer/Apprentice Satisfaction Survey

The SATCC measures apprentice and employer satisfaction with on-the-job training, as well as SATCC services, bi-annually. This survey was completed in 2017 and the results are summarized below.

Responses were obtained from 378 apprentices to determine their satisfaction with such things as technical training, on-the-job training, the SYA Program, SATCC staff and services.

Likewise, 339 employers were surveyed between October and November 2017 to determine their satisfaction with training, fees, the SYA Program, and SATCC staff and services.

The key findings of the [apprentice survey](#) were:

There is a high level of satisfaction among apprentices with on-the-job training (around 90%).

There is high level of satisfaction with technical training received (around 80%) although somewhat less in comparison to the satisfaction with on-the-job training. Among those not satisfied with the technical training they took, about one in four cited the quality of teachers and outdated material as reasons for dissatisfaction.

One in 10 apprentices is an SYA graduate. There was a high level

of satisfaction with the program, with over 90% agreement that the challenges (activities) in the SYA Program were useful in preparing participants to become apprentices. Of the benefits received, trade time credit toward completion of an apprenticeship program was the most highly valued benefit.

Overall, apprentices were satisfied (93%) with services provided by SATCC staff.

Most respondents continued to say they prefer to receive information by email (79%) or letter (51%). Over half of respondents would like to access all SATCC services online, and most apprentices have access to a smartphone and a Facebook account.

Employer/Apprentice Satisfaction Survey con't

Nine in 10 apprentices are male. Over one-third of apprentices are under the age of 25 while three quarters are under the age of 35.

About one in 10 apprentices identify as either Indigenous or a visible minority and about 2% have a reported disability.

More than three-quarters of apprentices have been registered for less than four years and about four-in-ten respondents (39%) report that their employer contributes to their tuition.

The key findings of the [employer survey](#) were:

Employers have a high level of satisfaction with the quality of journeypersons who complete an apprenticeship (around 90%).

There is high satisfaction with technical training provided.

Approximately half of employers (45%) are aware of the trade-specific *On-the-Job Training Guide* and of those employers almost all (97%) feel it is an effective introduction to the apprenticeship system.

About four in 10 employers say they pay for or reimburse the registration fee for the Contract of Apprenticeship, and over half (52%) say they pay tuition fees for apprentices (with some conditions).

Nearly one quarter of employers are aware that some of their apprentices or journeypersons are SYA graduates, and virtually all of

these feel they perform as well or better than any other apprentice.

There was strong satisfaction (94%) with SATCC services.

Two thirds of employers continue to say they prefer to receive information by email and one quarter prefer to receive information by regular mail. The top four online services employers would like to be able to complete online include finding general information about the program, verifying trade time, registration and being able to update information about the business; and nearly half of all employers are in the construction sector (42%).

Over half of employers employ less than 10 employees (56%) and one to two apprentices (53%).

The results pertaining to apprentice and employer satisfaction with SATCC staff are higher than the results from our previous two surveys.

The target in the 2017-18 Business Plan is a 92 per cent satisfaction rate with SATCC services for both employers and apprentices.

This year, the SATCC hit 94 per cent for employer satisfaction with SATCC services and 93 per cent for apprentice satisfaction with SATCC services.

Beyond the Balanced Scorecard, the SATCC received very high scores for apprentice and employer satisfaction with SATCC staff.

For instance, employers somewhat or strongly agreed that 96 per cent of SATCC staff members are friendly and courteous; 95 per cent somewhat or strongly agreed that staff members are helpful; and 91 per cent somewhat or strongly agreed that staff are knowledgeable.

On the apprentice side, 87 per cent somewhat or strongly agreed that staff are friendly and courteous; 84 per cent somewhat or strongly agreed that staff are helpful; and 85 per cent somewhat or strongly agreed that staff are knowledgeable.

The complete 2017 Apprentice/Employer Satisfaction Survey results can be read [here](#).

Apprentices in Canada ePanel



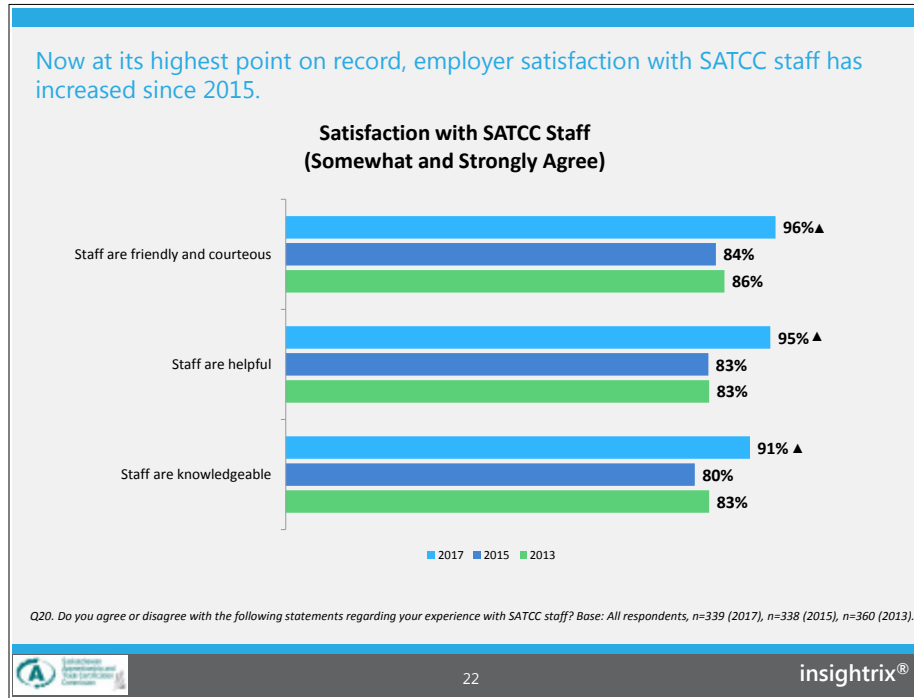
Apprentices are important to us!

We are collecting the insights, ideas and feedback of apprentices on the **Apprentices in Canada ePanel**, helping identify new ways to overcome training and workplace challenges. Fill in surveys, win prizes, help future apprentices—it's that easy.

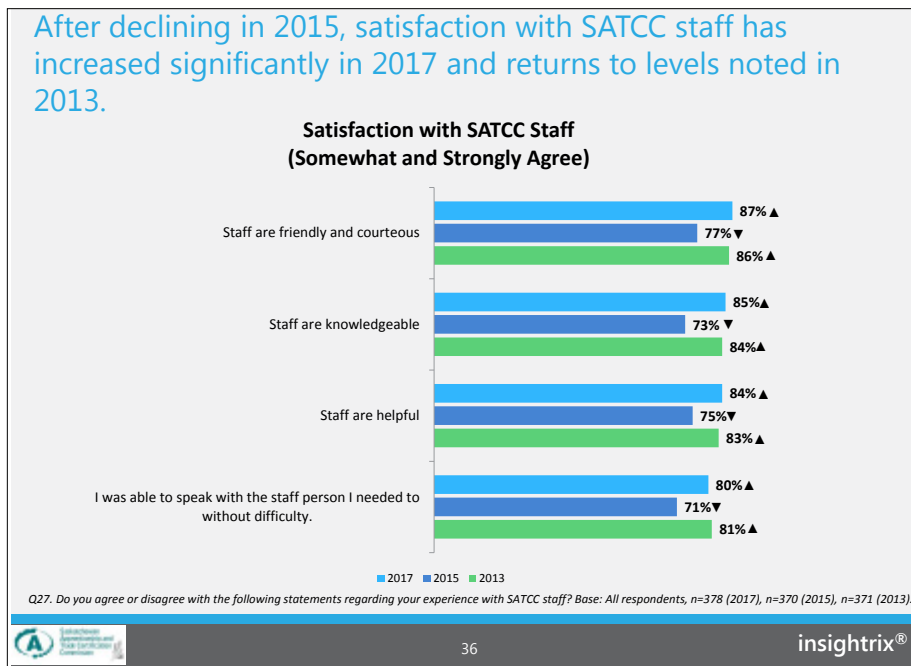
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Employer/Apprentice Satisfaction Survey con't

	2015-16 Actual	2017-18 Target	2017-18 Actual	
Employer Satisfaction with Training (on the job)	87%+	85%	92%	Exceeding
Apprentice Satisfaction with Training (on the job)	89%+	90%	90%	Achieving
Employer Satisfaction with SATCC Services	94.2%	92%	94.5%	Achieving
Apprentice Satisfaction with SATCC Services	91.5%	92%	93.7%	Achieving



SATCC Employer Satisfaction Survey, November 2017



SATCC Apprentice Satisfaction Survey, November 2017



Agricultural Equipment Technician On-the-Job Training Guide

Agricultural Equipment Technicians set up, diagnose, repair, overhaul, maintain, and service agricultural equipment.

Training Requirements: 7200 hours (4 years) including: four 8 week technical training sessions delivered by Saskatchewan Polytechnic in Saskatoon.

Journeyperson to apprentice ratio for this trade is: 1:2

The information contained in this document serves as a guide for employers and apprentices. Apprenticeship training is mutually beneficial to both employer and apprentice. The employer's investment in training apprentices results in skilled and certified workers. The document summarizes the tasks to be covered by the apprentice during the on-the-job portion of apprenticeship training. An apprentice spends approximately 85% of the apprenticeship term training on-the-job.

It is the employer's or journeyperson's training responsibility to supervise an apprentice's practical skills development until a satisfactory level of proficiency has been reached.

EMPLOYER TRAINING RESPONSIBILITY

- promote safety in the workplace
- expose the apprentice to all appropriate tools, equipment and shop practices
- provide guided, hands-on practice in set-up and pre-delivery of equipment
- provide guided, hands-on practice servicing and repairing farm equipment
- provide guided, hands-on practice diagnosing and troubleshooting equipment and system problems
- ensure that the apprentice can test and evaluate the repair.

Employers should make every effort to expose their apprentices to work experience in as many areas of the trade as possible.

Below, in-school instruction is listed first; suggestions to help employers assist the apprentice to prepare for in-school training are listed next.

Note: The content of the training components is subject to change without notice.

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Harmonization Update

The harmonization of Red Seal trades continues at a steady pace. In January, information was received from the provincial/territorial surveys for the Automotive Painter trade. Once the surveys are compiled, a recommendation report will go out to all provinces and territories for industry feedback. The primary focus will be on the first three recommendations regarding the use of the Red Seal trade name, the number of training hours (on-the-job and in-school) as well as training levels. Comments are due on February 28, 2018.

On December 12, 2017, Program Development Officers across Canada met to discuss the Insulator (Heat and

Frost) Action Report in advance of the December 21, 2017, Pan-Canadian Webinar with Stakeholders. This national webinar finalized sequencing recommendations and final approvals are moving forward. The Canadian Council of Directors of Apprenticeship (CCDA's) final approval is expected by the end of January 2018.

Future sequencing workshops include Tool and Die Maker in February and Automotive Painter in April.

See the Harmonization snapshot for greater detail, and be sure to watch for another update in the spring 2018 edition of *Apprenticeship in Action*.

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Tracking Snapshot of Harmonization Trades

Updated: **January 23, 2018**

PHASE 1 Implementation by Sept 2016				
Trades	Red Seal Trade name	Total training hours (in-class and on-the-job)	Number of training levels	Sequencing
Carpenter				Harmonized training implemented in most P/Ts.
Metal Fabricator (Fitter)				
Welder				
Ironworker (Generalist)				
Ironworker (Reinforcing)				
Ironworker (Structural/Ornamental)				
Mobile Crane Operator and Mobile Crane Operator (Hydraulic)				
Tower Crane Operator				
PHASE 2 Implementation by Sept 2017				
Trades	Red Seal Trade name	Total training hours (in-class and on-the-job)	Number of training levels	Sequencing
Heavy Duty Equipment Technician				Harmonized training implemented in most P/Ts.
Truck and Transport Mechanic				
Agricultural Equipment Technician				
Construction Electrician				
Industrial Electrician				
Industrial Mechanic (Millwright)				
Automotive Service Technician				
Plumber				
Steamfitter/Pipefitter				

PHASE 3 Implementation by Sept 2018				
Trades	Red Seal Trade name	Total training hours (in-class and on-the-job)	Number of training levels	Sequencing
Boilermaker	Harmonized training in process of being implemented in most P/Ts.			
Sprinkler Fitter				
Concrete Finisher				
Landscape Horticulturist				
Sheet Metal Worker				
PHASE 4 Implementation by Sept 2019				
Trades	Red Seal Trade name	Total training hours (in-class and on-the-job)	Number of training levels	Sequencing
Machinist	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation ✓	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation ✓	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation ✓	Research ✓ Workshop ✓ Red Flag Consultations ✓ Webinars for Consensus ✓ CCDA Approval ✓ Ready for Implementation ✓
Rig Technician	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation ✓	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation ✓	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation ✓	Research ✓ Workshop ✓ Red Flag Consultations ✓ Webinars for Consensus ✓ CCDA Approval ✓ Ready for Implementation ✓
Insulator (Heat and Frost)	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation	Research ✓ Workshop ✓ Red Flag Consultations ✓ Webinars for Consensus ✓ CCDA Approval Ready for Implementation
Refrigeration and Air Conditioning Mechanic	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation	Research ✓ Workshop ✓ Red Flag Consultations ✓ Webinars for Consensus CCDA Approval Ready for Implementation
Tool and Die Maker	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation	Research ✓ Consensus ✓ CCDA Approval ✓ Ready for Implementation	Research ✓ Workshop Red Flag Consultations Webinars for Consensus CCDA Approval Ready for Implementation
PHASE 5 Implementation by Sept 2020				
Trades	Red Seal Trade name	Total training hours (in-class and on-the-job)	Number of training levels	Sequencing
Cook	Research Consensus CCDA Approval Ready for Implementation	Research Consensus CCDA Approval Ready for Implementation	Research Consensus CCDA Approval Ready for Implementation	Research Workshop Red Flag Consultations Webinars for Consensus CCDA Approval Ready for Implementation
Powerline Technician	Research Consensus CCDA Approval Ready for Implementation	Research Consensus CCDA Approval Ready for Implementation	Research Consensus CCDA Approval Ready for Implementation	Research Workshop Red Flag Consultations Webinars for Consensus CCDA Approval Ready for Implementation
Motor Vehicle Body Repairer (Metal and Paint)	Research Consensus CCDA Approval Ready for Implementation	Research Consensus CCDA Approval Ready for Implementation	Research Consensus CCDA Approval Ready for Implementation	Research Workshop Red Flag Consultations Webinars for Consensus CCDA Approval Ready for Implementation
Automotive Painter	Research Consensus CCDA Approval Ready for Implementation	Research Consensus CCDA Approval Ready for Implementation	Research Consensus CCDA Approval Ready for Implementation	Research Workshop Red Flag Consultations Webinars for Consensus CCDA Approval Ready for Implementation
Hairstylist	Research Consensus CCDA Approval Ready for Implementation	Research Consensus CCDA Approval Ready for Implementation	Research Consensus CCDA Approval Ready for Implementation	Research Workshop Red Flag Consultations Webinars for Consensus CCDA Approval Ready for Implementation

More Stats - 2016 Census & National Apprenticeship Survey

Those in industry are well aware of how rewarding the apprenticeship system of training is, and the success of the journeymen who complete it. There is Statistics Canada data to back up this assertion.

Saskatchewan tradespersons with journeyman certification had a median income that was 35.3% higher than high school graduates and 43.4% above those with no certificate of any kind, according to data from the 2016 Census by Statistics Canada.

In addition, the Census reports that 12.6% of full-time employed Saskatchewan residents aged 15 to 64 have an apprenticeship certificate. Saskatchewan is second only to Quebec for number of apprenticeship certificates held by the working population.

The 2015 National Apprenticeship Survey (NAS) indicates more than six in 10 apprentices indicate they encountered no difficulties in progressing through their apprenticeship, while over six in 10 apprentices completed their apprenticeship within four to six years.

Over 80% of those who completed their apprenticeship found a permanent job, and 95% of apprentices agreed or strongly agreed that apprenticeship "is the best way to learn a trade."

Apprentices can access many different programs for financial support.

Of course, apprentices are at work, earning a wage, for 85% of the year. However, for the other 15% of their time in technical training, there are grants and loans available to help

cover expenses.

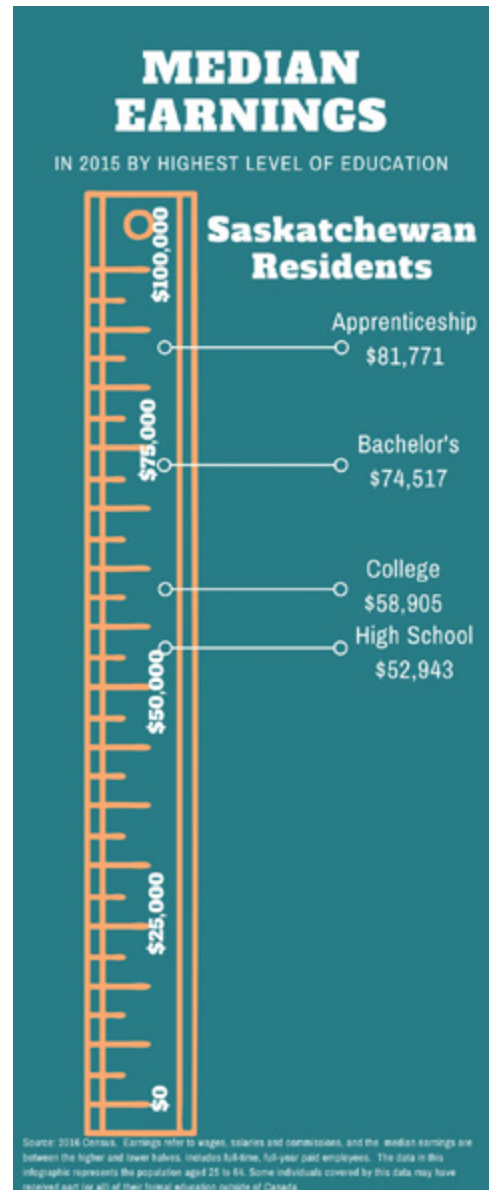
The NAS report tells us that nearly three quarters of apprentices applied for Employment Insurance while in technical training. The Apprentice Training Allowance is also available for those who have to relocate during training.

Through the Saskatchewan Advantage Scholarship, Grade 12 graduates in the province are eligible to receive up to \$500 per year (to a lifetime maximum of \$2,000) to be applied to their tuition costs at a Saskatchewan post-secondary institution, which includes the SATCC.

In addition, the Graduate Retention Program provides a tax credit up to \$20,000 to Saskatchewan graduates who remain in the province and file a Saskatchewan income tax return.

The Government of Canada also offers financial incentives. The Apprenticeship Incentive and Completion grants provide a \$1,000 grant at the completion of Levels 1 and 2 and the final level of training, while the Tradespersons' Tool Deduction, the Apprenticeship Job Creation Tax Credit, and the Government of Canada Tuition Tax Credit are also available. If apprentices require additional assistance, they can apply for the Government of Canada Apprentice Loan.

Those who complete the Saskatchewan Youth Apprenticeship program in high school are also eligible for benefits, including waiver of the registration fee and the Level 1 tuition fee, in addition to trade time hours. Each year 100 high school students are awarded a \$1,000 SYA Industry Scholarship.



Learn more here:

Education in Canada: Key results from the 2016 Census - <https://www.statcan.gc.ca/daily-quotidien/171129/dq171129a-eng.htm>

2015 National Apprenticeship Survey Overview Report - <http://www5.statcan.gc.ca/olc-cel/olc.action?objId=81-598-X2017001&objType=46&lang=en&limit=0>

Apprentice Financial Supports - <http://saskapprenticeship.ca/resources/tax-programs/>

NEWS BITES

at the SATCC

Fee Changes

Saskatchewan Apprenticeship is committed to maintaining a responsive, industry-driven apprenticeship certification system that meets labour market needs. From time to time, this may include slight fee increases.

Effective January 1, 2018:

- tuition fees increased by \$10 per week;
- registration fee increased from \$175 to \$200;
- written exam fee increased from \$100 to \$125;
- practical exam fee increased from \$160 to \$175;
- examination review fee increased from \$100 to \$125.

As a result of these changes, make sure you download the new version of Forms 1, 2 and 7.



2440 Hamilton Street
Regina, Saskatchewan S4P 2E3
Tel: (306) 787-2444
Toll Free: 1-877-363-0536
Fax: (306) 787-3325

**Form 1 Employer Application
for Registering
an Apprentice Contract**

INSTRUCTIONS FOR REGISTERING AN APPRENTICE INTO AN APPRENTICESHIP PROGRAM

Complete and return the following:

1. Form 1: Employer Application for Registration of Apprenticeship Contract
2. Form A: Contract Between Apprentice and Employer
3. Form 6A from each employer: Verification of Trade Experience
4. A copy of your high school transcript
5. A copy of your transcripts from previous training in a trade (apprenticeship or pre-employment)
6. Pay \$200 (CAD) by credit card, debit, cheque or money order made payable to the SATCC.
 - There will be a \$25.00 charge for NSF cheques.
 - The application fee is non-refundable.
 - Post-dated cheques will not be accepted.

***If the apprentice completed the Saskatchewan Youth Apprenticeship (SYA) Program, the \$200 (CAD) Employer Registration Fee is waived. Please indicate SYA participation on the application.

Transferring Apprentices:

Please indicate the province you are transferring from on the Form 1 (Employer Application for Registering an Apprentice Contract). SATCC will complete a verification to transfer your apprenticeship credits to Saskatchewan.

Please note:

- If you are a transferring apprentice, you do not need to attach high school transcripts.
- Manitoba and Nova Scotia apprentices must complete and attach a "Consent to Release" form which can be obtained on the appropriate apprenticeship websites:
 - www.mtb.ca
 - www.nsapprenticeship.ca
- Ontario apprentices must attach all Ontario trade experience hours.
- Quebec does not verify apprenticeship information.

If you experience issues or have concerns regarding transferring your apprenticeship, please contact:

1-877-363-0536
or visit
www.saskapprenticeship.ca

New SATCC Videos

Saskatchewan Apprenticeship has added three new videos to our [website](#) and [Youtube channel](#).

The first video is an orientation into who the SATCC is and what we do. [Check it out.](#)

The second video was developed for all apprentices attending technical training. It provides them with information about the Apprentice Training Allowance (ATA) and how to apply for it. [Check it out on the Resource page of our website](#) or on the [SATCC Youtube channel](#). The form can be found [here](#).

The third new video is an orientation for new SATCC Commission Board Members. [Watch it.](#)

NATIONALLY

Readiness Tool

Employers want apprentices who are ready to work and have a positive attitude. The Canadian Apprenticeship Forum (CAF-FCA) is helping individuals assess their overall job readiness so they are better prepared to meet employer expectations. The *CAF Trades Readiness Tool* prompts career seekers to answer questions about themselves and their experiences,

resulting in a report identifying areas for improvement. The Skilled Trades Network also provides links to help users connect with resources to support employability.

Access the tool [here](#).

CAF Conference

The national [CAF conference](#) is just around the corner. It takes place June 10-12, 2018 in Montréal, QC.

The 2018 conference will highlight initiatives, programs and strategies that contribute to Canada's world-class apprenticeship system. Innovative on-the-ground approaches that reflect how traditional models and methods are evolving will be showcased. More than 500 delegates are expected to participate over three days.

Women in Trades LinkedIn Forum

CAF-FCA's Women in Trades Forum is an interactive community discussion group where women in the trades can ask questions, share their experiences and provide advice to each other. CAF-FCA moderates the discussion. This group is an extension of the Skilled Trades Network on caf-fca.org which was created to centralize information about apprenticeship programs and supports to help women overcome barriers to finding employer sponsors in the skilled trades.

Learn more and [join here!](#)

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Drew Tiefenbach

Commission Board Vice-Chairperson

Jeff Sweet

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Jesse Tiefenbach - Employer

Karen Zunti - Employee

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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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CAF-FCA Conference

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Questions? Comments? Suggestions?

Call (306) 787-0187 or email chelsea.coupal@gov.sk.ca

Become a sponsor! Email chelsea.coupal@gov.sk.ca