



Apprenticeship in ACTION

LANNA ABBOTT

The Saskatchewan Youth Apprenticeship (SYA) Program is a high school program that, through research and hands-on learning, helps students explore the opportunities that come with a career in the skilled trades. The Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) oversees the administration of the program, but it's delivered in schools across Saskatchewan by SYA Champions, often Practical and Applied Arts (PAA) teachers, guidance counselors or principals.

Meet one of those SYA Champions: Lanna Abbott. She is a Career Counsellor at Lumsden High School. She received the 2018 SYA Champion Award, along with three other educators, for her work helping to promote and administer SYA in her school.

Each school delivers the SYA program that best fits with their teacher's schedule and approach to learning.

"I tell students about the program initially when they are in Grade 9," Abbott said. "I have individual 'Career Appointments' with students in the spring of their Grade 11 year, and the fall of Grade 12. For any student who is interested in hands-on work, we discuss what a skilled trade is, all the different pathways to getting into it, such as finding a job in a trade, short-term skills training, or a pre-employment program."

"In Grade 11, I introduce them to the SYA Program and talk about the benefits. Most students are surprised they can earn 300 hours of apprenticeship trade time from a program that we complete in a few weeks of class time! I encourage them to take the PAA A30, the course I teach the SYA Program within. Alternately, if they have completed two Practical & Applied Arts courses, I offer them the SYA package of challenges (see SYA Passport) to complete on their own. This process helps ensure students know what the SYA program is and why they would want to participate in it before they graduate."

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From the desk of

JEFF RITTER



It has been bitterly cold for most of 2019, but there has been lots of great activities going on inside Saskatchewan Apprenticeship.

Let's begin with recognizing the huge impact the Saskatchewan Youth Apprenticeship (SYA) Program has on youth and employers. These successes would not be possible without the strong support of a variety of partners, including the teachers in high schools delivering the program. Meet Lanna Abbott, one such SYA Champion from Lumsden High School. Read about how she implements the program in her school and see why she was one of four SYA Champions recognized at the 2018 Apprenticeship Awards.

It's also that time of the year when we are both requesting student nominations for the SYA Industry Scholarship from high schools, as well as encouraging employers to continue to donate to the scholarship to keep this great incentive alive for SYA graduates. Read more about them on pages 4 and 5.

The SATCC has also welcomed two new Commission Board members this last quarter — Ian Knibbs and Brent

Dubray. Knibbs became an Employer Representative for the Construction Sector, while Dubray was nominated to represent Northern Saskatchewan. We will introduce you to Ian in this issue, and Brent will follow in an upcoming issue.

We are happy to announce an exciting new training partnership with the University of Saskatchewan to deliver Landscape Horticulturist apprenticeship training. Apprentices will be able to complete their technical training starting in the fall of 2019. Be sure to watch our website and social media channels for more details coming soon.

Harmonization of the trades across Canada has been humming along. Read about the progress on the Hairstylist and Powerline Technician trades on page 6.

The next announcement also brings me great pride. I'm pleased to announce that the SATCC has been named one of Saskatchewan's Top Employers for 2019! SATCC members are incredibly committed to their work. This award recognizes our strong corporate culture and the exceptional client service.

Lastly, be sure to check out the News Bites page. It contains information on the change to apprenticeship fees, the change to the newly designated Sprinkler Fitter trade and people working in it, as well as a reminder about the new federal Apprenticeship Incentive Grant for Women.

I think you will enjoy this issue and find the information helpful.

Thank you for your continued support of our province's apprenticeship and certification system.

A handwritten signature in black ink, appearing to read 'Jeff Ritter'. The signature is stylized and fluid, written in a cursive-like style.

Lanna Abbott

continued...

Aside from the 300 hours of trade time, students who complete SYA and register as an apprentice within five years of graduation also get their registration fee (currently \$200), and their Level 1 technical training tuition (currently \$105/week) waived as well.

Abbott reminds all Grade 12 students and parents of these benefits, as well as how students may be eligible to be nominated for the \$1,000 SYA Industry Scholarship. One hundred scholarships are awarded to SYA graduates each year. The SYA Industry Scholarship is unique – in order to redeem it, students need to register as an apprentice and successfully complete Level 1 technical training, or a pre-employment program within two years of graduation.

"We had a student win the SYA Industry Scholarship recently," Abbott said. "This student did not receive funding from their First Nations Band, so the scholarship helped them pay for the pre-employment training they completed."

The SATCC knows that the SYA Program is making a difference to youth, to apprentices, and to employers. As part of our most recent client satisfaction surveys, administered by Inshtrix, the SATCC asked both employers and apprentices about SYA.

*"I like that the SYA Program teaches high school students about their options in the trades."
- Lanna Abbott*

According to the 2017 Apprentice Survey, 77 per cent of apprentices who completed SYA in high school agreed it had a significant influence on their decision to apprentice and 93 per cent agreed the program's challenges were useful in preparing them to become apprentices. We also learned from this survey that about one in 10 apprentices in the province is a SYA graduate.

In addition, about 25 per cent of Employer Survey respondents were aware that some of their apprentices or journeypersons are SYA graduates. Among them, virtually all felt their SYA graduates performed as well, or better, than other employees – 68 per cent felt SYA graduates performed at the same skill level as other staff members, while 31 per cent (or three in 10) agreed



they actually performed better.

Based on this evidence, the SATCC

Abbott counselling SYA students at Lumsden High School.

has ramped up its promotional and recruitment efforts in 2019 to encourage more schools, more teachers and more students to participate in the program. More than 400 educators will be invited to attend the first-ever SYA Conference on May 10, 2019 in Saskatoon. The day will be devoted to highlighting the program, and showcasing panels of SYA graduates, champions and employers who have been involved in the program.

"I like that the SYA program teaches high school students about their options in the trades," Abbott said. "Students who complete the program have a huge advantage in becoming an apprentice. SYA graduates have acquired a basic understanding of how apprenticeship works and how to register as an apprentice. Graduates come to understand the different pathways to get into the trades, have earned some hours towards an apprenticeship program, and have learned the steps involved in achieving their journeyperson certification." Going above and beyond to help her students plan their future and see the benefits of the SYA Program is why Abbott received the SYA Champion Award at the 2018 Apprenticeship Awards.

"It is such an honour to be chosen as a SYA Champion (Award winner) for 2018! I enjoy sitting down with students individually and talking about their future! There is something special about helping students plan, set goals for their future, and view themselves through a 'strengths lens.' I am so grateful that I get to be a part of a student's career development process. I love that career development is continually changing – new careers are being developed all the time and the ways we prepare for them, such as the SYA Program, are too!"

SYA INDUSTRY SCHOLARSHIP NOMINATIONS DUE

The SATCC has sent invitations to SYA enrolled 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 2019 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. Nominations are due Friday, April 15, 2019.

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 accommodations.

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. At the end of 2017-18, there were more than 300 schools registered in the SYA Program and nearly 2,550 students participating.

More than 7,200 students have completed the SYA Program since its inception in 2009-10. In 2017-18, 653 completed the program, and 135 SYA graduates registered as apprentices.

While the SATCC administers the SYA scholarships, they are made possible due to funding donated by industry partners and the Government of Saskatchewan.



June 2018 Humboldt Collegiate Institute SYA Industry Scholarship winners (left and centre) and their teacher.

Help support Saskatchewan youth. Become a sponsor today with the [donor form](#).

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
Donate at www.saskapprenticeship.ca

SYA INDUSTRY SCHOLARSHIPS - BECOME A SPONSOR

The SYA Industry Scholarship Program was initiated by the SATCC and the Saskatchewan Construction Association (SCA) to create a positive impact on youth during their formative years as they complete high school and make career decisions. Since then, many other sponsors have come on board.

The SYA Industry Scholarship Program rewards those who have demonstrated a high level of commitment and achievement in the SYA Program. The SYA Industry Scholarship Program is an investment in the future of Saskatchewan youth and the skilled trades workforce.

Benefits to Sponsors:

- It is an opportunity for the sponsor to recruit outstanding apprentices.
- The sponsor is supporting youth in the community.
- SATCC will issue the sponsor a receipt for tax purposes.
- Every attempt will be made to match the named scholarship to an individual interested in entering the trade or sector of the sponsor's choice.
- The named scholarship will be profiled and awarded at a graduation ceremony or similar event. Schools will be encouraged to offer the sponsor the opportunity to present the scholarship.
- The sponsor will be recognized at the SATCC's "Outstanding Journeyman Awards" event each fall.
- The sponsor will be promoting skilled trades as first choice careers to Saskatchewan youth, guidance counsellors and administrators.

ABORIGINAL APPRENTICESHIP INITIATIVE IS ACCEPTING PROPOSALS UNTIL MAY 31, 2019



The Aboriginal Apprenticeship Initiative (AAI) program promotes awareness of apprenticeship training and understanding of the trades as a career choice. The AAI is accepting proposals for new creative projects, including apprenticeship courses, mentoring projects, career exploration and many other opportunities.

For more information about submitting your proposal, please contact the AAI Coordinator at (306) 787-2439 or visit our website at <https://saskapprenticeship.ca/workers/aboriginal-apprenticeship/>

IAN KNIBBS - COMMISSION BOARD



Ian Knibbs sits on the SATCC Commission

Board as an Employer representative for the Construction Sector. He has over 19 years in the construction industry across a variety of spectrums – surveying, oil field, residential and commercial construction.

Knibbs was introduced into the commercial sector of construction when he joined Coram Construction as an apprentice carpenter. Throughout his years with Coram, he has completed his Red Seal Journeyman Certificate, and was promoted to the position of Coram's General Manager in 2011.

Knibbs' other positions within industry include Chairperson for the Carpentry Trade Board, Director for the SATCC's Curriculum and

Examination Development Board, Chairperson for the Merit Contractors Association, Director for Merit Canada, and is a member of the steering committee for Construction Careers.

Knibbs has strong roots in Saskatchewan, being born and raised in rural Saskatchewan with undeniable family values which he has brought to Coram Construction. Coram is one of the major general contractors in the province with over 200 employees.

LANDSCAPE HORTICULTURIST APPRENTICESHIP TECHNICAL TRAINING AVAILABLE SOON IN SASKATCHEWAN

Apprentices can soon complete Landscape Horticulturist technical training in Saskatchewan through the University of Saskatchewan’s Prairie Horticulture Certificate program. Training will be available beginning in the fall of 2019. Previously, technical training for Saskatchewan apprentices was available only through Olds College located in Alberta.

Training has been designed so that an apprentice does not have to leave the workplace. Rather, technical training will consist of online courses offered through the University of Saskatchewan’s Prairie Horticulture Certificate program. Apprentices will still gain on-the-job experience while working in the Landscape Horticulturist trade, and upon completion of their apprenticeship, will write the interprovincial journeyman examination.

Already have your PHC certificate? Already working in the industry?



- Journeyman certification will provide other career opportunities in the trade or related trades.
- There are many financial incentives, including grants, tax incentives, and the opportunity to earn a higher wage.

Employers, why hire apprentices?

- Tax credits and government grants help make hiring an apprentice affordable.
- Training an apprentice makes good business sense.
- Training an apprentice means a competitive advantage.
- Training an apprentice means more productivity and fewer mistakes.
- Hiring apprentices adds business capacity.

Contact the Saskatchewan Apprenticeship and Trade Certification Commission at 1-877-363-0536 to discuss signing up as an apprentice or challenging the interprovincial Landscape Horticulturist examination as a tradesperson.

- Journeyman certification is an advantage for employers, tradespeople, and consumers.

For more information, visit our [Landscape Horticulturist page](#) or call 1-877-363-0536.

Why apprentice?

- Journeyman certification shows that you have met the standard set by industry for your trade.

HARMONIZATION UPDATE

Industry and apprenticeship agencies wrapped up their work for both the Hairstylist and Powerline Technician trades during the months of January and February. The Canadian Council of Directors of Apprenticeship gave their final approval for the sequencing recommendations for the trades’ training, and these trades now move into the implementation phase scheduled for the fall of 2020.

Late February, the Cook industry met in Ottawa to discuss the Red Seal Occupational Standard, and the sequencing of technical training.

The Red Seal Occupational Standard Workshop for Instrumentation and Control Technician is scheduled for June 2-7, 2019.



SATCC IS ONE OF SASKATCHEWAN'S TOP EMPLOYERS!

We're proud the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) has been named one of Saskatchewan's Top Employers for 2019 by Mediacorp Canada Inc.

SATCC employees are highly engaged and feel valued for the work they do. In turn, they provide exceptional service to our organization's clients: Saskatchewan's apprentices and employers.

Every year, the SATCC oversees an employee engagement survey, administered by Inshixtrix. In 2018, more than 80 per cent of employees agreed with the statement: "I find my work fulfilling and look forward to coming to work each day." More than 80 per cent of employees agreed their managers give them the freedom to do their job effectively and more than 70 per cent of employees agreed they feel valued for the work they do.

The SATCC's client satisfaction surveys show positive results, too.

According to the SATCC's 2017 Apprentice and Employer Satisfaction Surveys, administered by Inshixtrix, SATCC staff members are doing a great job serving clients. More than 90 per cent of apprentice employers agreed staff members are helpful, friendly and knowledgeable; and more than 80 per cent of apprentices agreed.

The SATCC achieves these sort of results in a few ways. First, the SATCC has active Employee Engagement and Social Committees. These committees help ensure employees' voices are heard and that we're planning fun events in recognition of our staff members' work across the province.



Second, the SATCC strives to build a diverse workforce. We are proud of the number of women working in management and executive roles. More than 50 per cent of the SATCC's managers are women and more than 50 per cent of the SATCC's executive team are women. At the SATCC, we track and aim to grow the number of apprentices from underrepresented groups. (In the skilled trades, women are still an underrepresented group, making up about only 10 per cent of the apprenticeship population.) We want to see a skilled trades workforce that is representative of our province's diverse population. Our hiring practices reflect this goal.

This is the first time the SATCC has applied for and received the Saskatchewan's Top Employer Award. To view the full list of winners, visit: www.canadastop100.com/sk/.

Organizations who apply for the award are evaluated by the editors of Canada's Top 100 Employers on: physical workplace; work atmosphere and social; health, financial and family benefits; vacation and time off; employee communications; performance management; training and skills development; and community involvement.

In addition to facilitating the Canada's Top 100 Employers competition (and the associated special-interest and regional competitions), Mediacorp Canada Inc. operates Eluta.ca, a Canadian job search engine.



2019 PROVINCIAL SKILLS COMPETITIONS APRIL 12, 2019

Registration open until March 15, 2019 at 11:59 PM
www.skillscanadasask.com

NEWS BITES

at the SATCC

APPRENTICESHIP FEES INCREASED JANUARY 1, 2019

There were a few small fee increases that took effective January 1, 2019. All certificate and document replacement fees increased from \$60 to \$75.

Additionally, trade qualifier assessment fees increased. The trade qualifier assessment fee for all trades, including both domestic and international applicants, increased from \$380 to \$400.

The domestic trade qualifier assessment fee for Hairstylists and the two Esthetician trades increased from \$150 to \$200.

SPRINKLER FITTER DESIGNATION

Effective January 2019, Sprinkler Fitter was designated as a compulsory trade in Saskatchewan – the first trade to be designated as compulsory in the province since 1988.

Those working in compulsory trades must be either apprentices or journeypersons. Compulsory designation means consistent training and supervision for apprentices working in the trade, which helps ensure both worker and consumer safety. Journeyperson certification demonstrates the knowledge and expertise of experienced tradespeople, and allows them to train the next generation of workers.

Individuals proving employment in the trade prior to the compulsory designation date, January 15, 2019, will be able to apply for a Certificate of Tradesperson's Registration to continue

working in the trade. There will be a one-year "grace period" to apply for the certificate.

If tradespeople successfully demonstrate employment in the trade before the designation date, they will be able to continue working as Sprinkler Fitter tradespeople. Still, all Sprinkler Fitter tradespersons are encouraged to consider registering as apprentices – those with the necessary trade time can also apply to challenge the journeyperson certification exam.

Second Annual Sask Const Safety Assoc

CONSTRUCTING SAFETY LEADERSHIP CONFERENCE

TCU Place, Saskatoon
April 10, 2019

Register at:

www.scsaonline.ca/events

SAVE THE DATE!

2019
APPRENTICESHIP
AWARDS -
FRIDAY,
NOVEMBER 1ST

NATIONALLY NEW APPRENTICESHIP INCENTIVE GRANT FOR WOMEN

Canada's prosperity depends on Canadians having the skills, training and experience they need to get good quality jobs and succeed in a changing economy. To help meet the increasing need for more workers in the trades, the Government of Canada introduced new initiatives to encourage women to enter and succeed in Red Seal trades where they are underrepresented.

The new Apprenticeship Incentive Grant for Women provides \$3,000 per year or level, up to a maximum amount of \$6,000, to registered apprentices who have successfully completed their first or second year/level of an apprenticeship program in eligible Red Seal trades. This, in combination with the existing Apprenticeship Completion Grant valued at \$2,000, could result in combined grant support of up to \$8,000 over the course of their training. Women apprentices who progress in their training on or after April 1, 2018, may be eligible for the new grant.

Applications are available online by visiting Canada.ca/apprenticeship-grants or call toll-free 1-866-742-3644 (TTY: 1-866-909-9757) to request an application form.



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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 Prairie Arctic Trades Training Centre
 Prairie Mines & Royalty Ltd.
 Prince Albert Construction Association
 Pro-Western Mechanical Ltd.
 Reliance Comfort Limited Partnership
 RNF Ventures Ltd.
 Saskatchewan Construction Association
 Saskatchewan Indian Gaming Authority
 Saskatchewan Indian Institute of Technologies
 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.
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 Yara Belle Plaine Inc.

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