



Apprenticeship in ACTION

LESTER THIESSEN, AGRICULTURAL EQUIPMENT TECHNICIAN

Lester Thiessen is busy. He’s a skilled Red Seal Agricultural Equipment Technician (AET), a handy man at home, a husband and a father of three young children. He is a leader in his church and also loves watching and playing sports.

Recently, Thiessen received two scholarships for his achievements in the skilled trades: the inaugural Saskatchewan Apprenticeship Scholarship for Journeypersons with Disabilities at the 2019 Apprenticeship Awards and the Young’s Equipment Inc. / Western Equipment Dealers Association Scholarship at the 2018 Apprenticeship Awards.

Thiessen and his identical twin brother were raised on a mixed farm in Maryfield, Saskatchewan. Both were born hard of hearing, and appreciated the support they received growing up.

“I am grateful to our parents, teachers and education assistants who supported us throughout our education,” he said. “We were the first deaf students to graduate from our school. We kept the teachers on their toes.”

Thiessen didn’t pursue a career as an AET right after graduation. While he enjoyed helping his dad and grandpa fix machinery as a young boy, he chose to attend Bible School, followed by a year at the University of Winnipeg. However, neither of those options felt like the right fit for him.

It wasn’t until he recalled the pleasure he felt working on machinery with his family, and all the problem solving that was involved, that he decided to find a job and register as an AET apprentice. Right away, he knew he had found his calling.

“I started my apprenticeship with Mazergroup, a New Holland dealership in Moosomin, and I got my Red Seal AET Journeyperson with them in 2019,” Thiessen said. “What I really like about the trade is that every day is so different. There are many different types of equipment I can work on

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From the desk of JEFF RITTER



Wow, here we are in 2020 already and issuing the first newsletter of the year.

We are excited to introduce you to Lester Thiessen, an Agricultural Equipment Technician, from Maryfield, Saskatchewan. Lester has a motivating story to tell about his determination and passion for a career in the skilled trades despite being deaf. It wasn't without bumps in the road, but he wants to encourage people with disabilities to be brave and not give up.

Another exciting project we're happy to tell you about is tiny. Well, actually the house is tiny, but the project and it's effect on the community has been huge. Read about one of our Indigenous Apprenticeship Initiatives (IAI)—a Tiny House project with the Cote First Nation, Parkland Regional College and the Yorkton Tribal Council. It's on [page 4](#).

We are now accepting new IAI requests for proposals for 2020 with the deadline being May 29, 2020. Visit saskapprenticeship.ca/workers/indigenous-apprenticeship/ for program details.

The 2020 Apprenticeship Awards date has been set. It will take place on Friday, December 4th at the Conexus Arts Centre. So mark your calendar and think about a corporate sponsorship. Details will follow this summer, so watch our website at saskapprenticeship.ca/resources/apprenticeship-awards/.

I am most proud to announce that the SATCC has once again been named as one of Saskatchewan's Top Employers for 2020! This is the second year in a row for us and we are absolutely ecstatic! Read about how staff think about work at the SATCC, and what apprentices and employers think about the service our staff provide to them. See [page 6](#).

The SATCC has partnered with New Brunswick on a five-year, multi-jurisdictional 'virtual learning' pilot aimed at providing online support to apprentices facing barriers. Learn more on [page 6](#).

Harmonization continues to hum along at a steady pace. We have developed an at-a-glance chart to illustrate where each trade is in the harmonization process.

We have space available in two crane upgrader courses. Help us fill them! See the details on [page 8](#).

Congratulations to the new Office to Advance Women Apprentices (OAWA) on their grand opening Thursday, February 13, 2020! Please take note that they are located in the Saskatchewan Building Trades Hall at 1111 Osler Street in Regina. They were created to increase employment opportunities for females in the skilled trades so check out their website at www.womenapprentices.ca/sk.

Thank you to the three latest Saskatchewan Youth Apprenticeship (SYA) Industry Scholarship Sponsors:

1. Industrial Parts & Equipment
2. PTW Energy Services Ltd.
3. Saskatchewan Indian Institute of Technologies

We very much appreciate your support, as do all the youth who are exploring a skilled trades career.

Lastly, don't miss important news bites for the SATCC, as well as some covering the provincial and national scene about important apprenticeship topics.

Best wishes for a safe, enjoyable Saskatchewan winter.

Lester Thiessen

continued...

such as sprayers, combines, tractors, skid steers, balers, and swathers. I really enjoy problem solving why something is not working. I get satisfaction from fixing it."

Thiessen understands how important it is to have access to inclusive, welcoming work environments that support and encourage people from underrepresented groups, including people with disabilities.

"Having a disability is such a small part of who I am," said Thiessen. "I don't think of myself that way. What surprises me is that the biggest challenge isn't my hearing. It is encountering people who don't understand my abilities and make assumptions about me."

"In a job interview one time the person realized I was hard of hearing and he got upset, made condescending comments, and left the interview."

Thiessen notes that once people notice how hard he works and what he achieves, they warm up to him. He is grateful for the supportive environment he has with Mazergroup.

Thiessen's wife, Melissa, is proud of his achievements. "Lester's journey person certification is something that will speak for him, it's not just him saying 'I'm good at fixing combines' and hoping the person he is speaking to takes his word for it. The certification says: 'I've earned the highest level of achievement for my knowledge of agricultural machinery.' It carries a weight of proof. It also shows our kids that if they put in the effort, they can

"Don't be afraid to ask for help. Work hard and show society that you can do anything. Don't give up."

- Lester Thiessen



follow through with things that are important to them as well."

While Thiessen's challenges may be different than what others have experienced, he shared some advice for other people with disabilities interested in pursuing a skilled trades career.



"Don't be afraid to ask for help. Don't get frustrated too easily if stigma is placed on you. Work hard and show society that you can do anything. Don't give up. You must expect there will be resistance and problems that you will need to overcome. Follow your passion and talents and don't wait for a later stage of life. Time is going to pass anyway, so enjoy what you are going to spend your life doing."

Thiessen continues to follow his own advice.

"I want to keep learning and getting better at what I do. My employer is very good with keeping us up to date with training, especially on new equipment. I enjoy learning new things in this field and being able to apply them in my work."

New journey persons who are eligible to apply for the Scholarship for Journey persons with Disabilities will be notified by the SATCC in the summer of 2020.

SATCC SUPPORTS TINY HOUSE PROJECTS THROUGH INDIGENOUS APPRENTICESHIP INITIATIVES

Eight students from Chief Gabriel Cote Education Centre built a 350-square-foot house for the Cote First Nation last year. The project, a partnership between Parkland College, Yorkton Tribal Council and Cote First Nation, received funding from the SATCC through the Indigenous Apprenticeship Initiatives (IAI) program.

The SATCC invests approximately \$400,000 annually in IAI projects to help recruit Indigenous people into apprenticeship and the skilled trades. Projects include apprenticeship training and pre-employment trades training that is delivered within or nearby First Nation communities.

To make the house at Cote First Nation more affordable for its future owner, the students installed energy efficient or "green" appliances and solar panels. Many of the supplies and tools were donated by local businesses. Yorkton Home Hardware outfitted students with tools and safety gear and Living Skies Solar donated the solar panels.

The Tiny House was awarded to Elder Gloria Pelley at the program wrap-up ceremony in June. This is the first time she has had her own house on reserve.

"The feeling is just so incredible," the Elder said. "I can't believe I'm the owner of this home, my first ever home. And I'm grateful to be back in my community where I can contribute."

Chief George Cote expressed his appreciation for the new home and the opportunity for students to complete the build.

"A lack of housing is a big concern for Cote First Nation" he said. "There are too few houses for all of the band members and many are forced to live away from Cote, often in urban areas or with family members. The band

council hopes the new house will start to change that. The houses are one step towards meeting our needs. The project has indeed helped to meet community needs and has built a sense of pride and accomplishment within the community as a whole!"



Students kicked off the program learning employability and communication skills, and math. They completed several courses, including safety training and power tool safety, and completed other small projects in the shop to help prepare them for the home build. During the actual build, they participated in all aspects of its construction.

"We most definitely had a crew of hardworking, dedicated students," Parkland College Corporate

and Internal Engagement Coordinator Brendan Wagner said. "The Tiny House project proved to be very successful. It allowed students the opportunity to build a tiny house from the ground up and has allowed participants to gain hands-on knowledge and experience with several different trades. One student stated he learned about 'every little system that goes into building a house.' Several students now have plans to pursue further trades programming."

The SATCC's IAI program has funded another tiny house



project which had its opening kick-off on February 3, 2020. The new project at Ocean Man First Nation will see students build a tiny house for the community. Again, Parkland College and Yorkton Tribal Council partnered on the project, along with Ocean Man First Nation.

The SATCC is currently accepting proposals for IAI. The deadline to submit is May 29, 2020. For more information, please visit

saskapprenticeship.ca/workers/indigenous-apprenticeship/ or call 306-787-2439.

Indigenous Apprenticeship Initiative
is accepting proposals until
MAY 29, 2020.



The Indigenous Apprenticeship Initiative (IAI) program creates awareness for apprenticeship training and promotes the trades as a top career. The IAI is now accepting proposals for innovative projects, including apprenticeship courses, mentoring projects, career exploration and more.

306-787-2439

[saskapprenticeship.ca/workers/
indigenous-apprenticeship/](https://saskapprenticeship.ca/workers/indigenous-apprenticeship/)



Saskatchewan
Apprenticeship and
Trade Certification
Commission

Have you seen the
new SATCC videos on
our Youtube channel?

Meet:

Nishell, a JP Industrial
Mechanic
(Millwright)



Ricky,
a JP Truck
and Transport
Technician



Roberto, a JP
Welder



Give them the thumbs
up and share them. Help
spread the word about
rewarding careers in the
skilled trades.

[Visit our channel here.](#)

SAVE THE DATE

**2020 APPRENTICESHIP
AWARDS**

FRIDAY, DECEMBER 4, 2020

**CONEXUS ARTS CENTRE,
REGINA**

SATCC NAMED ONE OF SASKATCHEWAN'S TOP EMPLOYERS FOR 2020!

For the second year in a row, the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) has been recognized as one of Saskatchewan's Top Employers by Mediagroup Canada Inc.

"We're thrilled to be named one of Saskatchewan's Top Employers," SATCC CEO Jeff Ritter said. "I love coming to work every day. We care about each other and we express that appreciation regularly."

Ritter's not the only one at the SATCC who enjoys going to work. According to the SATCC's 2019 employee engagement survey, 80 per cent of staff members agree with the statement: "I find my work fulfilling and look forward to coming to work each day."

The SATCC places a strong emphasis on internal communications and ensures staff members receive updates from the CEO and other members of the Senior Management Team through monthly stand-up meetings and annual all-staff meetings.

The SATCC also promotes continuous education – every employee completes Service Best customer service training and Respect in the Workplace training.

"Not only are our staff engaged, we're also efficient and productive," Ritter said. "We know we provide our province's employers and apprentices with excellent customer service. Our customer satisfaction survey results demonstrate this."

According to the SATCC's 2019 employer and apprentice satisfaction surveys, administered by Inshatrix, clients are incredibly satisfied with the SATCC's level of service.

More than 90 per cent of employer respondents agree SATCC staff members are helpful, friendly and knowledgeable and more than 85 per cent of apprentice respondents agree.

The editors of Canada's Top 100 Employers rate organizations on a variety of factors including: physical workplace; work atmosphere; training and skills development, and community involvement. To see the full list of winners and review the editors' reasons for selection, visit ct100.ca/sk.

Mediagroup Canada Inc. oversees the Canada's Top 100 Employers competition (and affiliated regional competitions) and operates the job search engine, Eluta.ca.

The SATCC administers Saskatchewan's apprenticeship and trade certification system.



SASKATCHEWAN'S TOP EMPLOYERS



VIRTUAL LEARNING STRATEGIST PILOT PROJECT

The SATCC has partnered with New Brunswick on a five-year, multi-jurisdictional 'virtual learning' pilot project that will provide online support and resources to apprentices who may be facing barriers to success. This project has the potential to help apprentices succeed and achieve journeyman certification.

Learning strategists based in New Brunswick will provide virtual support and resources to apprentices who are struggling. They will perform assessments to identify the individual's needs and provide supports to help address those needs.

The trades identified for this pilot are Carpenter, Construction Electrician and Plumber.

The SATCC will identify the apprentices who require support and refer them to a virtual learning strategist who they will connect with to access the tools and resources

The learning strategists will collaborate with the SATCC to make any necessary referrals and to design a customized learning plan to help the apprentices achieve success.

For more information, contact Abby Schoonmaker at 306.933.8458.

HARMONIZATION UPDATE

In the early part of 2020, the Harmonization Initiative continues to move forward with the support of industry and jurisdictional apprenticeship authorities.

In early January, the Motorcycle Mechanic trade (Phase 6) reached consensus on the sequencing of training, and final approvals are proceeding. The Parts Technician trade proposed sequencing of training is under review by industry and jurisdictional authorities. An action report is under development. The Red Flag Action Report was completed in mid-February in advance of the Pan-Canadian Webinar. The Roofer industry representatives along with Instructors met in Ottawa and developed a new Red Seal Occupational Standard (RSOS) along with recommendations for the harmonized sequencing of training. Recommendations are currently out and are due March 11, 2020.

At the end of February, industry representatives and instructors will meet in Ottawa to review the Bricklayer

RSOS, and complete the "Harmonization Sequencing of Training" workshop. Feedback on sequencing will be launched to participating jurisdictions in early March.



Looking ahead to March, industry representatives and instructors will meet in Ottawa to develop the Cabinetmaker RSOS and participate in discussions and recommendations for the sequencing of apprenticeship training. Feedback on sequencing will be launched to participating jurisdictions in early April.

Phase 7, the work starting April 1, 2020, will be exceptionally busy including new trades in the Harmonization process. Additional tasks will include reviewing or building the RSOS for selected trades in Phase 1 and Phase 2, and seeking feedback on the newly implemented harmonized training. Feedback on Harmonization will be provided to the Interprovincial Standards and Examination Committee (ISEC) for analysis and discussion.

Phase 1	Phase 2	Phase 3	Phase 4	Phase 5 Implementation 2020	Phase 6 Implementation 2021	Phase 7 Implementation September 2022
-Welder	-Automotive Service Technician	-Boilermaker	-Rig Technician	-Automotive Painter	-Bricklayer	-Mobile Crane Operator (MCO)**
-Metal Fabricator (Fitter)	-Truck and Transport Mechanic	-Sprinkler Fitter	-Refrigeration and Air Conditioning Mechanic	-Motor Vehicle Body Repairer (Metal and Paint)	-Glazier	-Cabinetmaker
-Mobile Crane Operator	-Agricultural Equipment Technician	-Concrete Finisher	-Insulator (Heat and Frost)	-Powerline Technician	-Instrumentation Control Technician	-Lather (Interior Systems Mechanic)
-MCO (Hydraulic)	-Construction Electrician	-Landscape Horticulturist	-Machinist	-Cook	-Motorcycle Mechanic	-Construction Electrician*
-Tower Crane Operator	-Industrial Electrician	-Sheet Metal Worker	-Tool and Die Maker	-Hairstylist	-Parts Technician	-Industrial Electrician*
-Carpenter	-Plumber				-Roofer	-Metal Fabricator (Fitter)**
-Ironworker (S/O)	-Steamfitter/Pipefitter					-Carpenter**
-Ironworker (R)	-Industrial Mechanic (Millwright)					-Agricultural Equipment Technician**
-Ironworker (G)						-Recreation Vehicle Service Technician
-Heavy Duty Equipment Technician						

*Red Seal Occupational Standard (RSOS) and Harmonization Review

**RSOS development with Harmonization Review

UPGRADER COURSE OPENINGS!

1

BOOM TRUCK OPERATOR A & B UPGRADING COURSE

FACILITATED BY WESTERN TRADES TRAINING INSTITUTE

APRIL 5- APRIL 9

LOCATION: TBA

PROFICIENCY CERTIFICATION TESTING

SUBMIT YOUR TRADES QUALIFIER APPLICATION
NO LATER THAN FEBRUARY 28, 2020

CONTACT ELLEN GEREIN AT 306-787-2447
OR TOLL FREE 1-877-363-0536



Saskatchewan
Apprenticeship and
Trade Certification
Commission



MOBILE CRANE OPERATOR A & B UPGRADING COURSE

FACILITATED BY WESTERN TRADES TRAINING INSTITUTE

JUNE 8 - JUNE 19, 2020

LOCATION: WESTERN TRADES TRAINING INSTITUTE, SASKATOON

PROFICIENCY CERTIFICATION TESTING

SUBMIT YOUR TRADES QUALIFIER APPLICATION
NO LATER THAN APRIL 30, 2020

CONTACT ELLEN GEREIN AT 306-787-2447
OR TOLL FREE 1-877-363-0536



Saskatchewan
Apprenticeship and
Trade Certification
Commission



INFORMATION FOR UNIONS/EMPLOYERS

OFFICE TO ADVANCE WOMEN APPRENTICES

More information can be found at | www.womenapprentices.ca

The Office to Advance Women Apprentices was created to increase employment opportunities for females in the skilled trades. Modelled after the successful OAWA office in Newfoundland and Labrador, there are OAWA offices now located in Manitoba, Saskatchewan and Nova Scotia that offer wraparound services for tradeswomen.

The OAWA maintains a registry database of female apprentices who have completed trades training programs. This allows the OAWA to connect employers with female tradespeople that have the skills they're looking for. If you are an employer or local union hall looking for workers, you are encouraged to contact the OAWA.

OAWA SERVICES

CONNECT

The OAWA will assist employers and unions to connect female apprentices with job opportunities that match their skill set and certification.

SUPPORT

The OAWA will undertake market research of the local construction industry to provide updates on best practices and innovation with employer and union partners.

TRAINING

The OAWA will provide advisory services, including review of current policies, respectful workplace training and diversity awareness training for employers and unions.

GOALS OF OAWA



Create Opportunities

OAWA works with female tradespeople to assist them in completing their apprenticeship.



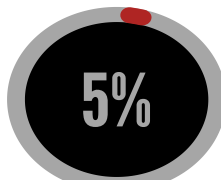
Database

The OAWA develops and maintains a registry database to track services provided and apprenticeship numbers of female tradespeople.



Network

OAWA engages with over 75 key stakeholders including employers, unions and training providers.



Did you know? Women make up less than five per cent of the skilled trades workforce. Where the OAWA exists in Newfoundland and Labrador, this number sits at 13 per cent.

Funded by the Government of Canada
Financé par le gouvernement du Canada



**Certify your workforce.
Certify your reputation.**

Learn more about the trade qualifier pathway to certification.

Find out if your tradespeople qualify to challenge their journeyperson exam today!

1-877-363-0536
saskapprenticeship.ca

Saskatchewan Apprenticeship and Trade Certification Commission

THANK YOU TO OUR LATEST SYA INDUSTRY SCHOLARSHIP SPONSORS

- Industrial Parts & Equipment Ltd.
- PTW Energy Services Ltd.
- Saskatchewan Indian Institute of Technologies

What are the benefits to sponsors?

1. It is an opportunity for the sponsor to recruit outstanding apprentices.
2. The sponsor is promoted as an employer of choice.
3. The sponsor is supporting youth in the community.
4. SATCC will issue the sponsor a receipt for tax purposes.
5. 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.
6. 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.
7. The sponsor will be recognized at the SATCC's "Apprenticeship Awards" event each fall.
8. The sponsor will be promoting skilled trades as first choice careers to Saskatchewan youth, guidance counsellors and administrators.

Learn more about becoming a sponsor at saskapprenticeship.ca/employers/sya-industry-scholarship/

NEWS BITES

at the SATCC

SYA INDUSTRY SCHOLARSHIP NOMINATIONS

The call for nominations is out! SYA Champions have been notified to nominate an SYA Student who is graduating Grade 12 this year for the SYA Industry Scholarships. SYA Champions have until March 20, 2020 to submit their nominations. For more information, call Brent at 306.787.2368.

In order to redeem the \$1,000 scholarship, students must pursue a career in the skilled trades - either by registering as an apprentice and successfully complete Level 1 technical training or by completing a pre-employment course within two years of graduation.

provincially

OAWA IS LAUNCHED!

The Office to Advance Women Apprentices (OAWA) Saskatchewan was launched on Thursday, February 13, 2020. OAWA is funded under a three year Employment and Social Development (ESDC) Canada program. It is located in the Saskatchewan Building Trades location at 1111 Osler Street in Regina. Visit their website at: www.womenapprentices.ca/sk.

SKILLS CANADA SASKATCHEWAN 2020

The Skills Canada Saskatchewan Competitions are just around the corner. They will be held on Friday, April 3, 2020 in Saskatoon. Watch www.skillscanadasask.com/ for more information.

nationally

CALL FOR NOMINATIONS: DARRYL CRUICKSHANK RED SEAL INDUSTRY AWARD

The Canadian Council of Directors of Apprenticeship (CCDA) has launched the call for nominations for the sixth biennial Darryl Cruickshank Red Seal Industry Award. The award is named to honour the life-long impact of the late Darryl Cruickshank to the Red Seal Program.

The award will be presented to an individual from industry in Canada who has demonstrated inspirational leadership in the promotion and development of apprenticeship training for aspiring skilled tradespersons. The award will be presented at a ceremony at the upcoming National Apprenticeship Conference (Canadian Apprenticeship Forum Conference) in May 2020.

Visit www.red-seal.ca/about/.1w.1rds-eng.html#crucickshank to view the award criteria. You will have until March 20, 2020 to submit a nomination.

To request a nomination form, please contact the CCDA Secretariat via email at ccdasecretariat@gov.ab.ca.

Looking forward to receiving your nominations,

Carla Corbett
Chair, CCDA

CANADIAN APPRENTICESHIP FORUM

The 2020 National Apprenticeship Conference is taking place May 24-26, 2020 in Calgary, Alberta. The 2020 conference highlights initiatives, programs and strategies that help attract and retain top talent. This requires an understanding of how to breakdown the stigma associated with skilled trades careers and engage youth, underrepresented groups, parents and educators to actively promote apprenticeship as a first-choice career path.

For more information, visit www.caf-fca.org/.

BOARD OF DIRECTORS

As of December 2019

Commission Board Chairperson -
Drew Tiefenbach

Commission Board Vice-Chairperson -
Jeff Sweet

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Bryan Leier - Employer

Other

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Jessica Baldwin - Women in Trades
Brent Dubray - Northern Saskatchewan
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Darcy Smycniuk - Ministry of Immigration and Career Training
Maria Chow - Ministry of Education

Thank you 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 Construction
CAF-FCA Conference
Canada West Equipment Dealers Association
Canadian Welding Association - Regina Branch
Christie Mechanical Ltd.
CLR Construction Labour Relations of Saskatchewan Inc.
CODC Construction Opportunities Development Council Inc.
CoJay's Heavy Truck Repair Ltd.
EECOL Electric
Ensign Energy Service Inc.
General Contractors Association of Saskatchewan Inc.
GESCAN Division of Sonepar Canada Inc.
Graham Construction and Engineering Inc.
Great Plains Mechanical Ltd.
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Hipperson Construction
Husky Energy Inc.
Industrial Parts & Equipment Ltd.
Iron Workers, Local 771
K+S Potash Canada GP
Korpan Tractor and Parts
Loraas Disposal Services Ltd.
Merit Contractors Association Inc.
Moose Jaw Construction Association
Mosaic Canada ULC
Nutrien
Pagnotta Industries Inc.
PCL Construction Management Inc.
Peak Mechanical Partnership
Prairie Arctic Trades Training Centre
Prince Albert Construction Association
Pro-Western Mechanical Ltd.
PTW Energy Services Ltd.
Reliance Comfort Limited Partnership
RNF Ventures Ltd.
Saskatchewan Construction Association
Saskatchewan Construction Safety Association
Saskatchewan Indian Gaming Authority
Saskatchewan Indian Institute of Technologies
Saskatchewan Provincial Building & Construction Trades Council
Sheet Metal Workers Local 296 Saskatchewan
South Country Equipment
Synergy Electric Corp.
Tarpon Energy Services Ltd.
Techmation Electric & Controls Ltd.
The Taylor Automotive Group
Thyssen Mining Construction of Canada Ltd.
United Association of Plumbers & Pipefitters Local #179
Wallace Construction Specialties Ltd.
Westmoreland Coal Company - Poplar River Mine
Westridge Construction Ltd.
W. Hunter Electric (2005) Ltd.
Wright Construction Western Inc.
Yara Belle Plaine Inc.