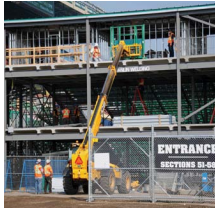


Apprenticeship *in Action!*

Fall 2012

www.saskapprenticeship.ca

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Incoming CEO to continue the vision of a growing, vibrant Saskatchewan Apprenticeship and Trade Certification Commission.... pg 2



It's no secret that there is and will be many jobs available in the skilled trades. But what are the numbers? And how will each sector respond?.....pg 5

Trading Up

KAYLA GREENE

Kayla Greene doesn't look like a "typical bricklayer." but that's the great thing about the skilled trades - there is no "typical" anymore.

People in the trade and out are realizing the potential of great careers.

Kayla, from Saskatoon, Saskatchewan, graduated from Walter Murray Collegiate in June of 2012. And she already knew what she wanted to do with the rest of her life.

Kayla's story, in her own words:

When I tell people I'm a bricklayer, they think it's pretty cool. If I ever tell anyone my job, they say, "Really? That's awesome!"

I've always liked hands-on things. In high school I was in mechanics, woodworking and our STOC (Sub-Trades of Construction) program, where we built a garage – from the walls to the roof, siding and shingles.

Last year I saw an announcement saying the Saskatchewan Trades and Skills Centre (ST&SC) was holding a masonry program, and was asking for applications. I didn't really know what it was but thought I'd try something new. I applied and

was accepted, so once a month all day I would take this class. It was very hands-on.

We started learning how to use the trowel, then how to spread mud. We did that for awhile to get the hang of it; then learned how to butter the bricks and lay the bricks. It started just by learning a whole bunch of new things. I didn't know if it was my thing or not, but once we actually started working, I really liked laying the bricks and seeing the finished product.

continued on pg. 3



From the desk of

JEFF RITTER

Same direction, new road.

There have been some changes at the SATCC - but none that will affect the direction of the industry-led Commission, which has been led by an exceptional Board of Directors, CEO in Joe Black, and management team.

Since coming into this organization in September, it has been a smooth transition as I am pleased to work with Joe over a few months. We look forward to our winter issue, in which we will reflect more on the past five years and how far Joe has brought this organization.

With the Government of Saskatchewan's renewed focus on the growth of the province, skilled trades are highlighted now more than ever before and apprenticeship has a large role to play in developing the workforce.

It has been a period of exponential growth in the province, and it doesn't look to be slowing down. From the building of mines dotted over the prairies to the new bridge stretching across the Saskatchewan River to cranes on Regina's skyline, there is a boom in all sectors. We appreciate the support we at the SATCC have received from industry and government as the Board of Directors has developed the Strategic Plan for the

Commission, which we will follow over the next five years.

This fall is an exciting time as we will celebrate our outstanding new journeymen by the annual Apprenticeship Awards Presentation & Banquet. In November we are also pleased to recognize the most recent contributors to the Saskatchewan Youth Apprenticeship Industry Scholarship Program. The donations help make it possible for students to enter into apprenticeship as they graduate from high school.

We hope you enjoy the new format of the newsletter, and encourage you to [send us](#) your email address to receive updates right to your inbox.



Become a Blogger

The Saskatchewan Apprenticeship and Trade Certification Commission wants to share your story.

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

Bloggers will be required to write at least four blogs a month, of no less than 250 words. Topics will range from something as simple as your day at work to your path to apprenticeship. Blogs will be copyedited and reviewed before posting.

Each blogger will be paid \$100 each month if all requirements are met, with incentives for the most frequent bloggers each year.

If you are interested, please see <http://www.saskapprenticeship.ca/become-a-blogger/> or email julie.folk@gov.sk.ca. Please pass on the message to others who may be interested.



kayla greene

continued...

Then they had a competition at the Trades & Skills Building, with students from high schools all over the area. I was third in the competition – so close to first but one small mistake and it lost me five points and first place. I was upset about that, but it was at the competition when I realized that I actually want to do this. I realized I was good at it and loved seeing the finished product.

Part of it might be that my dad is a handyman. He was always fixing things, and I'd always help him out. That may have a big deal to do with liking hands-on things, and both my dad and my mom thought it was really cool I was taking this masonry course.

After I graduated in June, the ST&SC were holding a three-week summer program. The first two weeks included all of the safety certifications I needed. I was able to get my first aid and CPR, fall protection, skid steer, aerial lift, SCOT and fire extinguisher certificates – which really helped in finding a job as I wouldn't have to get them later on. The third week was a job placement. I told the ST&SC I wanted to be a bricklayer, and they found me a placement with City Masonry. I went in for my job placement interview and was hired right there.

As soon as I started working, they signed me on as an apprentice, so I'm really lucky. I can't wait to go to technical training. Because I had the background experience, I've been on the wall (laying brick) quite a bit. I've worked on quite a few job sites doing different things. At some job sites, I'm laying brick. On the new Saskatoon Police Station, we're laying block because they're putting up firewalls.

When it comes to my job, I love it because I really like laying brick. And having nice people to work with makes it that much better. I also love to be outside in the fresh air, and to be constantly doing something all day.

There aren't many girls in the trade – in my mechanics class, I was the only girl. In my STOC class, I was the only girl. Now on the worksite, I'm the only girl. But it really doesn't matter to me.

There are times when people will say, "are you sure this is what you really want to do? Why don't you be a

plumber or something without as much heavy lifting?" But no, this is what I want to do. I look at the brick when it's done, and think, I laid that brick, and it's going to be there for hundreds of years – that's so cool.

And now whenever I see brick, even if its on TV, I notice the jointing, which I never would have done before. It may be background to some people, but I notice it now and critique it! Even one day when driving I saw this really nice house – it was all brick, and amazing brick work that really stood out to me.

I can't wait to get my journeyperson certificate, as then I can go anywhere in Canada. My company often sends people to other provinces so it would be nice to go.

To girls, I would say, no matter what anyone says, if you like the job, continue on to do it. If guys do say something, they're just scared they might be shown up by a girl!



Inside the SATCC

NEW CEO TO LEAD SATCC

On September 1st, Jeff Ritter became the new CEO at the SATCC. Joe Black, who is retiring, will aid in the transition over the next several months.

Q: What is your professional background before working at the SATCC?

A: Most of my career has been spent in the Saskatchewan public services, in a variety of positions – moving my way up. I won't go all the way back, but I spent three and a half years as a treasury board analyst with the Ministry of Finance. From there, I took a job as the labour mobility coordinator for the province, working in what was then the Department of Post-Secondary Education and Skills Training. I then had an opportunity to work with one of my mentors. He had become the Deputy Minister of what was then called Economic and Co-operative Development. He was looking for an Executive Assistant, so I spent a few years working with him as his EA. I worked for a spell in the Petroleum and Natural Gas Division of what was then Energy and Resources and had a taste of working with industry. I worked then as Director of Planning and Evaluation. I was working closely with the ITO and

undertook a pretty comprehensive risk registry of all of our major and minor information systems within Energy and Resources. We realized something much bigger than a project was required, and eventually we embarked on PRIME, a large business renewal project.

Q: Do you have a vision for the SATCC?

A: I've been very lucky to come into an organization where I'm well supported, with access to the outgoing CEO, a strong management team and a competent, professional staff. This is an organization that really is running very, very well. A lot of people coming into my role would come with a mandate or pre-conceived notions that they're going to turn the place upside down, but that's not this. I had a list of a few private thoughts of what I'd like to do if I was running an organization, and in the time that I've spent here I look at that list and see nothing but check marks. So I see it as a



progression or continuation of all the work that's been done already.

Q: Has anything surprised you since you arrived?

A: Every surprise I've had has been an extremely pleasant one. The level of support for the apprenticeship model is extremely high. I thought part of my job coming in would be to convince young people and their parents that a career in the skilled trades is a viable career option. I've been spending a lot of time talking to employers. What they're telling me is there is no shortage of people interested in pursuing careers in the skilled trades. I think the gap is in the interest and the ability to get that first job and be productive, and that's where we get involved and help them get through from apprenticeship to journeyman.

Labour Market Needs

Our numbers have grown, but as the labour market continues to expand, the competition for skilled workers is expected to increase. Forecasting from various sectors indicate a great need in skilled workers.

While numbers are not comparative, the construction sector estimates a need for 6,100 new skilled tradespersons between now and 2020. In 2011 the mining sector, who is in direct competition for the same skilled tradespeople, forecasted a need for 1,600 new skilled tradespersons in just one year. Oil and gas industry estimates there will be approximately 6,000 Saskatchewan-based jobs which will need to be filled by 2020 (no breakdown of how many will be for skilled tradespersons).

Construction statistics source: Construction Sector Council "Construction Looking Forward 2012-2020 Key Highlights – Saskatchewan."

Mining statistics source: Saskatchewan Mining Industry Hiring Requirements and Talent Availability Forecasts 2011, Pages 38-39

Oil & Gas statistics source: Petroleum Human Resources Council of Canada – "The Decade Ahead: Labour Market Projections and Analysis for Canada's Oil and Gas Industry to 2020 March 2011" PowerPoint



Did You Know?

It costs the provincial government only about \$3,250 for each apprentice to complete a level of training. Compare this to other post-secondary types of education, which cost the government approximately \$12,000 - \$15,000 per student.

Apprentices are earning while they're learning, while also contributing as a valuable member of society. In this system, everyone wins.



Important Dates

November 9, 2012 Apprenticeship Awards Presentation & Banquet

The SATCC is pleased to announce that CBC's Costa Maragos will host the Twelfth Annual Apprenticeship Awards.

Costa is the award-winning co-host of CBC News: Saskatchewan at 5, 5:30 & 6.

The Apprenticeship Awards will take place Nov. 9th at the Queensbury Centre in Regina, and honour outstanding new journeypersons and outstanding achievement in training and certification.

November 20, 2012 SYA Industry Scholarship Media Event

A media event will be held to honour the 2011-12 industry sponsors of the Saskatchewan Youth Apprenticeship Industry Scholarship Program. It will take place at the new location of the Regina Trades & Skills Centre.



Costa Maragos

NEWS BITES

At the SATCC New Director of Corporate Services

Garth Herbert joined the SATCC in the capacity of Director, Corporate Services starting September 1, 2012. He replaces Lillie Wong, who has been a key contributor to the apprenticeship team for the last 10 years.

Garth came from the Ministry of Health where he was the Director of Financial Compliance and Internal Audit. He obtained his Chartered Accountant designation with Ernst & Young and has worked at various companies including PCL Construction, Saskatchewan Wheat Pool (now Viterra) and the City of Regina. He also spent a few years in the Provincial Comptroller's Office in the Ministry of Finance.

The Commission welcomes Garth and bids a fond farewell to Lillie Wong as she begins a new phase in her life.

New Director of Communications and Marketing

Julie Folk joined the SATCC as the new Director of Communications and Marketing. Julie has a background in journalism and communications. She previously was the editor of two Saskatchewan magazines, Adrenaline Regina Sports and You're Home, published by the *Leader-Post*. Julie also worked as a freelance journalist,

and is a co-author of *Saskatchewan Roughriders: The First 100 Years*, and author of *Wascana at 100*.

Some of her previous work includes profiles of apprentices and journeypersons in Saskatchewan.

Lean Initiative

The SATCC initiative to map all processes and seek operational efficiencies was completed. Staff members identified a number of key time and effort saving modifications, many of which have been implemented. Significant time savings have been achieved in several document handling areas. To date, the results have been very positive. A number of technology assisted enhancements will require further research to determine the resources required. The Commission has a plan in place to continue to integrate lean initiatives in programming and activities.

RED SEAL Ongoing Development

The Commission's Program Development section provides ongoing support to Human Resources and Skills Development Canada (HRSDC) and other provinces/territories to develop examination item banks.

Of the Red Seal products that Saskatchewan is responsible for hosting, a number have been reviewed, edited and/or released:

- Hairstylist – The Peer Review process along with the Action

Reports have been completed. This bank is in final translation and quality control.

- Mobile Crane Operator (Hydraulic) – A successful item bank workshop was held in June 2012 in Ottawa.
- Agricultural Machinery Technician – An item bank scheduled for January 2013.
- Roofer - An item bank is scheduled for February 2013.

NOAs published for 3 trades

Over the winter of 2012, National Occupational Analyses were conducted for: Tower Crane Operator; Mobile Crane Operator (Hydraulic) and Heavy Equipment Operator. See them here: http://www.red-seal.ca/images/Three_NOAs.html

Strengthening the Red Seal

The CCDA is moving forward with the Strengthening the Red Seal Initiative, which has the goal of "enhancing skills assessment through the exploration of an enhanced standards model and additional forms of assessment beyond the current Red Seal examination."

The next steps include: Identifying the optimal structure, content and development process for a national standard, an analysis of the costs of a multiple assessment approach, and a study of the feasibility.

SYA Industry Sponsors

The sponsors of the SYA Industry Scholarship provide many opportunities for Saskatchewan youth. We recognize our donors below. **(2011-12 sponsors bolded)**



- Allan Construction
- Alliance Energy
- All-Rite Plumbing and Heating**
- Breck Scaffold Solutions**
- CAF-FCA Conference**
- Canada West Equipment Dealers Association**
- Christie Mechanical Ltd.
- EECOL Electric
- General Contractors Association of Saskatchewan Inc.
- GESCAN Division of Sonepar Canada Inc.
- K+S Potash Canada GP**
- Merit Contractors Association Inc.
- Moose Jaw Construction Association**
- Pagnotta Industries Inc.**
- PCL Construction Management
- Peak Mechanical Partnership
- Potash Corporation of Saskatchewan Inc.**
- Prairie Mines & Royalty Ltd.**
- Prince Albert Construction Association**
- Pro-Western Mechanical Ltd.**
- RNF Ventures Ltd.
- Saskatchewan Construction Association**
- Saskatchewan Provincial Building Trades & Construction Trades Council
- Sheet Metal Workers Local 296 Saskatchewan
- Sun Electric (1975) Ltd.
- The Taylor Automotive Group**
- Thyssen Mining Construction of Canada Ltd.**
- United Association of Plumbers & Pipefitters Local #179
- Wallace Construction Specialties Ltd.
- Westridge Construction Ltd.
- Yara Belle Plaine Inc.**

Become a sponsor! Email julie.folk@gov.sk.ca

Online Resources

New Website!

The SATCC was very excited to relaunch www.saskapprenticeship.ca in June of 2012. The new design allows for easier search and access to all of our website, especially the pages most utilized by our clients: Applications & Forms, Designated Trades and Technical Training. Don't forget the many other resources that can be found on our site:

Internationally Trained Workers

We have revised this page to offer an easy-to-understand guide for Internationally Trained Workers to follow if they are interested in pursuing a career in the skilled trades in Saskatchewan. We also offer links to other immigration pages to ease the transition to the province. <http://www.saskapprenticeship.ca/client-groups/internationally-trained-workers/>

Apprenticeship Profiles

To read stories of apprentices, journeypersons and stakeholders involved in our apprenticeship system, see: <http://www.saskapprenticeship.ca/publications-resources/apprenticeship-profiles/>

Strategic Plan & Business Plan

The 2012-17 SATCC Strategic Plan and 2011-12 SATCC Business Plan is now online. See them here: <http://www.saskapprenticeship.ca/publications-resources/other-reports-info/>

SATCC BOARD MEMBERS

Member representatives
as of September 30,
2012 are:

Commission Board Chairperson

Garry Kot - Construction Sector Employee

Commission Board Vice-Chairperson

Doug Christie - Construction Sector Employer

Agriculture, Tourism & Service Sector

Teresa Hards - Employee

Linda Turta - Employer

Construction Sector

Gregory Gaudet - Employee

Monte Allen - Employer

Brent Waldo - Employer

Production and Maintenance Sector

Clarence George - Employee

Jim Deck - Employer

Motive Repair Sector

Tim Earing - Employee

Bryan Leier - Employer

Other

Doug Mitchell - Persons with Disabilities/
Racialized Canadians/Working Poor

Vince Morissette - First Nations

Brett Vandale - Metis

Frank Burnoff - Northern Saskatchewan

Marral Thompson - Women in Trades

Questions? Comments? Suggestions?

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

