

Apprenticeship in ACTION









Spring 2018

www.saskapprenticeship.ca

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Mike Tourigny

Mike Tourigny, a welding instructor at Carpenter High School in Meadow Lake, won a Saskatchewan Youth Apprenticeship (SYA) Champion Award at the 2017 Apprenticeship Awards.

Tourigny is both a teacher and a Red Seal Welder, and has been a supporter of the SYA Program since it was introduced to schools across the province in 2004-05. His support for the program – and the skilled trades – is unwavering.

"Anyone with a little motivation and some guidance can complete it and succeed," he said. "It's like a compass for kids ... They receive huge SYA benefits that they can use in the future. It prepares them no matter what trade they explore or choose, or even if they decide on a non-trades-related career entirely."

Success is definitely prevalent for Tourigny's school. He has approximately 120 students taking his welding class each year, many of whom are Indigenous and female. Tourigny attributes an increase in participation due in part to the SATCC's promotion of SYA to middle years students.

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From the desk of

JEFF RITTER

The long, cold winter has finally ended and the spirit of optimism is in the air for a prosperous growing season, the launch of new construction projects, and the planning of future skilled trades careers to name a few. This edition of Apprenticeship in Action shares stories of our apprenticeship partners and their road to success.

First off, meet Mike Tourigny! If anyone deserves an award for optimism and dedication, it's Mike. In fact, that is exactly why Mike was recognized as one of four Saskatchewan Youth Apprenticeship (SYA) Champions of 2017. He is a top-notch embassador for the SYA Program and its benefits to youth, their parents, and to all participating employers. We hope you enjoy his story as much as we enjoyed honouring him with the award and hearing about his story guiding students.

Another story of growth relates to 12 young Indigenous men who participated in one of our Aboriginal Apprenticeship Initiatives (AAI) projects. Not only did this AAI project have a huge impact on their lives and the lives of their families, but also on their community. The SATCC couldn't be more proud of our partnership with the Dumont Technical Institute and the Pinehouse Business North Industrial Mechanics program and the success they have achieved with these AAI funds.

Spring means youth in high school are starting to think about

what they will do after they graduate. For that reason, the 20th annual provincial Skills Canada Saskatchewan Competition is timely. Youth from around the province participated in the Try-a-Trade and Career Fair Expo held in Regina this year, In addition, more than 450 secondary and postsecondary students and apprentices demonstrated their abilities in the skilled trades competitions. Thanks to the organizers and volunteers who make this event such a useful. vehicle for promoting skilled trades careers.

Instructors and employers also play a major role in promoting skilled trades careers. For that reason, the SATCC is once again encouraging apprentices and journeypersons to consider nominating an outstanding instructor and/or employer who had a big impact on their skilled trades career. Help us locate an outstanding instructor and two outstanding employers (one with more than 50 employees and one with fewer than 50 employees) for 2018! See page six for nomination information.



April also saw a change in Commission Board members. I'd like to thank outgoing members Roxanne Ecker, Doug Mitchell, Terry Parker and Alastair MacFadden for their hard work and dedication to the Board. Your contributions will always be remembered.

And I'd like to welcome incoming members Jessica Baldwin, Dion Malakoff, Wayne Stadnyk and Darcy Smycniuk for accepting their call to serve on the Board for the next three years. We have a full complement of Board members now.

This issue of Apprenticeship in Action will bring you up to speed on apprenticeship highlights for spring. I hope everyone is having a wonderful, productive season.

Enjoy!



Mike Tourigny



Tourigny mentoring welding student.

His success record is evident – 100% of his welding students complete SYA!

He is willing to help any student, even those outside his program, complete the SYA achievements. "I am so happy with SYA; I promote it everywhere I go - including to other teachers who are unaware of the program."

Tourigny's passion for the skilled trades extends well beyond SYA. In fact, he helped design and launch the \$2.2 million dollar welding facility at his school. Federal and provincial governments, along with the local North West Regional College and North West School Division, came together in 2008 with funding to build a fully equipped welding lab. Trent Conrad of the Canadian Welding Bureau (CWB) Foundation hailed it, "One of the top five welding

shops in western Canada."The CWB Foundation has invested \$20,000 in equipment funding since "SYA is like a compass —

students get direction." His passion pours into parent-teacher interviews also. "Parents are just blown away when I tell them about how successful their child is doing in the program, and the benefits they will have when they graduate! I love seeing the expressions of shock, and then joy, on their faces. They leave the



Tourigny recognized as one of four SYA Champions in October 2017.

interview so proud of their child's achievements."

Tourigny is particularly proud that the SYA Program really helps support kids that may be at risk of not completing high school for a variety of reasons. "The program is a godsend for them. They see that they do have the ability to

- Mike Tourigny

complete the program, can focus on career options, and can enter the workforce with SYA benefits."

His record of success, combined with his passion to use the SYA Program to help kids succeed, is exactly why Tourigny was nominated as one of four provincial SYA Champions at the 2017 Saskatchewan Apprenticeship Awards held in Regina in October.

Tourigny's passion doesn't end with his students and parents either. It also filters into the labour market. He has built up the program so extensively that surrounding businesses like Meadow Lake Welding and Machine gladly contribute new equipment and even grants.

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Savannah Russell (left) placed 4th in welding at the 2018 Skills Canada Sask competitions. Tourigny (centre). Matthew Maier (right) received a \$1,000 SYA Industry Scholarship for Carpenter High School.

Mike Tourigny continued

"They are always willing to provide big scholarships and grants for travel, meals and lodging to competitions, such as to the recent 2018 Skills Canada Saskatchewan Competition. I never have any problem promoting my SYA students to employers. In fact, many hire the SYA graduates into their workplace following graduation. Why not? They know these kids have completed SYA and are ambitious, and have knowledge and experience under their belt. In the resource-based economy of the north, I always have employers anxious to get involved by offering work experience opportunities for the SYA participants. It has been a win-win-win for everyone – students, parents, employers and the education system. I'd really like to see it expanded and become part of the mandatory curriculum."

Tourigny's experience with SYA is consistent with a recent survey undertaken by the SATCC.

Carve out a future in the trades with Youth Apprenticeship.

According to the SATCC's 2017 Employer and Apprentice Satisfaction Survey results, the SYA Program is a major influencer in graduates' decision to pursue a career in the skilled trades. It also helps them discover the skilled trades sooner.

The 2017 Apprentice Survey shows that 77 per cent of apprentices who completed SYA in high school agree or strongly agree it was a significant influence in their decision to become an apprentice and 93 per cent agree or strongly agree the program's challenges were useful in preparing them to become apprentices.

As Tourigny noted, it's not only high school graduates who benefit from SYA, but employers, too.

About a quarter of Employer Survey respondents (24 per cent) are aware that some of their apprentices or journeypersons are SYA graduates. Among them, virtually all feel their SYA graduates perform as well or better than other employees – 68 per cent feel SYA

graduates perform at the same skill level as other staff members, while 31 per cent (three in 10) say they perform better.

Another advantage of SYA is it helps students decide earlier whether or not a career in the skilled trades is right for them. From 2012 to 2016, the median age of apprentices who completed SYA and achieved journeyperson certification was 23.4 years old, while the median age of all apprentices who achieved journeyperson certification during the same time period was 26.5.

As of June 30, 2017, there were more than 2,700 students across the province enrolled and participating in SYA. Since the program's start, almost 1,150 SYA graduates have registered as apprentices and nearly 400 SYA graduates have achieved their journeyperson certification.

"SYA is like a compass – students get direction. They get the opportunity to think about a career in the skilled trades, talk to people about it, live and experience it. It motivates them. Regardless of the trade they decide to go into, they will always have the benefits to take with them. Why not take SYA?"

Skills Canada Saskatchewan Competition



More than 450 secondary and post-secondary students and apprentices from across the province showcased their talents in the skilled trades and technologies at the 20th annual provincial skills competition hosted by Skills Canada Saskatchewan.

Events took place Friday, April 13 in Regina at Evraz Place Canada Centre and the Saskatchewan Polytechnic Regina Campus. The competitions covered a wide array of skillsets: from automotive technology and cabinetmaking to robotics and website development.



Gold <u>medal winners</u> qualify to represent
Saskatchewan at the Skills Canada National
Competition in Edmonton in June 2018. This is an
important year for competitors, since it is a qualifying
year for the <u>World Skills Competition</u> to be held in
Kazan, Russia in 2019. World Skills Competitions are
held only once every two years.

"Many of these competitors will become our province's next generation of skilled tradespeople," Skills Canada Saskatchewan Chair and Saskatchewan Apprenticeship and Trade Certification Commission Chief Operating Officer Loreena Spilsted said. "Events like this provide participants with lifelong skills and also shine a spotlight on the value of careers in the skilled trades."



"These skillsets open up so many career opportunities for our competitors," Skills Canada Saskatchewan Executive Director Al Gabert said. "While this competition gives young people a chance to show off what they've learned to their family members, mentors and potential employers, it also promotes a variety of rewarding careers to the public."





While taking in the competition, visitors attended the Try-a-Trade and Career Fair Expo, where they could speak with industry experts and participate in handson activities to learn about the benefits of pursuing a career in the skilled trades and technologies.

Calls for 2018 Awards Nominations!

Do you know an employer who has shown outstanding support for their apprentices? How about an outstanding instructor in technical training that went above and beyond the call of duty to help an apprentice? If so, the SATCC needs you to nominate that person.

Each year, the SATCC seeks nominations for Outstanding Employer and Outstanding Instructor Awards. Consider nominating a deserving employer or instructor for these awards if someone in these categories has had a big impact on your career. Nominations are due by September 10, 2018.

There will be two Outstanding Employer Awards – one for organizations with more than 50 employees; and one for organizations with fewer than 50 employees. The nomination will show that the employer demonstrates strong support of apprenticeship training; works to increase the probability of apprentices' success in the trade; and creates an environment of excellence. The nominator may be an employee of the organization nominated. (Take me to the Employer Award nomination form.)

There will also be one Outstanding Instructor Award. Apprentices must have attended technical training

between July 1, 2017 and June 30, 2018 to be eligible to submit an instructor nomination. The nomination will demonstrate that the instructor goes above and beyond the requirements; has excellent presentation skills, and is fair and approachable. (Take me to the Instructor Nomination form.)

The successful employer and instructor winners will be notified by September 28, 2018, and will be invited to the 2018 <u>Apprenticeship Awards</u> Ceremony held on Friday, November 2, 2018 in Regina. These awards also celebrate the achievements of journeypersons and recognize the role played by employers, supervising journeypersons, training deliverers and trade boards to support the apprenticeship system.

Please consider nominating an employer and/or an instructor by September 10, 2018. All forms can be completed and submitted online. Printable forms are also available at: www.saskapprenticeship.ca/apprenticeship-awards/.

Your participation in this process is invaluable.





Industrial Mechanic Applied Certificate - AAI Update

The SATCC launched the Aboriginal Apprenticeship Initiatives (AAI) program in 2002. Each year, more than \$400,000 is dedicated to projects that support education and training to employ Indigenous people.

PINEHOUSE BUSINESS NORTH INDUSTRIAL MECHANICS

In the fall of 2016, the Dumont Technical Institute (DTI) and Pinehouse Business North (PBN) – the business arm of the village of Pinehouse – delivered a 20-week Industrial Mechanic (Millwright) Applied Certificate program in Pinehouse using AAI funding.

Twelve students began the program and 10 fully completed.

Daniel Downs is the DTI Program Coordinator who partnered with PBN to submit the AAI proposal. Downs coordinated the training, located an instructor who could move there, found students to participate, and made numerous trips from Saskatoon to ensure it ran smoothly.

The academic portion ran from September to December 2016. The AAI funding enabled DTI to set up a classroom and shop space in the village, while PBN allowed the use of an advanced shop space for welding; the community allowed participants to use its computers and also provided safety ticket training for participants. In January 2017, Cameco and Areva Resources Canada (now Orano Canada Inc.) provided two weeks of work experience to the participants. In the end, students were employment ready.



Down said this was an especially unique program because it gave participants the opportunity to obtain on-the-job work experience. The Industrial Mechanic training also touched on a number of general trades skills, potentially opening up job opportunities for graduates in other trades, such as carpentry and welding.

"It was a pleasure to work with PBN," he said. "They are a very progressive community that looks to the future and works to ensure their citizens succeed. As proponents of the skilled trades, they have high expectations of program participants. They strive for excellence."

Downs noted that the AAI program impacts many lives. "Community-based training enables students to live and learn in their community, which not only benefits them, but the community as a whole. They spend their earnings in the community with groceries, gas, housing and vehicles. Even if their work takes them further north in

the mines, they come home on their days off."

Special relationships were also formed through the program. Downs said some students and their families have since travelled to Saskatoon and stopped in to say "hello." He also recalled how the village welcomed the IMM instructor and his family who relocated.

"The community embraced the family and ensured the kids were on the football team. The kids loved their experience so much they stayed for the school year."

Walter Smith, Manager of Labour Services with PBN, is also pleased with the program's results.

"As an Indigenous community, we were very pleased with our partnership in hosting the Industrial Mechanic Applied Certificate Program. We want to thank GDI for their leadership prior to and during this program. And, we also want to

At the request of industry, the Harmonization Initiative was launched in 2013 to substantively align apprenticeship systems across Canada by making training requirements more consistent in the Red Seal trades. Since then, Harmonization of the Red Seal trades has been a regular feature in Apprenticeship in Action.

March was a busy month with consultations between jurisdictions and industry. Recommendations and approvals for three trades were targeted:

Refrigeration and Air Conditioning
Mechanic - final approvals were
received and sequencing began;
Automotive Painter - the first three
recommendations were approved; and
Motor Vehicle Body Repairer (Metal and
Paint) - consultations began on the first three
recommendations.

The month of April featured a workshop for the Automotive Painter trade to develop the Red

Seal Occupational Standard (RSOS), as well as the Harmonization Curriculum Sequencing workshop. The participants were highly collaborative and efficient. Next steps include provincial/territorial and industry input through the use of the Red Flag Action Report. Feedback will be due in early June 2018.



Discussions regarding Tool and
Die Maker sequencing continued
through the use of webinars. Program
Development staff met on April 24,
2018 to discuss and resolve outstanding
issues noted in the Red Flag Action
Report for their trade. Changes were
very minimal, and were primarily
administrative; all recommendations are
moving forward for final approvals.

Upcoming workshops include Motor Vehicle Body Repairer (Metal and Paint) in May 2018, and Powerline Technician in October 2018. The SATCC looks forward to our continued collaboration with industry.

Industrial Mechanic Applied Cert. - AAI Update cont.

thank our funding partnership with the SATCC's AAI to make this possible."

"We are very pleased by the success of our community members and students in this program."

Downs said, "In the end, not only has the AAI Program enabled these students to gain access to invaluable employment on the basis of their new knowledge and skills, but it has also helped the whole community grow and prosper."

HAVE YOUR SAY SHARE YOUR VIEWS



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.

JOIN NOW apprentices in canada.com



Commission Board of Directors



Jessica Baldwin

Jessica Baldwin is a professional engineer with 13 years of experience. She was appointed to represent Women in Trades on the Commission Board on April 12, 2018.

Jessica currently is the Provincial Facilitator of the Saskatchewan

Polytechnic Women in Trades and Technology (WITT) program. As the WITT Provincial Facilitator, she is passionate about encouraging women to think about different career options and breaking down barriers that may limit women in trades and technology. Jessica is responsible for program planning, curriculum development, gathering community support and liaising with stakeholders and employers in trades and technology.

WITT works with instructors, employers, professionals and non-profits to build curriculum for camps, workshops and mentorship programs that teach women valuable skills in predominately male occupations.

Jessica is a member of the Diversity and Inclusion Leadership Council at Saskatchewan Polytechnic. She knows diversity and inclusion are important; everyone should have the opportunity to participate equally and inclusively. She believes that educational institutions and workplaces that mirror their communities are rich in diverse perspectives, are innovative and dynamic, and lead to creative solutions in a modern world.

Jessica has a Bachelor of Applied Science, Environmental Systems Engineering, from the University of Regina. She has worked with WITT at Saskatchewan Polytechnic for five years. Prior to joining Sask Polytech, Jessica worked at the City of Regina and SaskWater.

Wayne Stadnyk

Wayne Stadnyk was appointed to the Commission Board (CB) on April 12, 2018 to represent people experiencing disabilities. Throughout his 30 year career, he has worked with diverse populations including, but not limited to, persons with various disabilities, accessibility needs and needs for accommodation, Indigenous persons and persons of various other cultures and backgrounds. Though he was not directly involved with the Apprenticeship Commission in his previous roles at Saskatchewan Polytechnic, he assisted many apprenticeship students throughout their studies to ensure their success.

His current role within the Learning Disabilities Association of Saskatchewan (LDAS) gives him another opportunity to serve those in the community who are in need. Wayne is looking forward to working with apprenticeship community partners and stakeholders to continue to serve the growing needs of our community with the positivity and success the SATCC is accustomed to.

As the Executive Director of LDAS, he works in cooperation with numerous stakeholders and professionals to enhance and promote the education, employment, wellness and human rights of those with various disabilities, learning disabilities and Attention Deficit Disorder.

"My appointment to the CB gives me further opportunity to guarantee steps are taken to ensure the best opportunity for success



for apprentices with disabilities in Saskatchewan."

"The success of Persons with Disabilities is not just a professional goal for me, but also a personal one. As a father of six children, some with invisible disabilities as well as twin daughters with Cerebral Palsy, I am personally invested in the success of programs that not only support but encourage the success of persons with disabilities in our community."

Dion Malakoff

Dion Malakoff was appointed as the Executive Director of the Saskatchewan Provincial Building and Constructions Trades Council in 2017.

The Saskatchewan Building Trades is composed of affiliated unions representing organized construction workers in the province.

Prior to the appointment, Dion entered the Canadian Boilermaker Apprenticeship program in 2000 and became a journeyman in 2003. He has worked as a welder/fitter, foreman and general foreman prior to joining the staff at Boilermakers Local 555 where he was a Business

Representative and then Assistant Business Manager. During this time he was involved with training and labor-management relations.

Dion was appointed to the Commission Board of Directors to represent construction sector employees on April 12, 2018.





Darcy Smycniuk

Darcy Smycniuk has a Bachelor of Administration from the University of Regina and brings 27 years of diverse corporate management experience to the Commission Board of Directors. He was appointed to the Commission Board on April 12, 2018 as the representative from the Ministry of Immigration and Career Training where he is the Assistant Deputy Minister of the Training and Employer Services Division. This Division helps Saskatchewan employers navigate labour market options and provides strategic direction, oversight and funding to align the provincial training system with labour market needs.

Darcy's broad range of senior level management experience includes program and policy development, service delivery, financial management, human resources, collective bargaining and project management. In addition to this public service experience, he also has private sector experience in marketing, operations and business development.

Darcy is looking forward to his role on the Commission Board and the wealth of labour market services information he can contribute.



CONSTRUCTION & MAINTENANCE LOOKING FORWARD

SASKATCHEWAN

The pace slows ahead of new opportunities

SK

HIGHLIGHTS 2018–2027

The Saskatchewan construction industry has seen significant expansion over the past decade, with overall employment levels more than doubling between 2002 and the 2014 peak. The collapse in oil and gas and commodity prices led to declines to 2016, but employment levels stabilized in 2017.

In the 34 direct trades and occupations monitored by BuildForce Canada, total industry employment is now 44,600 jobs. Over the coming decade, 9,300 workers are expected to retire, and based on historical trends, Saskatchewan's construction industry should be able to draw 10,100 of the required replacement workers from an anticipated pool of locally available new entrant workers. Overall employment demands are expected to only increase by 1,300 jobs over the decade, leaving the industry in Saskatchewan in the unique position of meeting future employment needs almost exclusively from available provincial labour.

This scenario is based on known scheduled and identified major projects and overall construction trends within the province. Looking out over the next 10 years, uncertainty surrounding commodity prices continues to impede near-term major project investment, leading engineering construction employment lower through 2021. New planned mining projects are anticipated to raise demand between 2022 and 2024, but much depends on the timing of proposed major projects. As new housing demand recovers later in the period, total construction employment is expected to return to near pre-downturn levels by 2025.

Sustaining the workforce to meet planned and other potential major project demands is predicated on industry's ability to continue attracting and training workers during a period of lower growth.

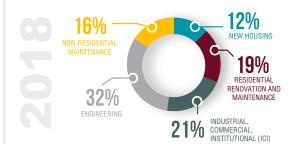
10-YEAR WORKFORCE OUTLOOK FOR SASKATCHEWAN

2027





DISTRIBUTION OF CONSTRUCTION EMPLOYMENT IN 2018, SASKATCHEWAN



HIGHLIGHTS

- Mining project demands peaked early in 2017, while strengthening institutional and industrial building construction bolstered overall non-residential construction employment following two years of declines.
- Non-residential engineering construction is a dominant source of construction employment, with three in 10 construction workers earning a living in the sector, but is expected to fall to less than one quarter by 2027.
- Overall construction employment declines by a further 2,200 jobs over the next four years, before a strong residential recovery and planned new resource development and utility projects require the addition of 3,500 jobs between 2022 and 2027; expected gains are concentrated between 2022 and 2024.

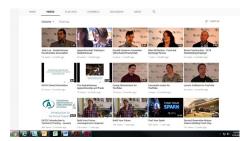
BuildForce's LMI System

BuildForce Canada uses a scenario-based forecasting system to assess future construction labour requirements in the heavy industrial, residential, and non-residential construction markets. This labour market information (LMI) system tracks 34 trades and occupations. To further improve the robustness of the system, BuildForce consults with industry stakeholders, including owners, contractors, and labour groups, to validate the scenario assumptions and construction project lists, and seeks input from government on related analysis. The information is then distilled into labour market condition rankings to help industry employers with the management of their respective human resources.

at the SATCC Instagram

The SATCC launched an Instagram account in January 2018 as another social media tool to engage youth in the skilled trades. Be sure to follow us: @skapprentice.

New to the YouTube Channel



The SATCC has added a number of new videos to our YouTube channel. Check out testimonials from the 2017 Apprenticeship Award recipients, as well as from employers who are proud to hire and train apprentices. Like them and share them with others to promote the benefits of the skilled trades from both the worker and the employer's point of view.

PROVINCIALLY

Saskatchewan Construction Week CAF Conference

April 11-17, 2018 was designated Saskatchewan Construction Week by the Saskatchewan Construction Association, SATCC Chief Operating Officer and Skills Canada Chair Loreena Spilsted delivered the keynote speech at the Saskatchewan Construction Week Inclusive Day breakfast.

Nearly three out of every four apprentices in Saskatchewan work



NATIONALLY

in construction trades. The sector

is a valuable contributor to the apprenticeship system and the

province's economy.

Registration is filling fast and excitement is building for Canada's only national conference dedicated to apprenticeship training. The conference will take place at the Fairmont Queen Elizabeth June 10-12, 2018 in Montreal, Quebec!

The 2018 conference will highlight initiatives, programs and strategies that contribute to Canada's worldclass apprenticeship system. Innovative on-the-ground approaches that reflect how traditional models and methods are evolving will be showcased.

An SATCC THANK YOU!

The SATCC would like to extend a big THANK YOU to the four latest employers to contribute to the SYA Industry Scholarship:

- Saskatchewan Indian Institute of Technologies \$2,000
- Graham Construction and Engineering Inc. \$1,000
- Loraas Disposal Services Ltd. \$1,000
- Reliance Comfort Limited Partnership \$1,000

If you would like to donate to the SYA Industry Scholarship, please complete and send us the donation form.



BOARD OF DIRECTORS

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Drew Tiefenbach

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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.

Allan Construction

AIM Electric Ltd.

Alliance Energy

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Canadian Welding Association - Regina Chapter

Christie Mechanical Itd.

CLR Construction Labour Relations of Saskatchewan Inc.

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EECOL Electric

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General Contractors Association of Saskatchewan Inc.

GESCAN Division of Sonepar Canada Inc.

Graham Construction and Engineering Inc.

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K+S Potash Canada GP

Korpan Tractor and Parts

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Merit Contractors Association Inc.

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Mosaic Canada ULC

Pagnotta Industries Inc.

PCL Construction Management Inc.

Peak Mechanical Partnership

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Prairie Arctic Trades Training Centre

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Prince Albert Construction Association

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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.

Westridge Construction Ltd.

W. Hunter Electric (2005) Ltd.

Wright Construction Western Inc.

Yara Belle Plaine Inc.