

Apprenticeship in ACTION

KEN PARKER, VICE PRINCIPAL, UNITY COMPOSITE HIGH SCHOOL 2019 SASKATCHEWAN YOUTH APPRENTICESHIP CHAMPION

Ken Parker was recognized as one of four Saskatchewan Youth Apprenticeship (SYA) superheroes, or champions if you will, at the 2019 Apprenticeship Awards last November. Parker, Vice-Principal of Unity Comprehensive High School (UCHS), humbly attributes his superhero strength to a solid program and great partnerships.

Parker — a senior mathematics teacher for 25 years and the SYA Program leader for the last three — says he finds ample opportunity to converse with all students in his class making it quite convenient to make note of the SYA program in daily conversations.

"I have many conversations with math students who may or may not be destined for the trades. It is an easy sell when I promote the fact that they will receive many SYA benefits — waiver of registration fees, no charge for Level 1 technical training tuition, and 300 hours of trade-time credit, and possibly a \$1,000 industry scholarship — for completing the SYA Passport tasks."

He notes that partnerships have been instrumental in the success of SYA in the school.

"I am very fortunate to have taken over the SYA program from Ruth Weber, our former School Administrator. Ruth set up a well-built program for students to complete their passport and I'm just following it. In addition, over the last two years, I have also involved our Practical and Applied Arts (PAA) teacher to help promote the program. It helps that our school career plan involves various teachers, such as English Language Arts (ELA) and Information Processing. The success of our program is also through word of mouth now from one graduating class to the next."

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From the desk of JEFF RITTER

Greetings Apprenticeship Partners:

I wish the circumstances were different, but COVID-19 has had a dramatic impact on all of us this spring, apprentices and employers alike. While we are all learning to cope, isolate and physical distance, it is my hope that this Spring 2020 Apprenticeship in Action will bring you some enjoyment from your daily concerns, even if it is just temporary. I'm a firm believer in looking for good things to focus on, especially now.

First off, I'm so happy to introduce you to one of our recent superheroes in the Saskatchewan Youth Apprenticeship (SYA) program. Having SYA delivered effectively to aspiring youth in high school is critical to fulfill our future labour market. Mr. Parker, from the Unity Comprehensive High School, is one such champion. I trust that teachers and employers alike will be impressed with his dedication to our youth, and inspire you to get involved.

You know the SATCC gets really excited about the SYA program and the associated SYA Industry Scholarships and sponsors. We are proud of our partnerships and we know it works. Read more SYA stories on pages five and eight.

The SATCC meets regularly to deal with the effects COVID-19 has on our apprentices and their employers. Please know that we are committed to safeguarding the health and safety of all of our clients and our staff. For all the latest in training and with supports, please review page four. Be sure to follow along on our [website](#). While staff are working from home, we encourage you to contact us via email or telephone. We are here to help.

Harmonization has also been affected by COVID-19. A status report is included on page nine and there will be no further advancement until restrictions are lifted.

On a bright note, the Office to Advance Women Apprentices is open for business — from a distance of course. They are encouraging women apprentices seeking work and employers seeking workers to contact them. Call to introduce yourself to Shylah Nokusis, the Project Coordinator. In this down time, now is the perfect time to take a virtual coffee break and learn more about their services.

The SATCC has more exciting news. We have received the results from our 2019 Apprentice and Employer Satisfaction Surveys. I'm proud to say the results are even better than the two previous surveys! Check it out on page 11.

The terms of some Commission Board members have now expired. I'd like to thank Maria Chow, Jesse Tiefenbach, Brian Marshall and Drew Tiefenbach for their long service. Drew, however, will continue to serve the SATCC Board of Directors as the Saskatchewan Polytechnic representative and will

continue to serve his term as the SATCC Board Chair. And, I'd like to welcome some new faces to the Board — Dana Paidel, Alison Poelen, and Susan Nedelcov-Anderson.

There are more tidbits of information on the pages 13 and 14, so be sure to review them, especially the event cancellations.

Before I sign off, you are probably wondering what the heck I'm doing in the picture below! Well, it's a great story, and a perfect happy note to leave you with. So, it is okay if you need stress relief and want to just "[jump](#)" to page 13!

May you stay healthy and safe in the coming months.




Ken Parker

continued...

Parker describes their career guidance process.

"Our Grade 9 students begin career exploration and creation of a career portfolio binder in Careers 9 class. In Grade 10, they continue with Xello — a career exploration program — and update their portfolio in Information Processing 10 and ELA 10. Each November, I take all Grade 11 and selected Grade 12 students to See Your Future career fair in Saskatoon and start promoting potential post-secondary education options. At this time, I quite often direct them to speak with Paul Blankestijn, the SYA Manager at the Saskatchewan Apprenticeship booth."

"Each January, all Grade 11 students complete Caps Cops Copes (CCC) career tests and my administration partner and myself conduct interviews reviewing the results with each student and their caregivers. This is our second opportunity to promote SYA. This is followed up with a one-day job shadow with somebody in the career of their interest. We provide them with a list of talking points to cover during this day."

"They then reflect upon their experience and submit a career/trade report as an assignment in ELA 20. By this time, I am fully aware of students

who are interested in completing SYA requirements so when they return in Grade 12, I have the passport waiting for them! In Grade 12, I also offer them an Apprenticeship 30 credit if they are currently working part-time in a trade-based job."

Parker confides that teachers don't need to be a superhero to promote the SYA Program.

"Teachers don't need to be a superhero to promote the SYA Program."
- Ken Parker,
SYA Champ

"SYA is basically all there as part of the curriculum. Promoting the SYA enables us to build relationships with students outside of classrooms. My experience has shown that sometimes these students are the ones where it is difficult to build connections with."

According to Parker, some of the biggest challenges really are about getting caregivers involved in their student's post-secondary plans, and Parker has a plan for that too.

"Overcoming challenges can be resolved with the CCC interview in Grade 11. In addition, the school hosts a spring career fair on registration night for the next year's classes. We invite post-secondary institutions, local businesses and professionals to attend so students along with caregivers can have direct contact with various careers



and occupations in the workforce, and the educational institutions that offer the training. Students can then select the proper classes required to enter the programs they are interested in. SYA consultants are there to answer questions and promote SYA."

According to SYA Manager, Paul Blankestijn, "One of the highlights of our spring travel is attending Unity Composite High school's career fair. Ken and his staff do a wonderful job preparing their students for this event. The students, along with their parents, come to the booth armed with specific questions about SYA and apprenticeship, which usually ends up in a great conversation about their future plans of a career in the skilled trades. Often it becomes an opportunity to enlighten Mom and Dad to the various grants, scholarships and opportunities available for their son or daughter."

Students succeed through the SYA program and Parker recalls one recent story.

"I had a student graduate interested in welding. He completed his Grade 11 at a local business and earned an Apprenticeship 20 credit in Grade 12 for his continued work as a welder.



Joel Timmerman receiving his SYA Industry Scholarship in June 2019 from Ruth Weber, former administrator and a major contributor to the development of the SYA Program at the UCHS.

[continued on page 8](#)

COVID-19 — WHAT THIS MEANS FOR APPRENTICES AND EMPLOYERS

The SATCC is committed to safeguarding the health and safety of our province's apprentices and employers, as well as the safety of our staff, as we face COVID-19.

Technical Training

Apprenticeship technical training currently taking place at **Saskatchewan Polytechnic**, and all technical training scheduled for April and May at Saskatchewan Polytechnic, is cancelled and will be rescheduled for the fall intakes.

Apprenticeship technical training currently taking place at the **Saskatchewan Indian Institute of Technologies (SIIT)**, and all technical training scheduled for April and May at SIIT, is cancelled and will be rescheduled for the fall intakes.

Industrial Mechanic (Millwright) technical training currently scheduled for April at **Parkland College** is cancelled and will be rescheduled.

Powerline Technician technical training currently taking place at **SaskPower** is cancelled and will be rescheduled.

Boom Truck Operator technical training scheduled for May and Mobile Crane Operator training scheduled for June at the **Western Trade Training Institute** is cancelled and will be rescheduled.

Apprentices whose training is rescheduled will receive grades for the portions they've completed.

The SATCC has contacted apprentices whose training is affected.

Tuition refunds for affected apprentices were sent via cheque during the week of April 13th, 2020. **Note:** If the payee was not the apprentice, but the cheque has been sent to the apprentice's home address, it is the apprentice's responsibility to deliver the cheque to the appropriate person.

Currency requirements will not be affected.

Apprenticeship Training Allowance

Apprentices currently receiving the Apprenticeship Training Allowance whose training has been rescheduled will receive the full amount they were eligible for.

Examinations

Examinations will be rescheduled, effective March 19, 2020. Exam fees will not be refunded unless requested by the apprentice or tradesperson.

Government of Canada Apprenticeship Grants

Employment and Social Development Canada / Service Canada is extending the deadline to apply for an Apprenticeship Grant for apprentices who progressed on or after January 1, 2019. This is a six-month extension which will give apprentices 18 months – rather than 12 months – from their progression date to submit an application. For more information, please contact Service Canada: 1-866-742-3644 (toll-free within Canada) or 1-866-909-9757 (TTY).

Where to learn more

Apprentices looking for general information regarding COVID-19 and up-to-date travel and self-isolation recommendations are encouraged to visit saskatchewan.ca/coronavirus.

Apprentices with medical concerns should contact the HealthLine 811 or their family doctor.

SATCC offices are closed to the public until further notice. However, we will continue to serve our clients. If you need to contact the SATCC, please phone us toll-free: 1-877-363-0536 or email: apprenticeship@gov.sk.ca and follow our [website](#) for updates.



Wanted: skill seekers.

Discover the benefits of a career in the skilled trades with SK Youth Apprenticeship.



1-877-363-0536
saskapprenticeship.ca



Saskatchewan
Apprenticeship and
Trade Certification
Commission

DISCOVERING THE SKILLED TRADES THROUGH SASKATCHEWAN YOUTH APPRENTICESHIP

The Saskatchewan Youth Apprenticeship (SYA) Program exposes high school students to opportunities in the skilled trades. Launched in 2004 and overseen by the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC), the program has experienced significant growth over the last year – and students who complete it receive valuable benefits.

At the end of 2018-19, more than 3,300 students were registered in SYA – an increase of 30 per cent over 2017-18. The diversity of participants has also increased. The number of female students participating increased by approximately 25 per cent by the end of 2018-19 and the number of Indigenous students participating increased by 17 per cent. At the end of 2018-19, 26 per cent of SYA participants self-identified as female and 20 per cent of participants self-identified as Indigenous.

The SYA program is meant to be exploratory; it helps students determine whether or not apprenticeship and a career in the skilled trades might be right for them. SYA is made up of 12 activities – everything from researching and writing a report on a designated trade to interviewing a journeyperson to completing at least one day of on-the-job work experience. These activities are designed to help youth learn more about apprenticeship and careers in the skilled trades.

Those who complete SYA and register as apprentices within five years of graduation receive 300 trade time hours and their apprenticeship registration fee and Level 1 technical training tuition is waived.

SYA completers also have the opportunity to earn an SYA Industry Scholarship in their Grade 12 year. We ask our SYA Champions – the educators who coordinate SYA in their schools – to nominate at least one outstanding student for the \$1,000 scholarship every year. These scholarships are unique because they're not automatically rewarded – students redeem them within two years of graduation by demonstrating they're actively pursuing a career in the skilled trades, either by registering as an apprentice in Saskatchewan and completing Level 1 training, or by completing a recognized pre-employment program. For the past several years, we've issued 100 scholarships per year. This scholarship program is funded by industry sponsors and the Government of Saskatchewan.

We believe in SYA and know it's effective because we ask apprentices and employers about the program directly through biennial satisfaction surveys administered by Inshgtrix. According to our 2019 survey results, 81 per cent of apprentices who completed SYA in high school agreed it was a significant

influence on their decision to apprentice and 90 per cent agreed the program's activities were useful in preparing them to become apprentices. We also learned from this survey that about one in seven apprentices is an SYA graduate, a figure that's increased over the last several years.

About one in five employer 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 – 70 per cent felt SYA graduates performed at the same skill level as other staff members, while 28 per cent agreed they actually performed better.

According to our research, SYA helps young people discover the trades sooner and progress through their careers faster. We found the median age of SYA apprentices completing Level 1 training was about six years younger than all other Level 1 apprentices – SYA graduates completed at 20, while all other apprentices completed at a median age of 26.

SYA completers who achieved journeyperson certification also tended to be younger than the general apprentice population by about four years – 23 for SYA graduates, while all other journeypersons completed at a median age of 27.

There are a couple of ways interested employers can get involved with SYA: either by sponsoring an SYA Industry Scholarship, or by connecting with nearby schools to offer students the opportunity to complete the work experience portion of SYA on their job sites. When we hear from employers who are interested in playing an active role in SYA, and providing the on-the-job work experience component, we put them in touch with the SYA Champions at the schools closest to their workplaces.

For more information about SYA, visit saskapprenticeship.ca/youth_apprentices or contact the SYA Coordinator at 306-787-2368 or youthapprenticeship@gov.sk.ca.



CALL FOR EMPLOYER AND INSTRUCTOR 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.

- goes above and beyond;
- has excellent presentation skills, and
- is fair and approachable.

[\(Take me to the Instructor Nomination form.\)](#)

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 August 31, 2020.

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

The successful employer and instructor winners will be notified in the fall of 2020, and will be invited to the 2020 Apprenticeship Awards Ceremony held on Friday, December 4, 2020 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 August 31, 2020. 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!

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, 2019 and June 30, 2020 to be eligible to submit an instructor nomination. The nomination will demonstrate that the instructor:

2019 AWARD WINNERS PHOTOS:

LEFT: Outstanding Instructor: Richard Cumbers, Industrial Mechanic (Millwright), Saskatchewan Polytechnic, Saskatoon
CENTRE: Outstanding Employer - More than 50 Employees: Paul McLellan, Alliance Energy Ltd., Regina
RIGHT: Outstanding Employer - Fewer than 50 Employees: Richard Urano, Sushi's Plumbing and Heating Ltd., Swift Current

SAVE THE DATE

2020 APPRENTICESHIP AWARDS

FRIDAY, DECEMBER 4, 2020

CONEXUS ARTS CENTRE, REGINA

CHANGE OF LENGTH OF CONSTRUCTION ELECTRICIAN APPRENTICESHIP TRAINING

The length of Level 3 apprenticeship technical training for Construction Electricians is changing, beginning in the fall of 2020. Level 3 training will be reduced from nine weeks to eight.

This does not result in an increase for any other levels. Training materials will be covered in 32 weeks across all four levels, rather than 33 weeks.

This change was recommended as a result of the harmonization process.

The Harmonization Initiative, at the request of industry, was launched in 2013 to substantively align apprenticeship systems across Canada by making training requirements more consistent among Red Seal trades. Harmonization priorities include: consistent use of the Red Seal trade name; consistent total training hours (in-school and on-the-job), consistent number of training levels and consistent sequencing of training content (at each training level) using the most recent Red Seal Occupational Standard.

As stakeholders from across the country worked through harmonization for the Construction Electrician trade, the Fire Alarm Systems module was moved from Level 3 technical training to Level 4. Other changes were made to Level 3 training as well, resulting in Saskatchewan's Construction

Electrician Trade Board recommending that Level 3 training change to a 240-hour (eight-week) format.

Again, the length of Level 4 training has not increased with the addition of Fire Alarm Systems. It remains at eight weeks.

The Trade Board believes these curriculum amendments will better position apprentices for success on their pathway to journeyman certification. Apprentices will spend more time on topics associated with the Canadian Electrical Code during Level 4 training – topics that are covered and assessed as part of the interprovincial journeyman certification exam. Equipping apprentices with this knowledge in Level 4 has the potential to help them pass the journeyman certification exam.

If you have any questions regarding this change, please contact the Saskatchewan Apprenticeship and Trade Certification Commission's Director of Program Development Dean Frey at 306-933-5983 or dean.frey@gov.sk.ca.



SOUTHEAST COLLEGE TO SERVE AS TRAINING PROVIDER FOR POWERLINE TECHNICIAN APPRENTICES

Southeast College will serve as the new training provider for Powerline Technician apprentices in Saskatchewan, beginning in the fall of 2020.

Apprentices will continue to attend training at the same facility in Weyburn.

SaskPower will serve as the training provider until June 2020.

Southeast College was selected as the new training provider through an RFP process.

The SATCC is committed to providing all of its apprentices with effective, high-quality training, and is working with both training providers to ensure a smooth transition.

For further information, please contact us toll-free at 1-877-363-0536 or apprenticeship@gov.sk.ca.

POWERLINE TECHNICIAN

AVERAGE SALARY - \$77,173

WHAT DO POWERLINE TECHNICIANS DO ON THE JOB?



CONSTRUCT, ALTER, STRING AND MAINTAIN OVERHEAD POLE LINES, TOWER LINES AND UNDERGROUND CABLES.



INSPECT AND TEST OVERHEAD AND UNDERGROUND POWER LINES AND CABLES.



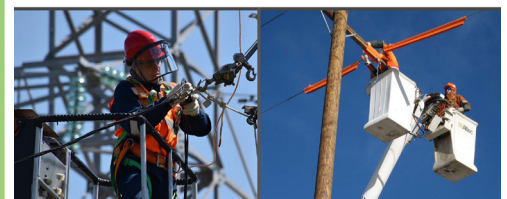
CLIMB LADDERS OR OPERATE HYDRAULIC BUCKETS WHEN WORKING ON TOP OF POLES AND TOWERS.



WORK IN CONFINED SPACES, SUCH AS TRENCHES AND TUNNELS TO INSTALL POWER LINES AND CABLES.



INSTALL, MAINTAIN, TROUBLESHOOT AND REPAIR ELECTRICAL DISTRIBUTION AND TRANSMISSIONS SYSTEMS.



(NOTE: AVERAGE SALARY BASED ON EMPLOYED LABOUR FORCE WHO WORKED FULL YEAR, FULL TIME AND REPORTED EMPLOYMENT INCOME IN 2015, 2016)



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Ken Parker continued

One of his personal projects during this work placement was to build 13 benches for our school hallways. These benches are a continual reminder of a student whose strength was in a trade."

"Besides the SYA program benefits, our school has been very fortunate to receive SYA Industry Scholarships for deserving students which are presented at our formal graduation ceremony. It is rewarding to see the pride on the student's face as sometimes these students do not receive too many academic-based scholarships."

Blankestijn said, "Ken works diligently throughout the year with his SYA students to ensure that at graduation they have a solid plan of a career in the skilled trades. Each year, he provides us with several solid nominees for our SYA Industry scholarship. Six of his recent SYA graduates have become apprentices. and are realizing the rewards of their hard work."

With this dedication to students and the SYA program, it is no wonder Parker was named one of four SYA Champions last November.

"I appreciate receiving this recognition, but I really consider all the promotion that I do for students to be just part of my



Ethan Scherr receiving his SYA Industry Scholarship in June 2019 from Ruth Weber.

job as a school administrator. This recognition just reinforces that it is important that students are given career guidance in the trades and SYA does just that."



SASKATCHEWAN YOUTH APPRENTICESHIP SCHOLARSHIPS

The Saskatchewan Youth Apprenticeship (SYA) program gives high school students the opportunity to learn more about the skilled trades as a career opportunity. Those that complete the program and register as an apprentice in a designated trade receive 300 hours of trade-time credit, no charge for Level 1 technical training tuition and waiver of their registration fee. Each year, the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) awards scholarships to hard working students. Nomination forms are sent to schools, who are asked to nominate SYA graduates.

The SYA Industry Scholarship Selection Committee met to review all nomination forms received by the SATCC. Selections were made based on a set of criteria and answers to the questions on the Scholarship Nominee Profile form:

- The student must complete the SYA Program by August 31, 2020;
- The student must graduate from high school by August 31, 2020; and
- The graduate's post-secondary plans were considered in the selection, since students have two years to redeem the scholarship by actively pursuing a career in the skilled trades.

Winners will be announced publicly in June.

In previous years, the SATCC would encourage schools to present these scholarship awards at students' graduation or an awards event. While it is important to celebrate this hard-earned achievement, we understand this is not possible due to COVID-19.



HARMONIZATION UPDATE



Progressing through our work plan for 2020, we are currently adapting our schedule for the Harmonization Initiative as jurisdictions continue to cope with the impact of COVID-19.

The first trade to be impacted was Cabinetmaker, originally scheduled for a Red Seal

Occupational Standard workshop and Harmonization Curriculum workshop at the end of March 2020. The workshop is now being rescheduled for the early fall dependent on the removal of travel restrictions.

The summer months will offer the opportunity to rework schedules as we learn more about the "new normal" in our various jurisdictions. Updates will be forthcoming.

Phase 7 continues to gather information of previously implemented trades under the Harmonization umbrella, and new information is being collected on some of the smaller Red Seal trades which still require development.

Some trades originally selected for Phase 1 or 2 are being reviewed for concerns or "Red Flags" regarding the implementation of the harmonized sequencing of training. All due dates on receiving the information have been postponed as jurisdictions work to meet with industry virtually. The feedback on Harmonization will be provided to the Interprovincial Standards and Examination Committee (ISEC) for analysis and discussion.

Footnotes:

*Red Seal Occupational Standard (RSOS) and Harmonization Review

**RSOS development with Harmonization Review

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

OFFICE TO ADVANCE WOMEN APPRENTICES

In February 2019, the Office to Advance Women Apprentices (OAWA) opened in Manitoba, Nova Scotia, and Saskatchewan. Facing a growing skills shortage in Canada, and recognizing that women account for less than five per cent of the skilled trades workforce, the Office's purpose is to identify barriers, track and measure the success of women entering into an apprenticeship in the skilled construction trades.



The Office to Advance Women Apprentices started in Newfoundland and Labrador where, today, women account for approximately 13 per cent of the skilled trades workforce. Building on their success, the model is now replicated in five additional provinces. The Office provides ongoing support services for women seeking or already employed in the skilled construction trades. This includes providing career services, employment supports and networking opportunities for tradeswomen.

Shylah Nokusis RSE



*Project Coordinator
Office to Advance Women
Apprentices - Saskatchewan*

With the Office having been open for almost a year, in my new role as Project Coordinator, I have been able to meet some incredible like-minded people, working hard every day to ensure that women in trades are given equal opportunities. I have been in the construction industry 13 years now, times have changed since I first started, but there is still a lot more work that can be done in regards to diversity and inclusion.

When I completed my first year of carpentry, it was extremely difficult for me to find a job. I was boots on the ground every day, going from site to site and could not find a company that would hire me. It wasn't until six months later, and very close to giving up, that I was called by a carpenter from my own community. I had to move 3.5 hours, just to get my foot in the door and without that gentleman having the confidence in me, I don't think I would be where I am today.

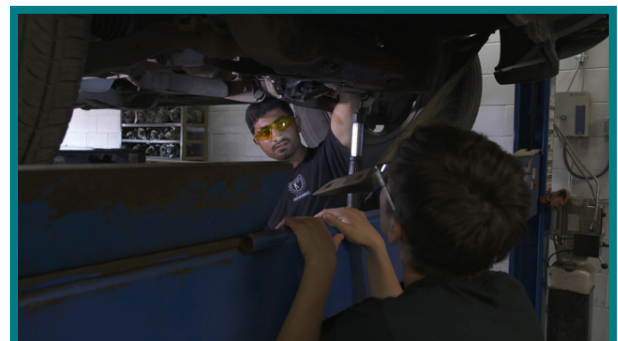
Being a woman in the trades, I can't express to employers on the importance of opportunity and for the support of programs like OAWA. Having owned and operated my own business, I can tell you that being diverse and inclusive is financially beneficial and will give your business a competitive advantage.

As Project Coordinator, I've seen so many women come through our doors looking for that same opportunity I was fortunate to have. Together, we can recruit and retain tradeswoman by providing the services and employment opportunities in partnership. As a tradeswoman, I am incredibly honored to be able to help guide, encourage and support women to pursue careers in the skilled trades.

Ensuring a more diverse and inclusive workforce is all our responsibility.

To date, we have approximately 100 tradeswomen in our database, all ranging in trades and levels of apprenticeship, and am very proud to say that approximately 55 per cent of those women are Indigenous. We have an out of work list that is continuously updated, ensuring employers have access to tradeswomen who are qualified and ready to work.

Our services are free to all employers and our office remains open for services via telephone at 306-565-4470 or email at snokusis@womenapprentices.ca during these challenging times.



DID YOU KNOW?

Lack of respect at work is a top reason for millennials and Gen Zs to leave a job.

In the Deloitte Millennial Study 2019, millennial and Gen Z (iGen) workers reported that not feeling appreciated and not liking their workplace culture were top reasons for their intentions to leave their organizations in the near term.

[See more.](#)

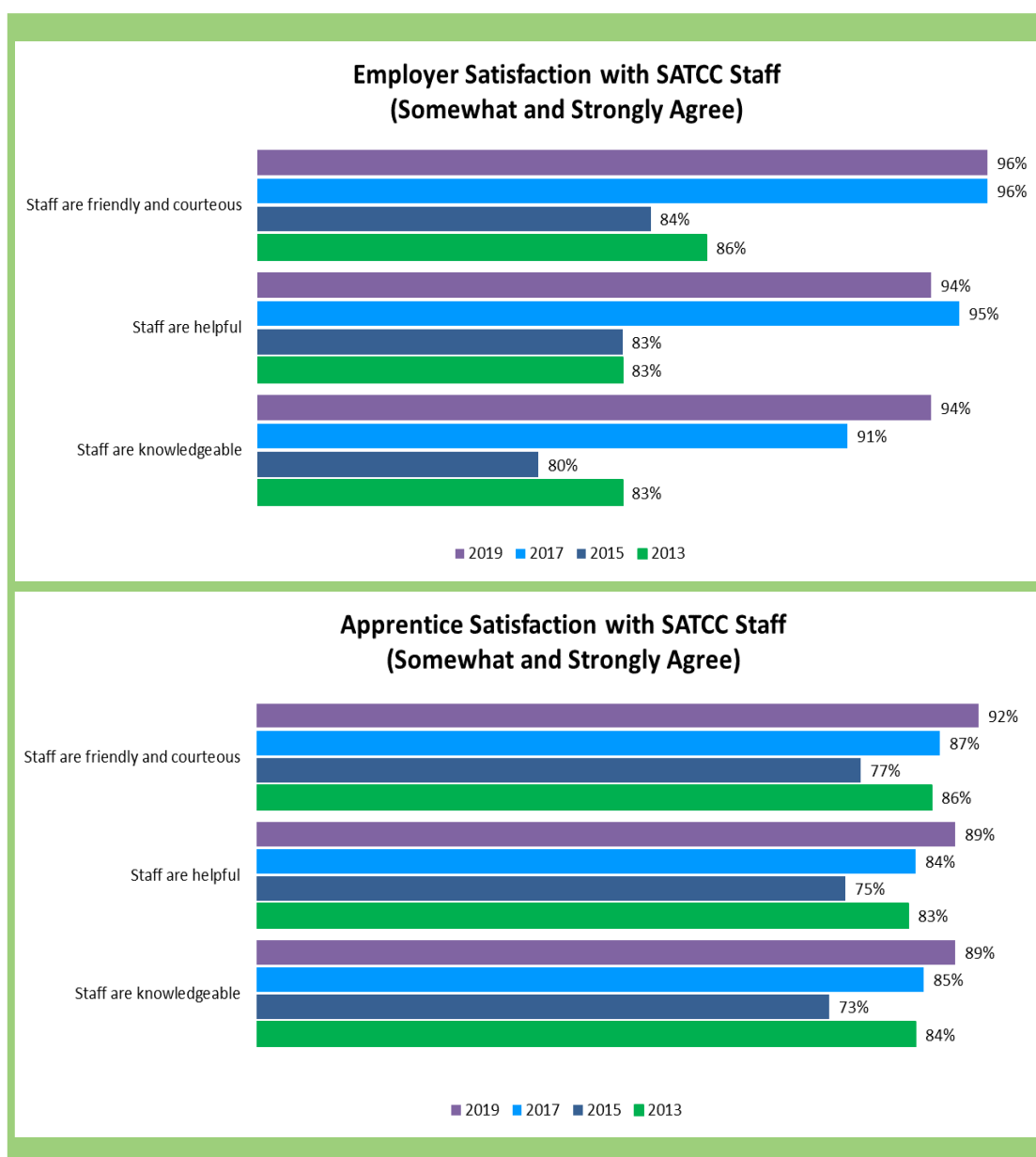
SATCC APPRENTICE AND EMPLOYER SATISFACTION SURVEYS

The SATCC Apprentice and Employer Satisfaction Surveys have been administered for six complete cycles, with around two years between each survey. The most recent survey was conducted in 2019; other surveys were conducted in 2017, 2015, 2013, 2010 and 2007.

Completed responses were obtained from 368 employers and 396 apprentices online and by phone. Data were collected from September 11 to October 21, 2019; and, a final report was issued in January 2020.

A strong majority of apprentices surveyed in 2019 indicate they find the SATCC staff "friendly and courteous" (92%), "helpful" (89%) and "knowledgeable" (89%). This is an increase in all three areas of service from all previous surveys undertaken as demonstrated in the chart below.

Similarly, employers were also very satisfied with the performance of the SATCC staff. Businesses surveyed in 2019 indicated they found the SATCC staff "friendly and courteous" (96%), helpful (94%) and "knowledgeable" (94%).



OUTGOING AND INCOMING COMMISSION BOARD MEMBERS

With 2020, comes some movement of Commission Board members of the SATCC. We will include profiles of these new people in the coming months, so watch for updates on their profiles.

Thank you to the dedication and service of the following outgoing members:

- Maria Chow (Ministry of Education)
- Jesse Tiefenbach (Agriculture, Tourism and Service Sector Employer)
- Brian Marshall (Production and Maintenance Sector Employer)
- Drew Tiefenbach (Construction Sector Employer)

Please note that Drew Tiefenbach will continue to serve the SATCC Board of Directors as the Saskatchewan Polytechnic representative and will continue to serve his term as the SATCC Board Chair.

Welcome to the following incoming new members:

- Dana Paidel (Construction Sector Employer)
- Alison Poelen (Agriculture, Tourism and Service Sector Employer)
- Susan Nedelcov-Anderson (Ministry of Education)



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/
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THANK YOU TO OUR LATEST SYA INDUSTRY SCHOLARSHIP SPONSORS

- CoJay's Heavy Truck Repair Ltd.
- Industrial Parts & Equipment Ltd.
- Loraas Disposal North Ltd.
- PTW Energy Services Ltd.
- Saskatchewan Indian Institute of Technologies
- Tourism Saskatchewan

What are the benefits to sponsors?

1. It is an opportunity for the sponsor to recruit outstanding apprentices.
2. The sponsor is supporting youth in the community.
3. SATCC will issue the sponsor a receipt for tax purposes.
4. 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.
5. 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.
6. The sponsor will be recognized at the SATCC's "Apprenticeship Awards" event each fall.
7. 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/](https://saskapprenticeship.ca/employers/sya-industry-scholarship/)

NEWS BITES

at the SATCC

SATCC SUPPORTS SPECIAL OLYMPICS SASKATCHEWAN

The SATCC, well, truthfully, just Jeff Ritter was challenged to participate in the 2020 Law Enforcement Polar Plunge held on February 26, 2020 at the University of Regina in support of Special Olympics Saskatchewan.



SATCC's CEO, Jeff Ritter, was the lone plunger willing to risk his vital parts in the frigid winter air. Team spirit from staff shone through with a vat of hot chocolate, and \$2,210.25 raised ensuring the SATCC won the Individual Fundraising Award for the most funds raised for a single plunger.

What were Jeff's first thoughts in the water? "It was the most cold I have ever felt!" Despite those sentiments, he is already committed to 2021 and is extending the polar plunge challenge to other apprenticeship partners. Who is up for an ice cold dip in February for a great cause?

provincially

SASKATCHEWAN CONSTRUCTION WEEK POSTPONED

Due to COVID-19, the 2020 Saskatchewan Construction Week has been postponed until the fall of 2020. Stay tuned for further details at <https://www.scaonline.ca/events.html>

SKILLS CANADA UPDATE 2020

Due to COVID-19, the Skills Canada Saskatchewan Competitions were cancelled. In addition, due to the continued uncertainty, the Skills Canada National Competition (SCNC) 2020 has also been cancelled for May 27 to 30 in Vancouver.

After much discussion with the Provincial/Territorial member organizations, stakeholders and taking guidance from the public health authorities, SCNC felt it was prudent to cancel the event.

The health and safety of the student participants, spectators, volunteers, partners and staff are paramount and they did not feel they could deliver an event that would meet the

current Coronavirus (COVID-19) guidelines provided by Canada's public health authorities.

SCNC looks forward to working with its many partners and stakeholders to continue to offer activities in the future that inform Canadian youth about the many opportunities in skilled trades and technology careers.

nationally

APPRENTICES IN CANADA EPANEL

CAF-FCA recently surveyed members of the Apprentices in Canada ePanel about what supports they need during the COVID-19 pandemic. In response to their feedback, CAF is developing resources to recognize and provide support for the unique challenges faced by apprentices during this global health crisis.

The home page of the [CAF-FCA website](#) has been adapted to connect apprentices and skilled trades workers with valuable information and resources during the COVID-19 pandemic. Resources will be added and updated as they become available. If you are aware of something that should be added, please reach out and let them know.

CANADIAN APPRENTICESHIP FORUM

Due to COVID-19, the 2020 National Apprenticeship Conference slated for May in Calgary has been postponed to 2021.

CAF is currently exploring future dates and hope to announce a rescheduled conference soon. Registered delegates, conference sponsors and exhibitors will have the option to defer their support or request a refund. More details will be made available as soon as possible.

CAF-FCA looks forward to bringing the Canadian apprenticeship community together at a time when the health and safety of our participants, partners, colleagues and staff can be assured.

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

COVID-19 IMPACT SURVEY

Statistics Canada is seeking information on the impacts of the COVID-19 to assess the needs of communities and help inform suitable support measures during and after the pandemic.

[Complete the survey.](#)

BOARD OF DIRECTORS

As of May 2020

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Drew Tiefenbach

Commission Board Vice-Chairperson -
Jeff Sweet

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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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