

pprenticeship *in Action!*

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Summer 2013

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For the first year, the SATCC is providing sponsorship opportunities at the Apprenticeship Awards.....pg 5



Saskatchewan
Apprenticeship and
Trade Certification
Commission

You'll notice a fresh new look at the SATCC.....pg 8

Ticket to Success

BRAD ZERR



The doors into JNE Welding's three shops in Saskatoon opened into a new world of steel. Shop Superintendent Brad Zerr led the way through the shops, pointing out the unique projects and custom designs.

The only caveat - that none are photographed, as they are the clients' cutting-edge projects.

The company manufactures custom fabrications for potash and uranium mines, oil sands, and utility companies in the western provinces. JNE Welding employs 165 people – 114 on the floor in custom fabrication or welding – who work with other specialists to make things happen.

Zerr certainly knows what's involved. A Red Seal certified journeyman in three trades – welding, steel fabrication and boilermaking – he understands the dedication the employees put into the job.

"JNE Welding is a custom fabrication and welding shop," he explained. "We have welders, fabricators, industrial mechanics, and everything from CAD/CAM to

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From the desk of

JEFF RITTER

Saskatchewan Careers

The Saskatchewan Apprenticeship and Trade Certification Commission truly is a provincial organization. It has been my pleasure to spend much of the month of May touring the province to various communities, meeting employers, journeypersons and apprentices.

Saskatchewan is a vibrant province and it continues to be in a time of growth and expansion. There is no better time to be an apprentice.

We are very pleased to introduce you to Brad Zerr in this newsletter. He is certainly an example of the value of a journeyperson certification - as he holds not just one, but three. In many careers,

journeyperson certification is just the beginning. The paths of a career following certification is limitless. Journeypersons are supervisors, foremen, managers, business owners and much more.

With a low unemployment rate in Saskatchewan, there are so many options available for young people today. The trades provide many of those careers, and have so many tangible benefits.

Apprentices throughout Saskatchewan are sharing their stories with us, and there is one common denominator - success. Success comes in many forms, including financial benefits, but most



importantly, it comes from loving what you do when you go to work each and every day. Which, I'm happy to say, our apprentices do in their many trades and sectors.

Search for Executive Director of Apprenticeship

Following Rick Ewen's retirement, the SATCC has an opening in the position of Executive Director of Apprenticeship. The information is as follows:

The Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) is seeking a highly motivated, innovative and resourceful executive for the position of Executive Director of Apprenticeship. The position is located in Regina and reports to the Chief Executive Officer.

The Executive Director is responsible for developing and leading corporate policy and strategic direction in the areas of operations, program development, field services, assessment and

examination, inter-agency and community services, human resources, and overall organizational performance. Knowledge of apprenticeship training systems, certification processes, regulatory, policy and operational requirements are required to fulfill the position's objectives. Extensive interaction, collaboration and consensus building amongst a variety of industry, government, trainer, clients, boards and underrepresented and other groups are essential.

The successful candidate will have obtained the knowledge and abilities required for this position through completion of a relevant university degree or equivalent post-secondary training and

certification, and several years of work experience in progressive levels of management. Preference will be given to those with personal apprenticeship training and trade certification.

We are committed to workplace diversity.

For more information and to apply, please see: www.careers.gov.sk.ca, and search under: "Jobs Available to the Public" - "Permanent Full Time."

brad zerr

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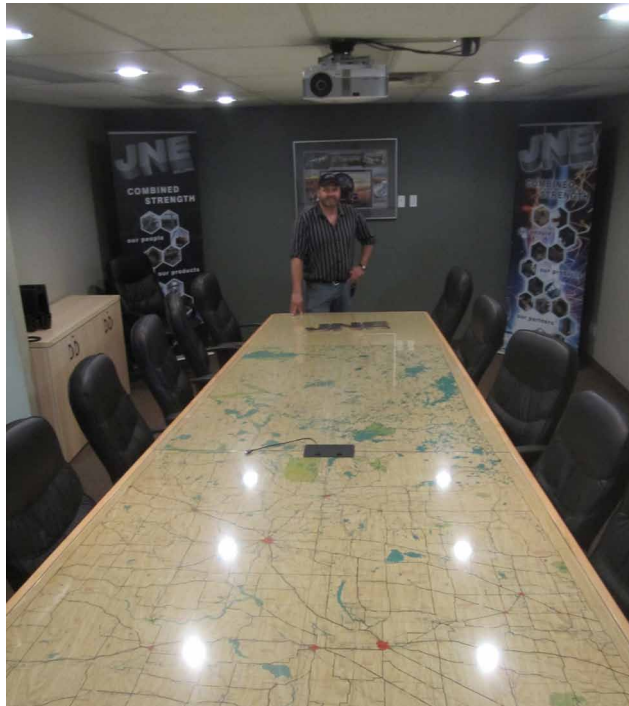
project managers, supervisors, lead hands, quality assurance officers and safety officers working in our shops. Many of those jobs are filled by people who have taken the skills and knowledge learned from fabrication and welding, and built on them as their careers grow and evolve.”

Zerr himself has followed a similar path, and after many hours working as a tradesperson welder, he challenged his Interprovincial Journeyperson Red Seal exam. He later built up enough hours in the two other trades to challenge them as well. While he regrets not taking the route of apprenticeship, he has certainly spent much time in the system as a member of the welding trade board for 13 years, with 10 years spent as chair.

Zerr spent 20 years with a competitor before joining JNE Welding as an estimator. When the shop superintendent retired, he interviewed for, was offered, and accepted the position.

“Apprenticeship is the root system of the tree,” said Zerr in explaining the trade. “It’s the foundation. Higher levels of skill and knowledge grow out of that root system.”

Many of the tradespeople at JNE Welding have journeyperson status. While welding (and steel fabrication), is a voluntary trade, journeyperson status is a desired achievement.



“Apprenticeship is the root system of the tree.”

- Brad Zerr

“We certainly encourage our staff to pursue it,” said Zerr. “What I really value is the written component, knowing that certified journeypersons had to successfully complete a written test. So absolutely, we support our apprentices. When someone has achieved journeyperson status, it shows a level of commitment and longevity in the trade. If they’re showing any signs of leadership skills, they become mentors in our organization, which is really important to us.”

The benefits to journeyperson status are many, and include not only the recognition of the skills and knowledge but also mobility throughout Canada. It’s a benchmark in a booming economy.

For someone looking for a career in the metal trades, Zerr recommends taking a close look at the specific knowledge, abilities and tasks related to individual trades. Many people don’t have knowledge about steel fabrication, which is a very specialized trade and one in which there is great need for in the labour market. As a starting point, Zerr recommends a pre-employment course. He also recommends dual certification in welding and steel fabrication to excel in the steel industry.

As a member of the Saskatchewan welding trade board, Zerr is very familiar with the National Occupational Analysis codes and standards of the trade. So when a journeyperson applies, he knows what skills they have.

While a journeyperson status is of great value when hiring, Zerr is also a huge proponent of employers registering apprentices and encouraging them to the trade.

“The companies that grow their people the best are going to be the most successful in their respected industry,” he said. “The people that have the attitude of not training are missing out on an incredible opportunity.”

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brad zerr_{continued}

Benefits to employers who hire and train apprentices are many. Zerr said they include recruitment and reputation of the level of support and wages. Apprenticeship helps develop a culture and creates innovation.

"The 80-20 split of on-the-job training to formal technical training is a proven system," said Zerr. "It's setting people up for success."

An important aspect for tradespeople to remember is that an apprenticeship is just the beginning – the roots that Zerr described. After achieving journeyman status, a career can take on many different forms. When companies look to hire in advanced positions, often, the first place they look is within. If they can identify those solid people within the organization, the resources put into training are easily redeemed.

Companies also look for more than just trade-related

experience. "We can build off of life skills and specialized knowledge," said Zerr, adding someone with generalized skills can easily be sent to training. And most importantly? Apprentices must be open to learning.

"If the student is humble and willing to learn, most people are very open to teaching," said Zerr, who himself is very passionate about the trade. He has found his time with the trade board very valuable in terms of both giving back and keeping the industry current.

An innovative, productive local steel industry also creates a strong, vibrant, economy, which the trade boards build through apprenticeship, testing, curriculum and NOA work.

"It's been very a rewarding journey," said Zerr.

ACCUPLACER / MY FOUNDATIONS LAB

The SATCC is working hard to ensure that people find success in the apprenticeship program. We're continuing to work from the success of the pilot of Accuplacer and are happy to let you know funding and procedures are in place to help new apprentices.

The SATCC is now offering access to Accuplacer/MyFoundationsLab. Through computer-based skill assessments and online learning, the program helps people to update their literacy and math skills.

People will be referred to Accuplacer/MyFoundationsLab by the SATCC's Assessment Unit. Most commonly, clients who do not have the necessary entrance requirements or need to upgrade various skills during technical training will be referred to the program.

An Accuplacer diagnostic assessment will take place for each individual. Following that, a personalized learning path, which includes a variety of interactive learning activities to teach and reinforce skills (MyFoundationsLab), will be provided at no cost to the

client. Those who successfully complete the program will have higher basic skills, which will allow them to enter into or continue in apprenticeship.

ACCUPLACER / MyFoundationsLab

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How Can I Use It?
MyFoundationsLab, with its integrated coverage of reading, writing and math, can be used in a multitude of ways:
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Roughly one-third of entering freshmen in American colleges are not academically prepared to take college classes.
To help you solve this problem, two of the world's leaders in education - College Board and Pearson - have teamed up to create ACCUPLACER@/MyFoundationsLab@.
ACCUPLACER@/MyFoundationsLab@ assesses students' skills and provides personalized intervention to correct weaknesses. It's a breakthrough so that allows underprepared learners to succeed.

home: accuplacer.htm#

AWARDS SPONSORSHIP OPPORTUNITIES

The thirteenth annual Apprenticeship Awards Ceremony will be held on Friday, October 4th, 2013 at the Conexus Arts Centre in Regina.

For the first time, the SATCC will be offering the opportunity to sponsor the awards ceremony to industry associations, unions, employers and training partners. Do you want to get involved?

Corporate table sales will still remain the same as before but now with the added option to purchase a sponsorship as well. Each level of sponsorship - event partner, platinum, gold, silver and table sponsor - will have its own benefits as follows:

Event Partner - \$5,000

- Opportunity to participate in award ceremony (details to be confirmed)
- Prominent logo listing on all marketing materials, including:
 - o Pre-event direct correspondence, website, social media
 - o Post-event advertisement
 - o Event signage
 - o Table cards
 - o Front page of program
- Logo on the Saskatchewan Apprenticeship website with link to company website
- Recognition on video slideshow playing throughout the evening
- Recognition in news release
- Opportunity to provide dinner guests (400 – 500) with a corporate memento or gift
- Opportunity to bring a display
- Two tables of eight, one with priority placement at awards dinner

Platinum - \$2,000

- Platinum (secondary only to event partner) level logo listing on all marketing materials, including:
 - o Pre-event direct correspondence, website, social media
 - o Event signage
 - o Back page of program
- Logo on the Saskatchewan Apprenticeship website with link to company website
- Recognition on video slideshow playing throughout the evening
- One table of eight at the awards dinner

Gold - \$1,000

- Gold level (third) logo listing on all marketing materials, including:
 - o Pre-event direct correspondence, website, social media
 - o Event signage
 - o Inside cover of program
- Logo on the Saskatchewan Apprenticeship website
- Recognition on video slideshow playing throughout the evening
- One table of eight at awards dinner

Silver - \$500

- Company name on event signage
- Company name on inside cover of dinner program
- Company name listed on Saskatchewan Apprenticeship website
- Recognition on video slideshow playing throughout the evening
- Four dinner tickets at awards dinner

Table Sponsor - \$320

- One table of eight at awards dinner

There won't be any restrictions on the number of sponsors until the event is at maximum capacity for the venue.

If you are interested in purchasing a corporate table and/or sponsoring the awards, please call Audrey Wolf-Kaminski (306-787-5284) before August 26, 2013 for more information.

Commission Board of Directors

Bryan Leier



Bryan Leier has greatly valued his journeyman certification as a Motor Vehicle Body Repairer since achieving it in 1983. After owning his own bodyshop for 26 years, he began working with Bennett Dunlop Ford, and has been there for ten years - the last nine as the Bodyshop Manager.

Bryan, who is also the Mayor of the town of Sedley, spent ten years as a part-time instructor at SIAST while working in his trade.

"It's all about change, and continuous education," he said.

Apprenticeship and certification have always been an integral part of doing business for Bryan, and he's appreciated the chance to be a part of the Commission Board of Directors as the employer representative in the automotive sector for the past three years.

"The exciting thing is that Saskatchewan is on such a growth curve, there are so many positives right now. There's nothing slowing down in Saskatchewan, so apprenticeships are a huge part of keeping things running," said Bryan. "You need to educate your young people so that they're ready for the market."

Bryan sees apprenticeship as a rock solid model, and uses it throughout all aspects of his role at Bennett. Working through apprenticeship to certification

provides the ability to be in the payscale one is entitled to, and to have the ability to move and have the certification recognized.

While every sector is unique, within the Board of Directors, there are many of the same ideas and issues, including changes due to new technologies as well as the need for certified journeymen. He also feels all members are working toward a common goal and there have been many positives to make that happen.

"Government has recognized that in the positive economic times of Saskatchewan, they need to step up and make sure our young people are educated properly," said Bryan. "The other positive thing is the good governance within the Commission. It has really gotten us focused on making sure that people are educated properly and ready for the workforce. And that's a great thing."

Troy Knipple



Troy Knipple has only been an SATCC Commission Board member since December 2012, but his career in the trades has been extensive.

Troy became a plumber apprentice right out of high school, starting first on residential plumbing and later moving to commercial plumbing/

industrial steamfitter-pipefitter. In 1989, he joined the United Association (UA) of Plumbers and Pipefitters Local 179, where he has worked for 24 years. Troy earned his plumber journeyman ticket in 1992 and then went on to earn his steamfitter-pipefitter ticket in 1994.

UA Local 179 represents workers in the pipe trades in all of Saskatchewan. The local contains 500 apprentices and nearly 2,000 members made up of plumbers, steamfitters-pipefitters, welders, refrigeration mechanics, instrumentation mechanics and sprinkler system installers.

As the elected Business Manager and Financial Secretary of UA Local 179 since 2010, Troy works under

the direction of the Executive Board and Finance Committee to manage the office staff, the day to day business and affairs of UA Local 179 and to promote and protect the work jurisdiction of the pipe trades. He leads the local as they negotiate provincial agreements and ensures the conditions of those agreements are upheld and proper working conditions are met. UA Local 179 has put a lot of value in training and apprenticeship and this is an area that Troy takes pride in. "I am most proud of the two new specialized training facilities that the UA built recently in Regina and Saskatoon."

"I am also honoured to be a member of the SATCC Commission Board. It is exciting to participate

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NEWS BITES

At the SATCC New Methods

In response to a high demand for technical programming, the SATCC and SIAST have worked together to offer Level 1 Electrician apprenticeship training year round. Additional intakes will be provided at SIAST Palliser Campus in Moose Jaw this summer.

Two eight-week intakes of 12 seats each will start July 2, and is a win for apprenticeship, industry and SIAST. It also demonstrates the collaboration of the SATCC, SIAST, industry and apprentices in the commitment to further careers in the skilled trades.

Happy Retirement Rick

The SATCC would like to wish Director of Apprenticeship Rick Ewen a very happy retirement. Rick's last day in the office was May 31st. He has worked with the apprenticeship authority in Saskatchewan for 33 years.

Video for Employers!

The SATCC highly recommends the following video for all employers to watch:

<http://www.youtube.com/watch?v=d-e1V60VPOI&feature=youtu.be>

NATIONALLY Mentorship Study

On June 6th, the Canadian Apprenticeship Forum released a study titled "Effective Journeyperson Apprenticeship Mentoring On-The-Job: Tips, Strategies, and Resources."

Six workplace practices that support journeyperson mentoring and training were drawn from more than 80 interviews with employers, journeypersons, apprentices and trainers.

These include: selecting the appropriate person to be the mentor; offering mentoring training; creating a training plan; giving the journeyperson and apprentice opportunities to evaluate how things are going; providing the journeyperson with approaches around effective mentoring and communication; and providing ongoing supports such as refresher courses.

The report also provides a series of recommendations. It can be found on our website under Reports.

Skills Canada

The Skills Canada National Competition was held in Vancouver from June 5th to 8th.

Saskatchewan competitors represented the province well in the national multi-trade and technology competition that was held among over 500 people from across the country.

Of Saskatchewan apprentices, Zachary Brown won silver in electronics; Industrial Mechanic Nathan Jaeb won gold; and Jason Eidsness-Hodges won gold in plumbing.

The 2013 WorldSkills Competition will be held in Leipzig, Germany. Winners were based on 2012 SkillsCanada results. Saskatchewan will have representation in the mobile robotics category through Bo Chiasson and Jayden Leister of Yorkton Regional High School.

The 2015 Skills Competition will be held in Saskatchewan.

RED SEAL New Visual Identity

The Red Seal brand has been refreshed and was officially launched at the Skills Canada National Competition in Vancouver, BC.

As part of the refresh, a new marketing and promotional logo was developed and the program's communication tools have been completely made-over to reflect the new look. Please note the seal itself has not changed.

PROGRAM * PROGRAMME
EXCELLENCE
RED SEAL · SCEAU ROUGE

A NEW LOOK

Early in 2013, the Government of Saskatchewan (GOS) unveiled a more stylized wheat sheaf logo



for use on GOS marketing materials, moving away from the wheat sheaf logo that has been used for many years. Agencies, boards, crowns, and commissions were then offered the ability to adopt a co-branding approach for their logos.

The SATCC seized the opportunity to use the symbolic "A" with the SATCC name, accompanied with the stylized wheat sheaf in the lower right hand corner, as shown.

It is very exciting to have fresh branding while retaining a consistent SATCC look, as well as to have one logo for every application the Commission has.

As old stock is depleted, the new co-branded logo will be integrated into all communications materials, including stationary (letterhead, envelopes, and business cards), forms, brochures, advertisements, banner bugs, the website, social media, promotional items, etc.

In addition, since the SATCC is integrating the new logo, it seemed timely to also freshen the look of these communications items with new pictures and colours. These new layouts will be integrated with new print runs as well.

View the materials on our website at www.saskapprenticeship.ca for our fresh look and tell us what you think.

troy knipple continued

in the direction apprenticeship is taking. Training is everything! There are so many exciting opportunities for young Saskatchewan people right now and I want to be involved in building, training and maintaining our own workforce. I feel it is extremely important that we include Saskatchewan Aboriginal people, women, and youth first. It is our responsibility to ensure these groups have a genuine opportunity to be invited to participate in apprenticeship before employers are seeking workers from out of province or country."

Troy well understands the challenges of a growing economy and the demands for a skilled workforce. "I want to help grow the system that has served the

Saskatchewan people so well in the past and ensure it will continue to grow in the future. My vision is to do that without de-skilling our standards, as there is no shortcut to a good journeyman."

Fast track your future with Saskatchewan Youth Apprenticeship!
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BOARD OF DIRECTORS

As of July 1, 2013:

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Garry Kot

Commission Board Vice-Chairperson

Doug Christie

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Vacant - Employee

Construction Sector

Gregory Gaudet - Employee

Troy Knipple - Employee

Garry Kot - Employee

Monte Allen - Employer

Doug Christie - Employer

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Roxanne Ecker - Women in Trades

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David Boehm - Ministry of Advanced Education

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SYA Industry Sponsors

The sponsors of the SYA Industry Scholarship provide many opportunities for Saskatchewan youth. We recognize our donors below.

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CAF-FCA Conference

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Questions? Comments? Suggestions?

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

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