

Apprenticeship *in Action!*

Winter 2013

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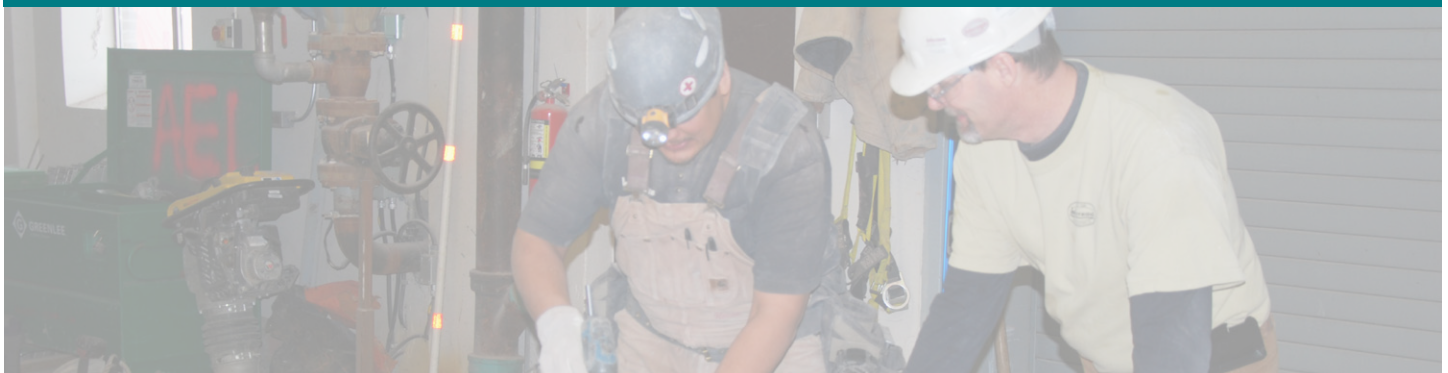
The 2012 Apprenticeship Awards, held in November, honoured 35 Outstanding New Journeypersons.....pg 4



Students from Yorkton, Saskatchewan, took home first place at the Pan-American Skills Competition.....pg 6

Earn to Learn

NOLAN MOORE



Nolan Moore is a second-year carpenter with Westridge Construction. He has found a career in carpentry to be the best way to have fun every day while also raising a young family.



Nolan's story, in his own words...

Carpentry is a family trade. My father was a carpenter, and I began working with him and learned a good quality of work. I have a five-year-old son now, Alfonso, and he is really into what I'm into. Every time I come home he says, "Did you bring home something to build?" Sometimes my family comes and visits on coffee breaks and now that

he sees what I'm doing, he's gone from wanting to be a police officer or fire fighter to wanting to be a carpenter.

We love driving by the CIBC Bank on Victoria Avenue. It's the first job I worked on as an apprentice and whenever we drive by, my son goes, "Look Daddy, it's your bank!"

I'm from The Pas, in Manitoba,

and when I worked with my father it was as a summer job and how I made my money through high school and junior high. We were doing residential carpentry, building homes. He gave me a hammer and a pouch and said, "Fill your pouch up with nails and just do what I'm doing." One thing led to another, and I picked up more knowledge of carpentry as I got into it. The

continued on page 3

From the desk of

JEFF RITTER

Path to a rewarding career

The Saskatchewan Apprenticeship and Trade Certification Commission often speaks to the benefits of becoming a journeyman, whether it be as an apprentice or as a trade qualifier.

We were very excited to see the release of the 2011-2012 Survey of 2009-2010 Saskatchewan Post Graduates. It backed up the messages of the Commission, and also provided a look into how graduates truly feel about their education.

Not only are journeypersons most likely to recommend their programs, have the lowest

amount of debt, be employed following graduation, earn more, are more likely to have permanent employment and are least likely to move out of Saskatchewan, they truly see value in the apprenticeship programs through the SATCC. More information about the survey can be found below, and the full comprehensive survey can be found online through the following link:

<http://www.saskapprenticeship.ca/wp-content/uploads/2012/12/2011-12-survey-of-2009-10-post-secondary-graduates-final-report.pdf>



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

Saskatchewan Post-Graduate Survey

The 2011-2012 Survey of 2009-2010 Saskatchewan Post Graduates was recently released and portrayed the value apprentices place on the system. The survey was commissioned by the Ministry of Advanced Education, Employment and Immigration and



Saskatchewan post-secondary institutions, including the SATCC. Prairie Research Associates conducted the survey.

Some of the results were as follows. "Overall" refers to graduates from all post-secondary institutions.

SATCC graduates are most likely to recommend their program to others.
94% vs 84% overall

SATCC graduates have the lowest debt amount per student.

SATCC graduates are the most likely to strongly agree that the program is worth the financial costs to them and/or their family.
59% vs 36% overall

SATCC graduates are the most likely to be employed following graduation.
93% vs 88% overall

Journeypersons earn more than any other graduates, with the exception of those with a PhD or Doctorate.
\$78,718 – Journeyperson
\$80,259 – PhD or Doctorate
\$54,278 – Average

SATCC graduates are the most likely to have permanent employment.
91% vs 78% overall
11% self-employed vs 6% overall

SATCC graduates are the least likely to move out of Saskatchewan.
1% vs 5% overall

nolan moore

continued...



first couple of years I thought carpentry was just hammers and nails and saws. Once I started my apprenticeship, I realized it was a lot more than that.

When I finished high school, I worked for a year at a youth drop-in centre and then I got into installing and repairing hardwood floors. I had the experience from working with my dad on sub-floors. It came pretty naturally. Then I moved to Stoughton. I knew carpentry, so I started doing renovations. That led to a job in Estevan building modular homes – doing a lot of framing and sub-flooring.

We moved to Regina in January of 2011. I had been talking to Howard Jesse, who was running a program called Skills Links through the Saskatchewan Construction Association. He kept calling me to enter the program and the timing

worked out for January in Regina. He would say, “Please come to the program,” and I’m so glad he did that. I started the ten-week program in January of 2011.

The first two weeks were in class where we got all of our safety tickets that were needed on the construction site. Then an eight-week internship began. Carpentry of course was my interest, so they found me an internship with Westridge, who support programs like this throughout the city. I did my eight weeks with them, and was indentured as an apprentice. They must have really liked what I was made of, and they gave me a full time job.

**“In construction,
I’ve found my
place. I’ve found
my home”**

- Nolan Moore

In construction, I’ve found my place. I’ve found my home. You have these multi-storey buildings to work on and I’ve found my forte in building forms and pouring concrete. This is my place to be.

I’m now in my second year as an apprentice and I’ll be going back to take my training in Moose Jaw in the spring. The first year was really interesting. I had great instructors.

Now that I’m an apprentice I can do more technical and hands-on work. Before I went through my first year, I was doing mostly clean up and small cuts here and there. But



as my foremen and superintendents know that I have more knowledge, I’ve been getting more difficult stuff to work on. It’s all a matter of knowing how to read blueprints and listening to instruction. You only move higher with the apprenticeship program.

I’ve been learning all my life, and it’s just continuing. You never stop learning in this trade, which is what I like about it. The guys I’ve been working with are really good teachers and happy to help in any way. I’ve always wanted to run my own site and my own job, so my goal in this career is to become a foreman or superintendent.

Carpentry is a never-ending trade. There will always be work, whether it’s fixing a neighbour’s steps, or doing what we are now – fixing Regina’s toilet at the McCarthy Pumping Station. As long as you have a good and happy crew to work with, it’s a great job. And with this job, there are three journeypersons plus a superintendent on site, so every day is a learning experience. Carpentry has been part of my entire life and will continue to be.

Apprenticeship Awards

OUTSTANDING NEW JOURNEYPERSONS

Each fall, the SATCC pays tribute to the outstanding success of newly certified journeypersons at an awards banquet.

This was the twelfth year for the awards. On November 9, 2012, over 35 highest achieving journeypersons were recognized. They were the top out of nearly 1,700 journeypersons who were certified in 47 designated trades between June 30, 2011 and July 1, 2012 in Saskatchewan.

The awards also honoured recipients of three special scholarships. The *George Pellerin Memorial Scholarship* was presented to Automotive Service Technician Christopher Yauck from Edmonton (formerly from Saskatoon) as the highest achieving journeyperson of all trades. The *Commission Board of Directors Scholarship* was awarded to Electrician Brennan Pewapisconias from Grandora as the highest achieving Aboriginal journeyperson. And the inaugural *Bruce Pearce Scholarship* was awarded to Plumber apprentice Chris Potter from Regina for exemplifying excellence and commitment, eagerness to take on tasks in work and study, demonstrating strong interpersonal skills, and completing the Saskatchewan Youth Apprenticeship (SYA) Program at the Regina Trades and Skills Centre.

Other presentations included three apprentices who won a gold medal in March 2012 at the Skills Canada Saskatchewan competition, and the Esthetician Curriculum and Examination Development Board for their significant achievement to that trade.

Over 15 industry and union associations also presented their scholarships to outstanding new journeypersons.

“The apprenticeship system continues to grow, and employers

are recognizing the dedication required to achieve journeyperson certification,” said Garry Kot, Chair of the SATCC Board. “The awards are a time to reflect on the journeypersons’ time in the apprenticeship program and honour their outstanding achievements.”

In 2011-12, there were 9,724 apprentices registered in Saskatchewan. This is a 43.4% increase over the past five years. Part of this increase is due to the SYA Program in 265 high schools throughout the province. Since the program started eight years ago, there are now 475 graduates of the SYA Program registered with employers as apprentices, earning good wages as they complete the requirements for trade certification.

“The skilled trades are key to growing Saskatchewan’s economy,”





said Minister responsible for the SATCC, Bill Boyd. “I congratulate all of the newly certified journeypersons in Saskatchewan, and am pleased to recognize those who achieved a high level of success.”

Costa Maragos, CBC TV news anchor, was the master of ceremonies. He sprinkled the celebration with his humorous personal experiences and pleas for tradespeople to come work on his house. He also

added a flavour of apprenticeship to his regular nightly tweets, injecting levity to the already joyous occasion.

The apprenticeship awards have become an event all apprenticeship and trade certification partners look forward to each year. For a complete list of winners, visit <http://www.saskapprenticeship.ca/outstanding-new-journeypersons-to-be-honoured/>.

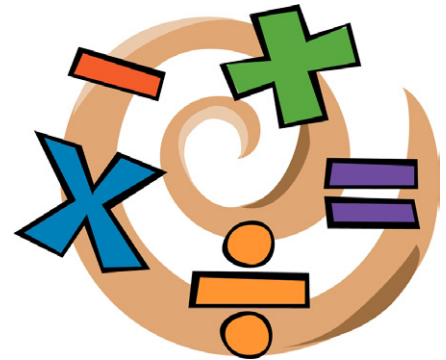
Online Math

The old cliché “use it or lose it” most certainly applies to math skills. For example, the more you use addition/subtraction, problem-solving and mental math in daily life, the better you get at it. However, people who struggled with it in high school, or whose career wasn’t immersed in it, may find it difficult to move into a skilled trades career where math is a key component. To support success with math in the trades, the SATCC recently partnered with SIAST and its virtual campus to develop an online math program to help apprentices build or hone their math skills, especially in advance of Level 1 training.

The program is geared for two groups. It will help to bridge the gap for people who have been in the

workforce for awhile but want a total refresh of what they learned in high school as they embark on a skilled trades career. The program will also help people who want to assess skill gaps so that they can practice and refine specific areas as they enter the skilled trades.

“We are looking at other skill gap assessment tools as well,” said Chris Stubbs, Program Development Assistant Director. “We are continually investigating skill gap assessment tools, and intervention training, to ensure people have all that they need for a successful outcome in their skilled trades career. At the present time, there are also specific areas in the online math program to help Sheet Metal Workers, Partspersons, and Refrigeration Mechanics.”



The online math program is free to all users. People just sign in and work at their own pace with exception of the post-test, which must be started and completed in the same session.

A direct link to online math and the log in instructions under Clients, Newly Registered Apprentices. Or, click on this direct link <http://www.saskapprenticeship.ca/wp-content/uploads/2012/06/Online-Math-Log-In-Instructions.pdf>.

YORKTON TEENS WIN GOLD!

Can you imagine what it would be like to work so hard at something, and then achieve a gold medal for your skills and abilities?

That is exactly what Bo Chiasson and Jayden Leister from Yorkton, Saskatchewan experienced after stellar performances in not one, not two, but in three skilled trade and technology competitions this past year!

If you're not familiar with the skills competitions, they are Olympic-style skills competitions that provide a forum for secondary, post-secondary and apprentice students to compete in over 30 trade and technology competition areas. Each competitor must achieve gold in the competition in order to move up to the next level of competitions. While the provincial and national competitions are held in different locations every year, the Americas and internationals are held in



different locations every second year. These events provide competitors with hands-on work experience and raise awareness to the general population of the values and challenges involved in skilled trades and technology careers.

Move up levels is exactly what the two teens from the Yorkton Regional High School (YRHS) did. Their performance won them gold in the robotics competitions at the 14th Saskatchewan Skills Competition (March 15-16, 2012 in Regina), the 18th Skills Canada National Competition (May 13-16, 2012 in Edmonton) and the WorldSkills Americas 2012 Competition (November 11-19, 2012 in Sao Paulo, Brazil). Jayden and Bo are now preparing for the next level of

competitions – the 42nd World Skills Competition in Leipzig, Germany on July 2–10, 2013!

Worth noting is that the Yorkton team initially consisted of four members for the provincial and national competition. Rachel Machnee and Taylor Pachal, also students from the YRHS, were vital for the team to achieve gold. Unfortunately, the rules change as you move up levels. Once their team qualified to move to international competitions, only two members per team were allowed. As a result, Rachel and Taylor withdrew, leaving Jayden and Bo as the new team of two. Continuing with their true team spirit, Rachel and Taylor are now actively involved in fundraising to support their teammates to make the trip to Germany.

Follow Bo and Jayden's progress: <http://www.facebook.com/yrhsrobotics> .

There were other notable achievements from participants in skilled trades too! The following are provincial winners:

o [Joshua Pelletier](#) - Saskatoon, Bricklayer – gold (nationals - bronze)

o [Jordan Manz](#) - Regina, Carpenter - gold

o [Daniel Reusser](#) - Prince Albert, Electrician - gold

o [Stacey Cornish](#) – Saskatoon, Cook – two time gold winner
o [Alexis Huculak](#) – Hairstylist, gold

o [Shane Preston](#) – Welding - gold

o [Riley Hart](#) - Autobody repair - gold

o [Alexandra Eberts](#), Moose Jaw, Esthetics, gold

Congratulations to all competitors!

And remember, mark July 2–10, 2013 on your calendar for the World Skills Competition in Leipzig, Germany and let's cheer on Jayden and Bo from Yorkton, Saskatchewan, Canada!



Bo (left) and Jayden at the World Skills Americas
Photos courtesy of <http://www.facebook.com/yrhsrobotics>

Blue Seal

The Blue Seal Program is Achievements in Business Competencies.

It is common to Saskatchewan and Alberta and has three goals:

- encourage journeypersons to continue to learn after they have achieved journeyperson status
- encourage journeypersons to gain business skills
- encourage entrepreneurship

To receive the Blue Seal certificate you must have earned a journeyperson certificate in a trade designated in Saskatchewan and provide proof of completion of either:

- an approved program of training resulting in a diploma or certificate (Option 1) ; or
- completion of at least 150 credit hours in approved areas of study (Option 2).

An applicant must supply a copy of their journeyperson certificate and all transcripts and certificates for the business courses. The application form (Form 10) and fee (\$50) must be included.

For approved programs and areas of study, to download the application form and read more information, please see: www.saskapprenticeship.ca/blue-seal-program/



NEWS BITES

At the SATCC

All About Apprenticeship Contest

The SATCC is launching a social media contest on Feb. 4!

The contest is open to all Saskatchewan residents. Every Monday for eight weeks, a question about apprenticeship will be posted to Facebook and Twitter. Contestants will be asked to provide the answer through a link. All answers can be found by researching www.saskapprenticeship.ca.

Anyone who answers all eight questions correctly will be entered into a draw for an Apple iPad mini.

Sask Chamber of Commerce Webinar

Are you a business that would like to learn more about the Saskatchewan Apprenticeship and Trade Certification Commission?

SATCC CEO Jeff Ritter will be presenting to the members of the Saskatchewan Chamber of Commerce and other interested parties on Wednesday, February 6th through a Webinar format. The presentation is titled "Ticket to Success."

For more information or to register, see: <http://ow.ly/gYxrf>

NATIONALLY

Benefits of Hiring an Apprentice

The Canadian Apprenticeship Forum (CAF) recently surveyed 1,000 employers in 21 trades across Canada. Many of those with an apprenticeship program considered it a key to their success. The top benefit is it ensures a sustainable supply of skilled workers trained to their needs. Research shows other benefits include:

1. Makes them more productive
2. Improves product quality
3. Enhances the skills of all staff
4. Improves health and safety
5. Reduces employee turnover and costs
6. Provides a competitive edge
7. Increases profitability
9. Is an important part of planning for the future

Standing Committee

The Standing Committee on Human Resources, Skills and Social Development and the Status on Persons with Disabilities has invited provincial representatives of apprenticeship to answer questions for a study on economic opportunities for young apprentices.

SATCC CEO Jeff Ritter will present to the Committee through video conferencing on January 31st. The Committee is looking at strengthening the value of apprenticeship and ways the federal government can contribute to careers in the skilled trades.

RED SEAL

Helmets to Hardhats

Helmets to Hardhats (H2H) Canada is a non-profit service which provides Canadian veterans with career opportunities in the construction sector. It is a program designed to provide Canadian veterans with career opportunities in the construction sector.

The partnership between Canada's Building Trades Unions, their many employers across Canada, and government stakeholders is an online service where eligible veterans can be connected with apprenticeship training and employment opportunities.

All military personnel are eligible; and those who were trained in the trades in their military career (similar to civilian trades requirements) may have their military trades training recognized.

Interested candidates and employers can learn more at helmetstohardhats.ca

CCDA Strategic Directions

The Canadian Council of Directors of Apprenticeship have released the CCDA Strategic Directions 2013-2016, which is focused on Standards and Assessments, Harmonization, Promotion, and Engagement.

More information can be found at www.red-seal.ca

Strategic Plan 2012-2017

The Commission Board of Directors have released the SATCC Strategic Plan for 2012-2017. The plan follows the vision and mandate of the SATCC while looking to the future and the best ways to grow the skilled trades.

The plan can be viewed on the SATCC website [here](#).

The main strategies of the plan are as follows:

Strategy #1: Training - Increase the number of individuals successfully moving through the apprenticeship system.

Strategic goals:

1. More apprentices will progress through the system in a normal, appropriate time frame.
2. 65% of all registered apprentices receive technical training annually.
3. New training delivery methods will be established.
4. Better utilization of training facilities will be pursued.
5. An inventory of training resources will be established.
6. There will be increased participation in the apprenticeship model of training.

Strategy #2: Advocacy - Increase the effectiveness of our relationship with government, industry, public, trainers (both in institutions and workplaces), and under-represented groups (especially women, First Nations and Métis, and newcomers).

Strategic goals:

1. Achieve and maintain effective relationships with government.
2. Achieve higher completion rates.
3. Achieve an improved level of fiscally responsible training.
4. Achieve higher registration and completion rates among under-represented groups.

Strategy #3: Funding - Secure sustainable funding from government, stakeholders and

apprentices, adequate to support the labour market's training needs.

Strategic goal:

1. Achieve a balanced SATCC budget that meets labour market demands and delivers SATCC strategies.

Strategy #4: Industry Needs - Identify short-term and long-term industry needs for training, apprenticeship numbers and skills.

Strategic goals:

1. Develop and manage an inventory of industry needs.
2. Achieve a high level of participation by stakeholders in assembling and maintaining the inventory.

Strategy #5: Efficiency - Enhance SATCC's operational efficiency to meet stakeholder needs.

Strategic goals:

1. Fully implement the finalized recommendations from the current continuous business improvement initiative, including its ongoing application.
2. Acquire resources to launch and complete a comprehensive IT upgrade.



BOARD OF DIRECTORS

As of January 31, 2013:

Commission Board Chairperson

Garry Kot

Commission Board Vice-Chairperson

Doug Christie

Agriculture, Tourism & Service Sector

Teresa Hards - Employee

Linda Turta - Employer

Construction Sector

Gregory Gaudet - Employee

Troy Knipple - Employee

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Other

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

Leonard Manitoken - First Nations

Brett Vandale - Metis

Frank Burnouf - Northern Saskatchewan

Brent Waldo - SIAST

David Boehm - Ministry of Advanced Education

Rupen Pandya - Ministry of the Economy

Gord Heidl - Ministry of Education

SYA Industry Sponsors

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



Allan Construction

Alliance Energy

All-Rite Plumbing and Heating Ltd.

Breck Scaffold Solutions (2009)

CAF-FCA Conference

Canada West Equipment Dealers Association

Christie Mechanical Ltd.

EECOL Electric

General Contractors Association of Saskatchewan Inc.

GESCAN Division of Sonepar Canada Inc.

Husky Energy Ltd.

K+S Potash Canada GP

Korpan Tractor and Parts

Merit Contractors Association Inc.

Moose Jaw Construction Association

Mosaic Canada ULC

Pagnotta Industries Inc.

PCL Construction Management Inc.

Peak Mechanical Partnership

Potash Corporation of Saskatchewan Inc.

Prairie Mines & Royalty Ltd.

Prince Albert Construction Association

Pro-Western Mechanical Ltd.

RNF Ventures Ltd.

Saskatchewan Construction Association

Saskatchewan Provincial Building Trades &
Construction Trades Council

Sheet Metal Workers Local 296 Saskatchewan

Sun Electric (1975) Ltd.

The Taylor Automotive Group

Thyssen Mining Construction of Canada Ltd.

United Association of Plumbers & Pipefitters
Local #179

Wallace Construction Specialties Ltd.

Westridge Construction Ltd.

W. Hunter Electric (2005) Ltd.

Yara Belle Plaine Inc.

Questions? Comments? Suggestions?

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

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

SASKATCHEWAN YOUTH APPRENTICESHIP INDUSTRY SCHOLARSHIP PROGRAM

The Story of... Quinn Ellsworth & Alliance Energy

Quinn Ellsworth could always see himself building a career in the trades. Through completing the Saskatchewan Youth Apprenticeship program, he realized his path was wired in electricity. He received the “Driven by a Passion to be the Best Scholarship” donated by GESCAN Division of Sonepar Canada Inc. at his Grade 12 graduation and knew the circuit was complete.

“I bought all my tools in school. They’re really expensive. So when you’re first starting out and broke, it’s hard. The scholarship definitely helped,” said Quinn.

He is now working at Alliance Energy, a sponsor of the SYA Industry Scholarships and a client of Gescan (an electrical supply company). Quinn really feels he has found the right path.

“When I was working on the job (through SYA) I wasn’t getting paid but I loved what I was doing,” he said. “It’s not easy to finish the program, so it shows that you have applied yourself.

“When I put out my resume, employers jumped at the fact that I completed the SYA program and received a scholarship.”

Alliance Energy was the first company to call Quinn. Knowing that Alliance is a sponsor of the SYA Industry Scholarships, Quinn appreciated the support the company provides for apprentices.

“It’s cool to work for an employer who sponsored me. It’s nice to know,” said Quinn.

Alliance Energy was one of the first sponsors of the SYA Industry Scholarship program. Paul McLellan, CEO of Alliance Energy, feels that attracting youth is very good for the company and the industry, and that the scholarship is a method to actively recruit.



“We sponsor not just because it’s a really good cause – which it is,” said Paul. “But it also has a good return on investment and is beneficial for our company. It’s an awareness program that gives us as industry a voice in apprenticeship attraction and awareness.”

There are direct benefits to sponsor, including the ability to network, meet youth directly, and give back to the industry. It also creates a lasting legacy. Many organizations have chosen to name scholarships after the company or a key individual. Alliance named scholarships after J.W. (Bud) McLellan and Tom Leverick, who helped grow the company to what it is today.

“The biggest benefit is the fact that our industries have to attract the brightest and the best.”

- Paul McLellan

“If we expect guidance counsellors and parents to advise youth to promote our industry, then we better too,” said Paul. “This gives them a reason to tell students that there are scholarships available and that the skilled trades are a good living.”

When Alliance hires electricians, one of the things they look for are people who have completed the SYA program and in particular have received a scholarship – people such Quinn.

“How much does it cost you to promote hiring someone?” said Paul. “This is a natural way of doing it. It is about promoting our industry to youth and to guidance counsellors. They look at these and say, OK, this is a great opportunity.”

Partners:

Saskatchewan
Apprenticeship and
Trade Certification
Commission
(SATCC)

Government of
Saskatchewan

Industry Partners

For more information
please contact us
or see the SYA
Industry Scholarship
brochure.

Donate!

Contact us:

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