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## Gino Santoro

“Don’t be afraid of change or underestimate yourself; rather, set goals and look for challenges.” These are the words of advice of 33-year-old Gino Santoro, a successful Saskatoon Sprinkler Systems Installer (SSI) and budding entrepreneur.

Coming from a family of tradespeople – including a bricklayer, carpenter and industrial instrument technician – Gino saw their achievements and had his sights set on becoming a plumber, running his own business. He indentured into the trade when he was 23

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## From the desk of

# JEFF RITTER



### Hiring an apprentice is good business.

We know employers are busy. We know you have deliverables and a bottom line to consider, and we know training an apprentice can seem like just one more thing to do on a very long list. But what we also know is that apprenticeship actually helps you achieve your goals.

How so, you may ask? I'm happy to share.

Hiring an apprentice means a better return on your investment. For a few years now we have been communicating the message that for every \$1 an employer invests in an apprentice, the average return is \$1.47. This number was generated from a study the Canadian Apprenticeship Forum conducted with employers across 21 trades. Let's take a second and really think about that statistic and what it means.

The revenue generated by an apprentice and the work he or she does exceeds the total training costs of that apprentice. The net benefit of an apprentice in training increases each year over the course of the apprenticeship, which is typically four years, but varies by trade. By training your own apprentice, you are making a long term investment in your company.

Hiring an apprentice is less expensive than hiring from abroad if you are growing your labour force. The cost of hiring a temporary foreign worker can be anywhere between \$5,000 to \$20,000 per person.

Compare that to hiring an apprentice, who will generate a net return of almost 50% by the second year of his or her apprenticeship. Costs are low to hire an apprentice – a small registration fee, the training time on the job, and a short time away while in technical training.

Hiring an apprentice means productivity and fewer mistakes. Loyal employers of apprenticeship prefer to hire new apprentices, so they can train them from the beginning rather than re-train workers with bad habits.

Apprentices are loyal to the company who train them, which increases retention. Apprenticeship within an organization also creates a sustainable workforce cycle, with the senior employee passing on knowledge to the apprentice. This also engages the journeyman on the job in a new, exciting way.

Credits and grants make hiring an apprentice more affordable. There are many available tax credits and other tax breaks, in addition to government grants for both apprentices and employers.

If your barrier is that you do not have any or enough journeymen, consider encouraging experienced tradespeople to challenge the journeyman exam. The Red Seal website has many supports in place to help prepare a person to challenge a Red Seal journeyman exam. Achieving the credential provides the skilled tradesperson with recognition of his or her efforts and the ability to train the next generation.

If you have questions, we are happy to help. Check out our recently re-designed employer page at [www.saskapprenticeship.ca/employers](http://www.saskapprenticeship.ca/employers).

# Gino Santoro

continued...



Gino Santoro (right) with Prime Minister Stephen Harper and SSI apprentice Adam Reese.

years old but was laid off following a work slowdown after only six months on the job. Not wanting to let that stop him, he followed the local union's suggestion to check out the Sprinkler Systems Installer (SSI) trade.

"I knew of the popular trades but I really didn't know anything about this trade at all. However, I made a few inquiries and was offered a job shortly after – with a raise!" Gino indentured, completed his journeyman certification by age 27, and never looked back.

"I worked as an SSI for a Saskatoon contractor for a few years, continually learning and upgrading my skills and knowledge. One of the many courses was a 40-hour 'train the trainer' program to be a sprinkler systems inspector and

to teach others. Not long after though, another door opened for me. The University of Saskatchewan (UofS) was looking to hire their own SSI to assist in maintenance of their 45 buildings. I applied and fortunately I got the job."

This position provided Gino with experience on a wide array of fire protection systems, from basic fire hose systems in old buildings to complex automatic, pre-action systems in new buildings, such as the new Health Sciences Building, where the sprinkler system is inter-connected with the smoke detectors.

"My job is diverse in that it could involve some designing, installing, maintaining, renovating and/or testing all of their systems, he said. "Not only do I enjoy the

independence I have working in this trade, but also the mechanical skills and problem solving challenges. In addition, I truly respect the critical nature of my work in that there is absolutely no sacrificing good quality when it comes to saving lives and property; top quality is a must, everyday. I believe that educating people about the benefits of fire protection is also an important aspect of my trade. Really, I'm a sprinkler geek!"

Gino recently embarked on the education aspect when he committed to including a try-a-trade booth at a recent UofS 'bring your grade nine to work day.' "I wanted my trade to have a presence at the fair so I designed a working sprinkler spray booth out of clear plexi-glass and sheet metal. Then I started a fire in the booth, which set off the sprinkler system and extinguished the fire. It was a big hit and kids were amazed. I was excited with my creation and the effect it had. And, as it so happened, so too was the local fire department who happened to be at the fair also. They asked me to show it for fire prevention week in October 2014 so I set it up there too and volunteered to be there. It was such a big hit there, that Global TV News ran a news story on it."

(To view the TV clip, click here: <http://globalnews.ca/video/1600342/national-fire-prevention-week-in-saskatoon>).

## Gino Santoro<sup>continued</sup>

Gino said his second most memorable experience on the job was when he and his apprentice, Adam Reese, met Prime Minister Stephen Harper when working at the Bessborough Hotel.

With a wife, a young family and a busy job, what does Gino do in his spare time? "First of all, I really value spending time with my family after work. But I'm a firm believer that everyone needs to set goals, and one of mine has always been to run my own business. Since there are not many sprinkler systems companies in Saskatoon, I decided to open a small sprinkler systems business, with my long range goal to grow it at a manageable pace, given my family circumstances and my job at the UofS. I opened 'Santoro Fire Protection Inc.' in 2012. I work when time permits – evenings, weekends or days off. My largest project to date was installing a sprinkler system into a new 24 suite condo unit with a parkade. I was a bit intimidated with the magnitude of project at first, but worked at it little by little, and never compromised on quality. I'm pleased to say that I managed to keep ahead of the other building contractors and the project was a success. I hope to make a good name for my new business in the coming years."

"My short-term goals, while my kids are still young, are to continue working at the UofS, and on my business when time permits. I also want to continue educating people on the value of fire protection."

Gino carries his passion into the SSI Trade Board, as well as into the Curriculum and Examination Development Board. "I really like sitting on these two trade boards as it also keeps me learning and up-to-date on the trade. Building codes change every three years so updating, reading, learning more efficient ways of doing things, and discovering new products are all critical aspects of this trade that interest me. Networking with other SSI professionals across the country is great too!"

Having once been an apprentice who struggled with math and science, to now a successful journeyman and a promising entrepreneur, what advice does Gino have for employers/mentors and youth?

"First of all, apprenticeship is a work-based system, so I firmly believe that employers really need to remember where they came from because we've all been at the bottom of the learning scale. I certainly was. It's a small

investment to train apprentices and to train them properly. In fact, if you help train quality workers it will pay for generations to come. Having quality workers is priceless. Tutoring, determination and hard work helped me make it through. As a matter of fact, I ended up being near the top of my class in all levels!

Mentors of apprentices must remember something else – take input from your apprentice, and be patient because people learn at different rates and you need to deal with them differently. I believe you can learn something from everyone."

"Second, I advise youth to take chances in your life and in your career. Don't be afraid of challenges or changes because there is always learning and potential opportunity that comes along with it. Slow down and work through your problems so that you can do quality work. Work hard and make a good name for yourself. And, above all else, never, ever compromise your work ethic!"



Gino designed an automatic fire sprinkler system display booth.

# Skilled Trades and Technologies Week



Saskatchewan was encouraged to explore and discover the opportunities in the skilled trades and technologies from November 3 to 9, 2014.

The seven days were declared Skilled Trades and Technologies Week in Saskatchewan, in celebration with the rest of the country.

Careers in skilled trades and technologies provide many opportunities for Saskatchewan youth. This week provided a look into the rewarding career options available and encouraged students throughout the province to take part in a variety of activities.

“The need for skilled workers has never been greater, and opportunities for young people in these careers are better than ever before,” Minister responsible for Immigration, Jobs, Skills and Training Jeremy Harrison said. “Skilled Trades and Technologies Week provides the opportunity to highlight the multiple and varied career paths for young people, and to thank Saskatchewan’s skilled tradespeople for the excellent work they do to keep our economy strong.”

A press event, which included demonstrations, was held on Thursday, November 6th at the Saskatoon Trades and Skills Centre. The event highlighted the activities that took place throughout the week, and the importance of skilled trades and technologies.



High school students and apprentices are encouraged to register for the Skills Canada provincial competition, to be held April 16th and 17th, 2015, in Moose Jaw. Winners will qualify to participate in the Skills Canada national competition, held May 27-30th, 2015, in Saskatoon. High schools are invited to attend this national event to watch competitions and to participate in the try-a-trade exhibits.

For more information, please visit [www.skillscanadasask.com](http://www.skillscanadasask.com) or [www.saskapprenticeship.ca](http://www.saskapprenticeship.ca).



# 2014 Apprenticeship Awards



The 2013-14 Outstanding New Journeypersons, with Minister Jeremy Harrison (far left), SATCC CEO Jeff Ritter (second from right), and SATCC Board Chair Garry Kot (far right).

The fourteenth annual SATCC Apprenticeship Awards Ceremony and Banquet, held on October 24, 2014, celebrated 70 years of a successful apprenticeship and trade certification system in Saskatchewan, in addition to the exceptional accomplishments of the 2014 award winners.

This year, 36 new journeypersons were honoured for achieving the highest mark on their certification exam in their respective trades between July 1st, 2013, and June 30th, 2014.

"The new journeypersons should be very proud of their accomplishments," Commission Board of Directors Chair Garry Kot said. "Apprenticeship is a

system of training that has been proven throughout the world for thousands of years and in Saskatchewan for the past 70. Today, we continue to build upon a successful foundation."

Awards in specific categories were also presented to those with outstanding achievements. The George Pellerin Memorial Scholarship was presented to Electrician Jeff Arguin for the highest mark in all trades. The Commission Board of Directors Scholarship was awarded to Motor Vehicle Body Repairer Ty Rettman, the highest achieving Aboriginal person. The Bruce Pearce Scholarship was awarded to Pumber Rheagan Weise, who completed a program at the Regina Trades and Skills Centre and entered into apprenticeship. Boilermaker Candice Long was awarded the Wendy Davis Memorial Scholarship for top female in a non-traditional trade.

In addition, the Artisan Award was presented to Paul Turner

of the Welder Trade Board, for demonstrating exceptional contributions to the apprenticeship system as a whole.

Other award winners included Skills Canada Saskatchewan apprentice gold medalists, and the Outstanding Technical Training Team from Saskatchewan Polytechnic for their work on the Carpenter Hybrid Apprenticeship Project. Industry associations also recognized recipients with industry awards.

"Saskatchewan's apprenticeship system is one of the strongest in Canada, and a powerful tool in addressing the labour force challenges we are facing," Minister of Immigration, Jobs, Skills and Training Jeremy Harrison said. "Thanks to the hard work of the SATCC, and the many teachers, mentors and employers involved in the apprenticeship process, journeypersons have the skills and training needed to help keep Saskatchewan's economy strong."

Read more [here](#).



# SYA Scholarship Sponsors of 2013-2014

Saskatchewan youth are motivated to enter into the skilled trades due to the many rewarding career options available to them and can be supported by scholarships made possible by donations from industry and matching support from the Government of Saskatchewan.

Between April of 2013 and June of 2014, eight industry organizations donated a total of \$92,000 to the Saskatchewan Youth Apprenticeship (SYA) Industry Scholarship. This generous support provides opportunities for youth who have graduated from the SYA Program and enter into apprenticeship in one of the 49 designated trades and 20 subtrades.

“SYA Industry Scholarships encourage young people to enter the skilled trades and become apprentices,” Saskatchewan Apprenticeship Board Chair Garry Kot said. “Donating to the scholarship program is one of

many ways industry gives back to apprenticeship and trade certification and helps grow the next generation of skilled workers.”

Since the program was initiated in 2009 by the SATCC, the Saskatchewan Construction Association and industry partners, 42 organizations have donated \$622,000.

The Government of Saskatchewan, through the Saskatchewan Innovation and Opportunity Scholarship also contributes to the program through matching donations.

“Partnerships between government and industry are vital to the growth of Saskatchewan’s economy,” Minister responsible for Immigration, Jobs, Skills and Training Jeremy Harrison said. “Together, we are pleased to support youth as they enter into rewarding careers in the skilled trades.”

In 2013-14, Construction Labour Relations of Saskatchewan donated \$50,000. The Canada West Equipment Dealers Association contributed \$20,000 for their second donation. The Saskatchewan Construction Association raised an additional \$10,000 this year, bringing their total contributions to \$40,000.

The Canadian Welding Association – Regina Chapter, Ensign Energy Services, and Wright Construction each donated \$10,000 to the scholarships, while Aim Electric and Highlander Crane contributed \$1,000 each.

In 2014, 103 scholarships valued at \$1,000 each were awarded to eligible high school graduates who completed the SYA program. The SYA Program encourages high school students to explore career opportunities in the skilled trades by providing awareness, research and hands-on experience.

Employers and industry associations interested in contributing to the SYA Industry Scholarship Program are encouraged to contact the SATCC at 1-877-363-0536.



SATCC CEO Jeff Ritter presents plaques to Mark Cooper, President of SCA (left), and Tracy Lippai, President of the Canadian Welding Association - Regina Chapter.

# Cross-Cultural Strategies



As Canada's population becomes more diverse, cross-cultural apprentice mentoring can become a challenge. This challenge, however, can become an opportunity for growth.

Maureen Brown, founder and lead consultant of Diversity Trainers Plus, recently made a presentation on this topic through the Canadian Apprenticeship Forum. A summary of her presentation follows:

As Canada's birthrate continues to decline and the workforce is nearing retirement, Canada has turned to immigration to help replenish itself. In fact, without immigration, by 2031 Canada's population will go into decline. Immigration itself has changed. At this point in time, 80% of immigrants are from diverse races and cultures outside of Europe. In addition, Canadian-born visible minorities are also greatly increasing.

Mentorship is at the core of apprenticeship training. The mentor not only teaches the technical aspects of the jobs, but models behaviours, teaches trade tricks, and connects prior learning with expectations of the job.

Differences in culture that an employer needs to address include:

**Language.** Employers need to determine if they will provide additional assistance with English as an Additional Language.

**Religion.** This can create conflicts in different ways. Some religions require accommodations for prayers outside of breaks, and some require dress or headgear that could conflict. Employers need to address this up front to resolve conflict between employees.

**Educational backgrounds.** Immigrants are often educated

in different fields than those where they find jobs. In addition, an immigrant may have a journey person who is younger, or with more experiential education compared to formal training. This creates a new dynamic.

**Race.** People have assumptions. Employers should prepare both apprentices and journey persons, Canadian or immigrants. Often Canadians lack experience with racism; the journey person needs training on how to handle such situations.

**Culture.** Whether people are from outside of Canada or are born in Canada and learn culture from their families, everyone needs to understand and respect their own and one another's cultures and differences. In addition, people need to learn to socialize with those outside of their culture to increase cohesion in the workplace and create a team atmosphere.

**Expectations of work.** One example is a different perspective on methods. An immigrant may think, "We did it this way back home," while a Canadian may think, "This is how we do it in Canada." The journey person needs to be trained on how to combine the approaches in instruction, and how to help the mentee transition.

Overall, the multiple areas of diversity impact the journey person and apprentice relationship. In order to maximize the return on their investment, employers need to look at strategies to hire and train a diverse population. Maureen provided a few tips for employers to build competencies:

- Understand changing cultures. Acknowledge that this diversity exists, and educate management and employees.
- Provide journey persons and apprentices with diversity competence training.
- Put practices in place so everyone feels a sense of belonging and the whole workplace is onboard to become an inclusive organization.
- Treat diversity as a business/organizational asset. Draw together knowledge and expertise. Hold people accountable for inappropriate behaviours.
- There is no quick solution, but steps to creating a better workplace culture have many benefits, including employee recruitment, retention, and engagement.

# Canada Apprentice Loan

Economic Action Plan (EAP) 2014 announced the creation of the Canada Apprentice Loan (CAL), which will assist eligible apprentices with costs faced while attending periods of technical training. This program was implemented on January 2, 2015, and will assist at least 26,000 apprentices per year with over \$100 million in loans.

Although the number of registered apprentices and new registrations have been increasing steadily, the rate of successful completion of apprenticeship programs has been low. Apprenticeship stakeholders have identified a number of underlying reasons for these low completion rates, including the financial expenses of attending periods of technical training.

The CAL is expected to increase the supply of skilled journeypersons, with a positive impact on economic productivity, particularly in those sectors where there are shortages of skilled tradespersons. The CAL may also foster standardization of apprenticeship certification across provinces and hence facilitate labour mobility.

Apprentices registered in an apprenticeship program in a Red Seal trade will be able to apply for an interest-free loan of up to \$4,000 per period of block release technical training, up to a maximum of five times.

## How to Apply

Apprentices can apply online, or complete and mail the paper application to the Canadian Apprentice Loan Service Centre

(CALSC), who is administering the CAL. Both applications are available at [www.canada.ca](http://www.canada.ca).

Application deadlines are no earlier than 90 days before the apprentice starts technical training, and no later than the last day the apprentice is enrolled in technical training.

## Confirmation of Enrolment and Disbursement

The CALSC will confirm eligibility of the apprentice prior to disbursement. Apprentices receive only one disbursement per technical training period. The amount is determined by the application (without a needs assessment), with a minimum of \$500 and a maximum of \$4,000.

## Maintaining a CAL

Registered apprentices are not required to make payments on their loan(s) and no interest will accrue of they:

- Are returning to technical training and apply for and receive CAL funding;
- Have their ongoing registration confirmed by their provincial/territorial apprenticeship office, whether returning to technical training or not.

If an apprentice does not confirm that he/she is still a registered apprentice in a Red Seal trade apprenticeship program by the apprenticeship end date, interest will begin to accrue on the loan and repayment will begin six months after this date.

- The apprentice end date is 12 months following an apprentice's last funded technical training end date, or the date his/her confirmation of ongoing registration was last confirmed.

## Repayment

- Repayment of a CAL will begin when the apprentice:
- Has completed his/her Red Seal trade apprenticeship program;
- Is no longer registered in a Red Seal trade apprenticeship program;
- Did not confirm registration by the apprenticeship end date; or,
- Has reached the lifetime maximum of 6 years of interest-free status.

Interest will begin to accrue on the loan the day after the apprenticeship end date, however no payments are required for the first six months after the apprenticeship end date. Following that time, the borrower will be required to start making regular loan payments. Borrowers may choose between a variable (prime +2.5%) or fixed (prime +5%) interest rate.

Repayment assistance will be available through the Government of Canada for borrowers who experience financial difficulties repaying their CALs. Any repayment obligations pertaining to Canada Student Loans will also be considered in the assessment of eligibility for repayment assistance on CALs, so that borrowers are only required to pay what they can reasonably afford.

# Commission Board of Directors

## Wayne Worrall

Wayne Worrall was elected as an employee representative for the Construction Sector in 2014. His interest in the skilled trades started at an early age. Born and raised on a farm near Bethune, SK, he learned how to repair, build and weld at a young age and his interest continued to grow.

"I took a pre-employment welding course and started building fuel tankers. My interest then expanded to the Ironworker Structural trade, and I indentured with the Ironworkers Local 771 and obtained my Red Seal certification. Throughout this time, I maintained my welding skills through the Canadian Welding Bureau (CWB) with biennial testing and certification."

At Local 771, Wayne has been

Apprenticeship Training Coordinator, Executive Board Member, and Vice President. As the President since 2012, he continues to serve on the Ironworker Structural Trade Board, and the Curriculum and Examination Development Board as Chair.

"Over the years, I'm pleased to have been involved in significant changes in the Ironworker Structural trade. These have included updating curriculum to implement safety practices earlier to meet today's industry's standards; and changing the classroom portion of the technical training course from a 7-8-7 week period over three years to an 8-8-6 week period.

"I am looking forward to my role on the SATCC Commission Board as I want to continue providing input in all aspects of the trade. This will include harmonizing the curriculum so that



all apprentices across the country will learn the same components in each level of technical training. This will further improve apprentice mobility and successful completions."

"My role on the Commission Board will also enable me to ensure the growing needs and standards of industry are reflected in the curriculum so that apprentices are able to keep pace."

## Brian Marshall

Brian Marshall's interest in apprenticeship as a system of learning, combined with his education and experience in mining, led to his election as the employer representative in the production and maintenance sector on the Commission Board of Directors in 2014. He is interested in seeing more companies begin apprenticeship programs to further the lives of young people.

"I would like to see more apprenticeship programs, with more people registering as apprentices, and attracting more aboriginal people and women in predominately male trades," said Brian. "Being on the Board of Directors, I actually get a chance to do some of that."

Brian has been in the mining sector since 1979, when he completed a Diploma of Heavy Equipment Repair in Labrador. He then went back to school and completed a Diploma of Electronic

Engineering Technology, and then a Bachelor of Engineering from Lakehead University.

Following his education, Brian became a supervisor and then maintenance manager at the EKATI Diamond Mine in the Northwest Territories. There, he began an apprenticeship program that included trade demonstrations and recruitment in northern communities. The company would then hire the students directly out of high school, enabling them to apply to write their trade entrance exams. The company had about 40 aboriginal apprentices onsite at one time.

Following his time at the EKATI Diamond Mine, Brian and his wife moved to Saskatchewan, where he became the Director of Maintenance for the Potash Business Unit with the Mosaic Company, incorporating maintenance best practices in the potash mines. He then became the Director of Asset Strategies and Engineering at Mosaic's Esterhazy



mine site. Brian is now the General Manager of Mosaic's Colonsay mine near Saskatoon, where they will be setting up a formalized apprenticeship program in 2015.

"I've had a passion for apprenticeships for a long time, and getting them going for young people," said Brian. "We need to continue to target kids in high school, and encouraging them to go towards the trades."

# NEWS BITES

## at the SATCC Reg Changes - Exam Attempts

The four-attempt limit to challenge certification exams has now been removed. In situations where circumstances warrant, clients who exhaust their four attempts *may* be allowed an additional attempt at certification. The SATCC will assess each situation individually. Individuals must show training plans have been completed and there is a demonstrated reason why an additional attempt is warranted. This is not retroactive, but on a go-forward basis.

## Executive Director of Corporate Services

Saskatchewan Apprenticeship would like to welcome Shaun Augustin to the team as the new Executive Director of Corporate Services. Shaun is a CMA and comes to the organization from Saskatchewan Gaming.

## PROVINCIALY

## SaskCareers Website

SaskCareers.ca, Saskatchewan new career development website,

officially launched in early December. The integrated site gives users a one-stop-shop to discover and explore career paths and learn about education and training opportunities in the province. The site is a joint effort between the Government of Saskatchewan and the Saskatoon Industry Education Council.

## Saskatchewan Polytechnic Reorganization

Congratulations to our technical training partner, Saskatchewan Polytechnic, formerly SIAST, on their new status as one of Canada's ten polytechnics. We look forward to a continued close working relationship.

## NATIONALLY Harmonization

The Canadian Council of Directors of Apprenticeship (CCDA) is currently involved in a project to substantively align apprenticeship systems across Canada by making apprenticeship training and certification requirements more consistent. Ten Red Seal trades have been identified for harmonization at this time. Currently, consultations are being held with stakeholders on training hours, training levels, and the sequencing of training.

The trades currently part of the harmonization plan include: Carpenter; Mobile Crane Operator;

Mobile Crane Operator (Hydraulic); Welder; Tower Crane operator; Heavy Duty Equipment Technician; Metal Fabricator (Fitter); Ironworker (Generalist); Ironworker (Structural/Ornamental); Ironworker (Reinforcing).

## CAF Research

On October 23rd, a group of apprenticeship stakeholders met in Ottawa to discuss opportunities to expand apprenticeship technical training beyond the familiar block-release model. The group spoke about how innovative approaches stand to overcome some of the barriers associated with block release and explored how alternative approaches should be evaluated for impact. The report can be found [here](#).

## Labour Mobility

The year of 2014 was the fifth anniversary of the amendments to the Labour Mobility Chapter (Chapter 7) of the Agreement on Internal Trade (AIT). These amendments created a new approach to labour mobility for certified workers in regulated occupations. The Labour Mobility Coordinating Group (LMCG), established by the Forum of Labour Market Ministers (FLMM), will continue to communicate with certified workers to help them understand the opportunities afforded by labour mobility. Future efforts will build on past successes that support the common goal of labour mobility for a strong and flexible Canadian workforce. Read more at [www.flmm-lmcg.org](http://www.flmm-lmcg.org).

# BOARD OF DIRECTORS

## As of December 1, 2014:

### Commission Board Chairperson

Garry Kot

### Commission Board Vice-Chairperson

Doug Christie

### Agriculture, Tourism & Service Sector

Joe Kleinsasser - Employer

Karen Zunti - Employee

### Construction Sector

Troy Knipple - Employee

Garry Kot - Employee

Wayne Worrall - Employee

Doug Christie - Employer

Rhonda Hipperson - Employer

Drew Tiefenbach - Employer

### Production and Maintenance Sector

Lorne Andersen - Employee

Brian Marshall - Employer

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### Other

Doug Mitchell - Persons with Disabilities

Leonard Manitoken - First Nations

Brett Vandale - Métis

Roxanne Ecker - Women in Trades

Frank Burnouf - Northern Saskatchewan

Terry Parker - Saskatchewan Polytechnic

Alastair MacFadden - Ministry of the Economy

Julie Lemire - Ministry of Education

## 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

All-Rite Plumbing and Heating Ltd.

Breck Scaffold Solutions (2009)

CAF-FCA Conference

Canada West Equipment Dealers Association

Canadian Welding Association - Regina Chapter

Christie Mechanical Ltd.

CLR Construction Labour Relations of Saskatchewan Inc.

EECOL Electric

Ensign Energy Service Inc.

General Contractors Association of Saskatchewan Inc.

GESCAN Division of Sonepar Canada Inc.

Highlander Crane

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

South Country Equipment

The Taylor Automotive Group

Thyssen Mining Construction of Canada Ltd.

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Wallace Construction Specialties Ltd.

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**Questions? Comments? Suggestions?**

Call (306) 787-0187 or email [julie.woldu@gov.sk.ca](mailto:julie.woldu@gov.sk.ca)

**Become a sponsor!** Email [julie.woldu@gov.sk.ca](mailto:julie.woldu@gov.sk.ca)