



## Information Bulletin

### Apprenticeship Training Overview

Saskatchewan continues to experience high demand for skilled trades people.

- The number of apprentices registered with the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) increased to approximately 8,900 as of March 31, 2009 from 5,436 as of June 30, 2005.
- From July 1, 2005 to March 31, 2009, 3,334 apprentices completed all requirements for trades certification, received their Certificates of Qualification and became journeypersons. Another 807 experienced tradespeople received journeyperson status through the trades certification process.
- The Commission is currently registering an average of 246 new apprentices every month. In the 2007-08 fiscal year, an additional 2,853 new apprentices registered with SATCC which is an increase of 18% over the new registrations for the previous year.
- In 2007-08, 3,800 apprentices attended technical training compared to 3,000 in 2005-06. In the 2008-09 training year, 4,700 apprenticeship technical training spaces are available for Saskatchewan apprentices.

### Planning Framework and Business Plan

On January 29, 2009, the SATCC conducted a strategic planning session to help set the direction for the Commission for the next three to five years. SATCC is currently developing a planning framework document which will incorporate the results of the strategic planning session for the next three fiscal years (2010-2012), as well as the 2009-2010 business plan.

### Construction Sector Council Mentoring Project

The SATCC is exploring an opportunity to partner with the Construction Sector Council and the Saskatchewan Construction Association to design and implement a Journeyperson Mentoring Program. Four Saskatchewan companies will be participating in a pilot mentoring project: Cardinal Construction, Coram, Westridge Construction and Alliance Energy.

### Saskatchewan Youth Apprenticeship Program

The Saskatchewan Youth Apprenticeship (SYA) Program raises awareness of apprenticeship among Saskatchewan high school students by helping young people discover career options in the skilled trades. By exploring the world of opportunities skilled trades can offer, the SYA enhances student career

development of Saskatchewan youth. Since it was first offered province-wide in the 2006-07 school term, interest in the SYA Program continues to grow. As of March 31, 2009, there were 200 schools and 4,022 students participating in the program.

Since the program's inception, 5,422 students in grades 10 – 12 have registered and a total of 1,046 students have received certificates. Of these, 106 have registered as Saskatchewan apprentices.

The Commission is currently surveying program stakeholders to gather information to build on the program's success and to lead to a stronger SYA Program which will be available to Saskatchewan high school students. The results of this survey will be presented to the Commission Board at its May 2009 meeting.

### **Innovative Training Delivery**

A new online Carpenter upgrading course has been implemented by the SATCC and the Saskatchewan Institute of Applied Science and Technology (SIAST) to help experienced Carpenters achieve journeyman status. The first intake was on September 1, 2008 and intakes are now continuous.

Eligible Carpenters who have been working in the trade but have not followed the apprenticeship training route can now upgrade their knowledge over the internet before challenging the interprovincial examination. Previously, Carpenter upgrading programs were

available only in a classroom-based model.

Given the increased number of upgrader applicants in Saskatchewan, industry has asked for online training delivery in several trades. With this option, tradespeople aren't required to leave their jobs or homes to attend a standard upgrading program at an institution. This initiative should enable more people to review their essential and technical skills and then challenge for journeyman status.

Online Electrician upgrading is currently under development.

Partsperson technical training for apprentices has been delivered online since 2004. The program is highly innovative and continues to respond to changes in industry and the requirements of online learners. Features of the online training include instructor assistance and online monitoring. Instructors also use multiple tools, including discussion boards and e-mail to help apprentices. The program is highly successful and apprentices are very satisfied.

### **Aboriginal Apprenticeship Initiatives**

The Aboriginal Apprenticeship Initiatives (AAI) started in 2002. The goal is to increase aboriginal access, participation and success in apprenticeship by delivering training and work experience close to First Nations communities where participants can continue to live

at home and have more supports during their training.

Since inception, the number of aboriginal workers registered as apprentices increased from 480 in June 30, 2002 to 1,282 in December 31, 2008. In the same six year period, 366 aboriginal apprentices received journeyman certification. Aboriginal apprentices now account for 14.7% of the total number of registered apprentices in Saskatchewan. The aboriginal representation in the general population is 14.9%.

The Commission released its annual call for AAI proposals in late March 2009 with a deadline for responses of May 30, 2009. The proposals received will be reviewed by the AAI Committee and will result in a list of proposals recommended to SATCC for approval.

### **Changes to Regulation**

Recent regulation changes include the designation of the new Esthetician trades, de-designation of four existing trades and renaming of two trades.

#### Designation of Trades

Esthetics (Skin Care Technician and Nail Technician) was designated as a trade as of January 15, 2009. Trade challengers will have the opportunity to write the Provincial Journeyman exam in May 2009. Both Skin Care Technician and Nail Technician will have practical examinations.

#### De-Designation of Trades

As of January 15, 2009, the following trades were de-designated:

- Concrete Finisher;
- Custom Harvester;
- Electronics Technician (CP); and
- Floorcovering Installer.

Saskatchewan was the interprovincial host for the Concrete Finisher trade. Prior to de-designation, Saskatchewan completed the re-development of the new item bank. Saskatchewan has now assumed responsibility for the Roofer item bank.

#### Proposed Regulation Change

Along with a robust Saskatchewan economy and excellent opportunities for the future, come challenges in the current provincial labour market. There are issues for apprenticeship training and certification related to companies and employers not having the capacity to take on new apprentices to address their labour market development needs. Skilled tradespeople are in short supply and the shortage is expected to continue for the foreseeable future. This is mainly because of the hot provincial economy, but the advanced average age of the skilled trades labour force and the demographic profile of Saskatchewan's population are also contributing factors.

In response to the needs of Saskatchewan industry, a pilot initiative excluding final level apprentices from journeyman to apprentice ratio calculations was approved by the

Commission Board and became effective through regulation in November 2007.

Feedback regarding the impact of this initiative was positive. The Commission then conducted a further review of journeyperson to apprentice ratios, involving a survey of industry as represented by Trade Board members. Based on the results of the survey completed in September 2008, recommendations were made by the Commission Board to relax the journeyperson to apprentice ratios in almost half of Saskatchewan's designated trades (most of the remainder had a journeyperson-to-apprentice ratio which was already more relaxed than 1:1).

Regulations to implement relaxed ratios are in currently in development. It is anticipated that the outcome will reinforce Saskatchewan's reputation as a Canadian leader in innovation and sensible solutions.

### **Regina and Saskatoon Trades and Skills Centres**

The SATCC signed a Memoranda of Understanding (MOU) with both the Regina and Saskatoon Trades and Skills Centres. These centres offer 'bridging' programming for youth and young adults in the Regina and Saskatoon areas. The programming is designed to help clients meet entry level employment requirements for immediate labour skills shortages, such as electronics assembler, plumber's assistant, masonry/bricklayer, culinary arts, framer and drywaller. The

Commission is represented on the Governance Boards of both centres and invests resources in the steering, programming and communications committees for both centres.

### **Rural Apprenticeship Technical Training Delivery**

The SATCC's mandate is to provide a relevant, accessible and responsive apprenticeship training and certification system to meet the needs of employers, apprentices, journeypersons and tradespersons.

To fulfill this mandate, the SATCC continues to explore options for the efficient and effective delivery of apprenticeship training. These options include:

- The expansion of online training programs;
- The use of mobile training labs; and
- The delivery of apprenticeship technical training in regional colleges where demand warrants and it is sustainable and logistically possible. One successful example is the Industrial Mechanic (Millwright) training delivered by Parkland College at Esterhazy for apprentices employed at Mosaic Potash, EMW Ltd. and Dynatec Ltd.

The SATCC recently completed provincial meetings with representatives from SIAST, the regional colleges, the Saskatchewan Indian Institute of Technologies (SIIT), the Dumont

Technical Institute and Saskatchewan industry representatives to assess training needs and examine various options for training.

## **Foreign Credential Recognition**

Enhancements to Saskatchewan's Immigrant Nominee Program (SINP) and building linkages with selected countries are expected to increase the number of newcomers to Saskatchewan. Forecasts indicate that, by the mid-century mark, Saskatchewan's population growth will mainly result from immigration.

The Commission is working to ensure the smooth transition of immigrant tradespersons to successful Canadian journeypersons. The Commission will certify tradespersons through its regular trade time assessment processes as well as through the recognition of foreign credentials.

Information sheets on how to get licensed in a regulated occupation were developed in conjunction with the Ministry of Advanced Education, Employment and Labour (AEEL) and are posted on the Commission's website at [www.saskapprenticeship.ca](http://www.saskapprenticeship.ca) under "Working in Saskatchewan."

The current focus for the SATCC has been on verifying work experience, detailed tasks and the types of experience acquired. Because of limited resources and the level of effort needed to collect information, the Commission is considering ways to be more expedient, such as having clients confirm their knowledge and skills through an examination and interview process.

The SATCC recently assisted SIAST's "Enhanced Foreign Credential Recognition" Program by visiting and assessing testing sites in the Philippines and Ukraine. This program equates locally-earned technical training credits to Saskatchewan equivalents.

## **Ongoing Development of National Examination Item Banks and Hosting Responsibilities**

The Commission's Program Development Officers provide ongoing support to Human Resources and Social Development Canada (HRSDC) and other provinces/territories to develop examination item banks. Upcoming workshops include Glazier and Cook.

Of the Red Seal examination item banks that Saskatchewan is responsible for, a number have been reviewed, edited and/or released:

- Mobile Crane Operator – released;
- Concrete Finisher – released;
- Agricultural Machinery Technician – awaiting final translation from peer review comments. The examination is currently with HRSDC;
- Hairstylist is in the renewal process. A National Occupational Analysis (NOA) workshop was held in September 2008. Item development is pending; and,
- After redeveloping the Concrete Finisher item bank and release of exams, Saskatchewan has transferred the trade to Manitoba. Roofer is now hosted by Saskatchewan.

## Apprenticeship Promotion

The SATCC has taken an active role in promoting the skilled trades to employers, youth, women and people of aboriginal ancestry. Campaigns have included participation in the very successful province-wide Rawlco Radio "Seeds of Success" campaign, newspaper supplements, links from key websites, special newspaper features and blitzes to employers based on sector and/or location.

In 2009, SATCC will celebrate the 10th year anniversary of its formation. This year is also the 65th anniversary of the enactment of the first apprenticeship legislation in Saskatchewan. SATCC will be highlighting these anniversaries along with recognizing the 50th anniversary of the first issuance of the Red Seal in Canada.

The SATCC will be using the logo below to recognize these anniversaries.



## New SATCC Commission Board Chair

At the January 28, 2009, Commission Board meeting, Garry Kot was elected as the new Commission Board Chair. Garry has served as a member on the SATCC Board for the past six years and as Vice-Chair for the last four years. Garry represents industry (employees) as the Business Manager for the Sheet Metal Workers International Association, Local 296 and is about to assume the role of International Representative for the Sheet Metal Workers International Association.

Doug Christie was also elected as the new Vice-Chair of the Commission Board. Doug is the owner of Christie Mechanical Ltd. and has served on the Board for four years as an employer representative for the construction sector.