

# Saskatchewan Apprenticeship and Trade Certification Apprenticeship and Commission Apprenticeship and Trade Certification Apprenticeship and Commission Appre in ACTION

### SPOTLIGHT ON APPRENTICESHIP SCHOLARSHIP WINNERS

The 2020 Apprenticeship Awards were celebrated virtually, rather than in-person, on December 4 due to COVID-19. Meet two of this year's scholarship recipients: Ryan Matte and Alisha Dalton.

Ryan Matte, from Yorkton, achieved three scholarships this year: the SATCC Outstanding New Journeyperson award for achieving the highest mark on the journeyperson certification exam in the Powerline Technician trade; the George Pellerin Memorial Scholarship for achieving the highest mark among all trades; and SaskPower's Outstanding New Journeyperson Award. Kudos to Matte!

"I was a Journeyperson Construction Electrician in 2015 and there was a shortage of work, so I decided to get more education and pursued the Powerline Technician trade," Matte said. "SaskPower gave me a call and I decided the opportunity was too good to pass up, and here I am in 2020 with another certificate. I also have certificates in horticulture and industrial mechanics too!"

"I learn best by doing hands-on work, not through reading or lectures. I also surround myself with good role models in the trades."

Matte enjoys the challenges and continuous learning that comes with a career in the skilled trades. Technology continues to change rapidly, which means he needs to learn new practices and procedures to ensure he's always performing his work safely and effectively. "There is always reason and purpose for what I do," he said, "even in the middle of winter when it is -40!"

One of his proudest moments on the job took place a couple of years ago. A massive hail storm blew through southern Saskatchewan, ripping down trees and causing power outages. Matte travelled to the outages with his colleagues, where they spent days restoring power;

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# From the desk of JEFF RITTER



#### **Dear Apprenticeship Partners:**

I want to start my first message of 2021 by reflecting on the end of 2020.

First, I want to thank our clients and stakeholders for your support and understanding as we navigated the unprecedented circumstances of COVID-19 this past year, and as we continue to face this pandemic in early 2021.

COVID-19 resulted in the cancellation of our 2020 Apprenticeship Awards, but I'm so glad we were able to celebrate this year's winners' accomplishments virtually through our website and social media channels. We announced the winners December 4, 2020 and in this issue of Apprenticeship in Action, we've profiled two scholarship recipients -Ryan Matte, Journeyperson Powerline Technician from Yorkton, and Alisha Dalton, Journeyperson Welder from Kindersley. Congratulations to both of you and all of the 2020 winners. Check out the award recipients on pages four to seven.

I am also excited to announce that the SATCC is getting ready to launch a new, client-facing IT system that will provide Saskatchewan apprentices and employers with faster, more efficient service. It will transform the way we serve our clients and we're excited to launch it this spring. It's called MyATC. Learn more about it on page eight. On November 26, 2020, the Commission Board approved the de-designation of three provincially designated trades: Pipeline Equipment Operator (and its endorsements); Pork Production Technician (and its endorsements); and Water Well Driller. There haven't been any apprentices in these trades for many years.

The Red Seal Harmonization of trades is currently in Phase 7, with Phase 8 just around the corner. Read about the trades affected by these phases on page 10.

The Rig Technician trade will also be de-designated as a Red Seal trade across Canada, effective June 30, 2021. The trade was approved for dedesignation nationally by the Canadian Council of Directors of Apprenticeship (CCDA) due to a lack of industry demand.

A proud moment for me, and all the SATCC staff: the SATCC has been awarded one of Saskatchewan's Top Employer awards for the third consecutive year. We are especially pleased with this award given the changes staff implemented to maintain quality client service to apprentices and employers amid the COVID-19 pandemic. Read more on page 11.

The call for nominations for the Saskatchewan Youth Apprenticeship (SYA) Industry Scholarship is out! SYA Champions have been asked to nominate an SYA participant who is graduating Grade 12 this year for one of the SYA Industry Scholarships. The deadline to submit is March 19, 2021.

Be sure to check out the News Bites section for a number of partner events including the Skills Canada Competitions and Saskatchewan Construction Week.

Until spring, take care and stay safe.

July Har

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### **Award Winners**

continued..

"I always take the approach of being the change I want to see."

### - Ryan Matte

he said it's "very rewarding" getting the power up and running again for residents after a major storm.

Matte's advice for young people is to explore as many career options as they can.

"Very few people can correctly define what they like until they try, and often find out what they don't like. And what you choose now may not necessarily be what you are doing for your entire career."

He also encourages youth to seek out mentors and teachers who push them to be the best version of themselves. Next, meet Alisha Dalton, Journeyperson Welder from Kindersley.

"My welding career was really something that just happened," admits Dalton. "In 2012, I was hired on at a small maintenance/ pipeline company where I spent the majority of my time there as a Welder's helper. On occasion, when I was allowed to weld, I definitely enjoyed it, and it seemed I had a real knack for it "

Dalton also has a passion for higher education and has also achieved a pressure ticket, certificates for leadership and safety management, a Welding Supervisor Steel Certificate, structural welding tickets, and was recently promoted to shop

foreman.

"I thought being a woman trying to pursue a career in a male dominated trade would be my biggest challenge, but I've had nothing but respect and support for the most part. Everyone seems to genuinely want you to succeed, as long as you are willing to learn and work hard."

To succeed, she emphasizes the importance of learning and practicing new tasks, and always performing your best work.

Her biggest challenge right now, she said, is finding the balance between work and family. She credits her spouse and family for supporting her, and enabling her to accomplish



her goal of becoming a journeyperson. She is also grateful for a supportive employer who allows her to tweak her schedule.

Clearly, Dalton's hard work has paid off. Not only did she achieve her journeyperson certification, she ranked the highest in the province for a female in a predominantly male trade. That achievement won her the Wendy Davis Memorial Scholarship.

Dalton recalls one of her most rewarding projects. "My most memorable project was a spiral staircase in someone's carpeted basement. The homeowner told me her deceased father had built it years ago, and it was special to her. We made some modifications, and fixed a few broken steps to ensure the safety.

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### ANNUAL APPRENTICESHIP AWARD WINNERS ANNOUNCED



The SATCC recognized the winners of the 20th annual Apprenticeship Awards on December 4, 2020.

The annual Apprenticeship Awards event recognizes a variety of apprenticeship stakeholders, including educators, apprentices and journeypersons, for significant achievements within the apprenticeship and certification system. The SATCC presents many of the awards; industry partners also issue their own scholarships and awards.

Typically, an in-person banquet is held in Regina to celebrate the honourees. However, this year's face-to-face event was cancelled due to COVID-19. Award winners were celebrated through a variety of platforms, including the SATCC's website and social media channels.

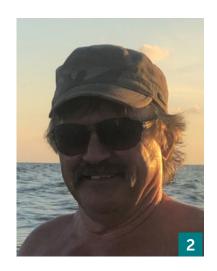
Every year, the Outstanding New Journeypersons comprise the largest cohort of award winners. Thirty-two certified tradespeople received the Outstanding New Journeyperson awards this year, which recognize the apprentices who achieved the highest marks on the journeyperson certification exams between July 1, 2019 and June 30, 2020.

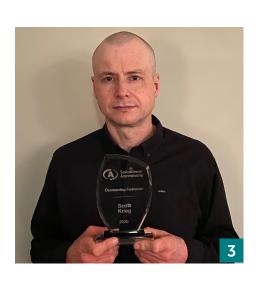
"On behalf of the SATCC, I'm proud to congratulate this year's Apprenticeship Award winners," SATCC Board Chair Drew Tiefenbach said. "While I'd love to shake hands and meet this year's winners face-to-face, I'm glad we're still able to celebrate their accomplishments virtually. These winners are integral to the success of Saskatchewan's apprenticeship system and they deserve to be recognized."

<u>Visit the SATCC Apprenticeship Awards website for the complete program and slideshow.</u>

See page 7 for photo captions.







### 2020 Apprenticeship Awards December 4, 2020

#### **Outstanding New Journeypersons**

31. Bryden Dubiel, Yorkton

32. Wyatt Given, Prince Albert

1. Travis Moore, Grand Coulee Agricultural Equipment Technician 2. Miranda Kusch, Denholm Auto Body and Collision Technician 3. Steven Nemish, MacDowall Automotive Service Technician 4. Aaron Waselick, Rosetown Boilermaker Boom Truck Operator 'A' 5. **Jolen Knittel**, Swift Current 6. Taylor Adams, Regina Bricklayer 7. **Troy Gervais**, Saskatoon Carpenter Construction Craft Labourer 8. Francisco Contreras, Saskatoon Construction Electrician 9. David McEwan, Tisdale 10. Jessica Skolrood, Saskatoon Cook Food and Beverage Person 11. Teresa Haupstein, Wawota 12. Karen Priebe, Herbert **Guest Services Representative** 13. Jayda Schultz, Prince Albert Hairstylist 14. Micheal McNeice, Assiniboia Heavy Duty Equipment Technician 15. **Dustin Porter**, Saltcoats Industrial Mechanic (Millwright) 16. Steven Domoslai, Regina Instrumentation and Control Technician Insulator (Heat and Frost) 17. Alexander Wight, Kenaston 18. Travis Turgeon, Regina Ironworker (Structural/Ornamental) Landscape Horticulturist 19. **Rafal Kajdas**, Saskatoon 20. Codi Smith, Regina Machinist 21. Byron Lenko, Weyburn Mobile Crane Operator 22. **Derrick Jesney**, Swift Current Parts Technician 23. Andrew Jackson, Regina Plumber 24. Ryan Matte, Yorkton Powerline Technician 25. **Alberto Friesen**, Rosetown Recreation Vehicle Service Technician 26. Joel Smith, Saskatoon Refrigeration and Air Conditioning Mechanic 27. Donna Cameron, Semans Scaffolder **Sheet Metal Worker** 28. **John Ouellette**, Kenaston 29. **Brennan Deck**, Lumsden Sprinkler Fitter 30. Derek Hildahl, Estevan Steamfitter-Pipefitter

Truck and Transport Mechanic

Welder



- Thomas-John King, Mayfair, Agricultural Equipment Technician, Scholarship for Journeypersons with Disabilities
- 2. Kelly Avery, (1957-2020), Estevan
- 3. Scott Krieg, Saskatoon, Outstanding Instructor, Welding, Saskatchewan Polytechnic
- 4. Bill Birns, Saskatchewan Youth Apprenticeship Champion, Balcarres/Indian Head/Greenall Schools, Prairie Valley School Division
- 5. Connie Allemand, Saskatchewan Youth Apprenticeship Champion, Shaunavon School
- 6. Michelle Hardy (along with Chris Stewart and Megan Unrau not in photo), Saskatchewan Youth Apprenticeship Champions, Saskatoon Industry Education Council
- 7. Terresa Janvier, Dene High School, Northern Lights School Division, Saskatchewan Youth Apprenticeship Champion
- 8. Travis Moore, Grand Coulee, Agricultural Equipment Technician
- 9. Troy Gervais, Saskatoon, Carpenter
- 10. Teresa Haupstein, Wawota, Food and Beverage Person
- 11. Karen Priebe, Herbert, Guest Services
- 12. Byron Lenko, Weyburn, Mobile Crane Operator
- 13. Codi Smith, Regina, Machinist
- 14. John Ouellette, Kenaston, Sheet Metal Worker
- 15. David McEwan, Tisdale, Construction Electrician
- 16. Rafal Kajdas, Saskatoon, Landscape Horticulturist
- 17. Bryden Dubiel, Yorkton, Truck and Transport Mechanic
- 18. Alberto Friesen, Rosetown, Recreation Vehicle Service Technician
- 19. Wyatt Given, Prince Albert, Welder



### **AWARD WINNERS - CON'T**

"Push through the hard times and work on your weaknesses and suddenly they've become your strengths!"

Alisha Dalton

It required a lot of weld blankets, and somebody on constant fire watch, but it was worth it to see how happy the homeowner was to keep the stairs."

Dalton has advice for youth. "I've had lots of girls say to me, 'Oh I could never do what you do.' The only real limitation is you. Don't ever be scared to pursue a trade. Listen carefully to every bit of information your mentors give you. Always watch what other experienced welders around you are doing, and ask questions. Learn what you can from everyone. Take school seriously and take detailed notes."

"That is not to say everyday at work is easy. But, you push through the hard times and work on your weaknesses and suddenly they've become your strengths!



### SATCC LAUNCHING NEW 'IT' SYSTEM THIS SPRING

The SATCC is getting ready to launch a new, client-facing IT system that will provide Saskatchewan apprentices and employers with faster, more efficient service. It will transform the way we serve our clients and we're excited to launch it. It's called MyATC.

Apprentices will be able to self-register for training and employers will be able to monitor and track their apprentices' training status. Rather than requesting information from SATCC staff members, clients will be able to access their information online when it's convenient for them.

The launch date is tentatively set for spring 2021.

Clients have been asking for the ability to self-serve and more easily access information. This system will meet that demand.

According to the SATCC's 2019 Employer and Apprentice Satisfaction Survey data, the majority of employer respondents would like to complete all services with the SATCC online and at least half of apprentice respondents would like to complete all services online.

Right now, the apprenticeship system in Saskatchewan is primarily a paper-based system. MyATC will modernize the SATCC's processes, allowing customers to register apprenticeship contracts, pay fees and tuition for technical training, update personal or business information, and submit trade time hours online.

With the introduction of this new system, the SATCC will strive to maintain the highest levels of service.

In 2019, 92 per cent of apprentices who responded to the SATCC's Satisfaction Survey agreed staff members are friendly and courteous, while 96 per cent of employer respondents agreed. Eighty-nine per cent of apprentices agreed that staff are helpful and 94 per cent of employers agreed.

The new IT system will provide faster, on-demand service, but the warm, personalized service that our staff members provide won't go away once the system is introduced. Our clients will still be able to call us, or walk into one of our offices, and we are still going to have staff members visiting employers.

Closer to launch, the SATCC will share more details with apprentices and employers regarding how to get set up in the new system.

If you have questions about MyATC, please contact Project Director Curtis Leung at 306-531-4903 or curtis.leung@gov.sk.ca.



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### THREE PROVINCIALLY DESIGNATED TRADES DE-DESIGNATED

- Pipeline Equipment Operator (and its endorsements)
- Pork Production Technician (and its endorsements)
- Water Well Driller

On November 25, 2020, the Commission Board approved the de-designation of three provincially designated trades: Pipeline Equipment Operator (and its endorsements); Pork Production Technician (and its endorsements); and Water Well Driller.

The SATCC is no longer accepting apprenticeship or trade qualifier applications for these trades.

The SATCC recommended these trades for de-designation due to the lack of industry demand for apprenticeship training and certification. There have not been any apprentices registered or journeyperson certification exams issued in these three trades for many years.

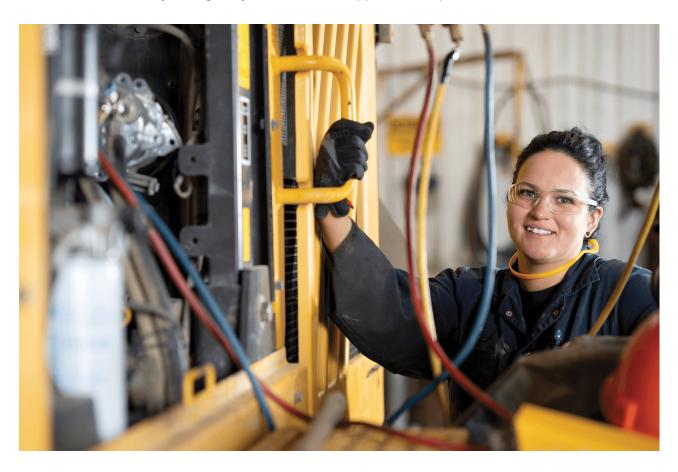
### The Apprenticeship and Trade Certification Act, 2019

bein;

Chapter A-22.3 of the Statutes of Saskatchewan, 2019 (effective May 11, 2020)

There are also no active trade boards for any of these trades, which makes creating necessary items like the Provincial Occupational Analysis and provincial journeyperson exam difficult.

Check out one of our latest Youtube videos below featuring success story, Dayna, Heavy Duty Equipment Technician, with the Ministry of Highways. <u>Watch more apprenticeship success stories</u>.



### HARMONIZATION UPDATE



Since 2015, the SATCC has participated in the harmonization of Red Seal trades. This initiative has been working with apprenticeship authorities, industry and training stakeholders from across Canada to achieve consensus on alignment of the trade name, total training hours (on-the-job and in-class training), number of training levels and the

sequencing framework for technical training content.

Currently, during the 2020-2021 development cycle, the harmonization efforts are focused on Phase 7. Industry continues to develop recommendations for harmonization of the following trades by September 2022:

- Cabinetmaker
- Lather (Interior Systems Mechanic)
- Recreation Vehicle Service Technician
- Construction Electrician (Review of Phase 2 implementation.)
- Industrial Electrician (Not designated in Saskatchewan -Review of Phase 2 implementation.)
- Metal Fabricator (Fitter) (Review of Phase 1 implementation.)

- Carpenter (Review of Phase 1 implementation.)
- Agricultural Equipment Technician (Review of Phase 2 implementation.)
- Mobile Crane Operator (Review of Phase 1 implementation.)

Looking ahead, the 2021-2022 development cycle will undertake Phase 8. Continued involvement from industry will be critical. Recommendations for harmonization are targeted for September 2023 in the following trades:

- Baker (Not designated in Saskatchewan)
- Heavy Duty Equipment Technician (Review of Phase 2 implementation.)
- Painter and Decorator
- Plumber (Review of Phase 2 implementation.)
- Steamfitter/Pipefitter (Review of Phase 2 implementation.)
- Transport Trailer Technician (Not designated in Saskatchewan)
- Truck and Transport Mechanic (Review of Phase 2 implementation.)

Harmonization is approximately 95 percent complete. <u>See</u> more information on Harmonization.

### RED SEAL RIG TECHNICIAN TRADE - DE-DESIGNATED JUNE 30, 2021

The Red Seal Rig Technician trade will be de-designated across Canada, effective June 30, 2021.

The trade was approved nationally for de-designation by the Canadian Council of Directors of Apprenticeship (CCDA) due to a lack of industry demand to continue supporting the trade.

The SATCC is working to ensure that Saskatchewan's current Rig Technician apprentices are aware of their certification options. All current Rig Tech apprentices will be contacted by the SATCC to give them the opportunity to develop a plan for certification before the de-designation deadline.

Effective immediately, the SATCC will no longer be accepting apprentice applications for the Rig Technician trade.

The SATCC is still accepting trade qualifier applications for the Rig Technician trade until May 30, 2021. Trade qualifiers can write the interprovincial journeyperson certification exam until June 30, 2021.



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### SATCC IS A SASKATCHEWAN TOP EMPLOYER FOR THIRD **CONSECUTIVE YEAR**



For the third year running, the SATCC has been recognized as one of Saskatchewan's Top Employers by Mediacorp Canada Inc.

"We're pleased to be recognized as one of Saskatchewan's Top Employers for the third year in a row." SATCC CEO Jeff Ritter said. "I'm proud to work SASKATCHEWAN'S for an organization where our TOP EMPLOYERS employees enjoy and take pride in the work they do."

Ritter's sentiments are echoed by SATCC staff members.

According to the SATCC's 2020 Employee Engagement Survey, 86 per cent of employees agreed with the statement: "I find my work fulfilling and I look forward to coming to work each day."

With the onset of the pandemic this past year and a shift towards working virtually, regular up-to-date communication among staff is a top priority. The SATCC maintains regular communications from senior leaders through bi-weekly stand-up meetings with all staff

and monthly internal newsletters, in addition to the annual all-staff meeting.

Employees feel supported in the work they do as well. The SATCC's employee engagement survey indicated that

90 per cent of employees agreed with the statement: "I have suppor at work to provide a high level of service."



"This past

year has presented a number of challenges, but our employees worked together to adapt so they can continue to provide quality customer service to our clients," said

Ritter.

The editors of Canada's Top 100 Employers rate organizations on a variety of factors including: physical workplace; work atmosphere; training and skills development, and community involvement. To see the full list of winners and review the editors' reasons for selection. visit ct100.ca/sk.

Mediacorp Canada Inc. oversees the Canada's Top 100 Employers competition (and affiliated

regional competitions) and operates the job search engine, Eluta.ca.

The SATCC administers Saskatchewan's apprenticeship and trade certification system.







## **NEWS BITES**

### satcc

### CALL FOR SYA INDUSTRY SCHOLARSHIPS NOMINATIONS

SYA Champions have been asked to nominate an SYA participant who is graduating Grade 12 this year for one of the SYA Industry Scholarships.

SYA Champions have until March 19, 2021 to submit their nominations. For more information, call Brent Hill at 306-787-2368.

In order to redeem the \$1,000 scholarship, students must pursue a career in the skilled trades—either by registering as an apprentice and successfully complete Level 1 technical training or by completing a pre-employment course within two years of graduation.

### provincially

#### SKILLS CANADA SASKATCHEWAN



Skills Canada Saskatchewan will be hosting virtually this year. Please note the important competition dates:

- February 1, 2021 Contest descriptions are posted at: www.skillscanadasask.com/
- **February 16, 2021** Registration opens at 8:00 a.m.
- April 2, 2021 Registration closes at 11:59 a.m.
- April 12-16, 2021 Final submission deadline (each event may vary)
- May 7, 2021 Winners announced: Skills Virtual Competition showcased "live" with awards ceremony (Hosted by vFairs virtual conference platform).

Watch <u>www.skillscanadasask.com/</u> for more information.

#### SASKATCHEWAN CONSTRUCTION WEEK

A virtual week-long celebration of the social and economic benefits that construction brings to the quality of life that Saskatchewan residents enjoy. Tentative dates are April 19-23, 2021. Watch the SCA website for details.



# nationally 2019 RED SEAL AWARD OF EXCELLENCE

Loreena Spilsted, former Chief Operating Officer of the

SATCC, was selected by the Canadian Council of Directors of Apprenticeship as the recipient of the 2019 Red Seal Award of Excellence. The award is given once every two years to one apprenticeship authority or training provider staff member who demonstrates inspiring leadership in the development of, and promotion of, apprenticeship and skilled trades certification.

As a Red Seal Industrial Electrician and Red Seal Construction Electrician with global expertise, Spilsted is a strong role model for youth and young women in the trades. She has demonstrated an outstanding commitment to supporting skilled trades and apprenticeship throughout her career by sharing her story at numerous speaking engagements, teaching apprentices, and providing one-on-one mentorship. Spilsted is currently the Chair of the Board of Directors for Skills Canada Saskatchewan and works as General Foreman of Maintenance Trades at the Co-op Refinery Complex.

#### NATIONAL CAF CONFERENCE

The National Apprenticeship Conference will be held virtually this year on February 22-23, 2021.

The 2020 conference will highlight initiatives, programs and strategies that help attract and retain top talent. This requires an understanding of how to breakdown the stigma associated with skilled trades careers and engage youth, underrepresented groups, parents and educators to actively promote apprenticeship as a first-choice career path. It must also include programs and tools that assess essential skills, social and emotional competencies and employability as well as flexible and innovative learning options. For more information, visit <a href="https://caf-fca.org/">https://caf-fca.org/</a>

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# BOARD OF DIRECTORS

### As of September 2020

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Commission Board Vice-Chairperson - **Jeff Sweet** 

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## Thank you SYA Industry Scholarship Sponsors

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

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