

# Apprenticeship in ACTION

## SPOTLIGHT ON SIEC - SYA CHAMPIONS

Michelle Hardy, Chris Stewart and Megan Unrau work at the Saskatoon Industry-Education Council (SIEC), an organization dedicated to connecting Saskatoon and area youth to career opportunities in the skilled trade and technology sectors.

For their dedication to promoting and delivering the Saskatchewan Youth Apprenticeship (SYA) program, the three SIEC staff members received SYA Champion Awards at the Saskatchewan Apprenticeship and Trade Certification Commission's (SATCC) 2020 Apprenticeship Awards.

Two of the programs these three are involved in are the Summer Youth Internship Program (SYIP) and Skills Boot Camp. Through the SYIP program, students work for six weeks in the skilled trades, earn a competitive salary, gain apprenticeship hours and earn high school credits. SYIP has been running for 17 years. With Skills Boot Camp, students attend five to 10 sessions where they learn about a particular career and practice different hands-on skills. The camp has been running for eight years.

In both programs, students work through the SYA challenges – they research a skilled trades career and interview a journey person, for instance. Participating in the SIEC programs benefits students because they get to experience what they like – and perhaps don't like – about a skilled trade, and they receive SYA benefits when they complete the program, should they register as an apprentice within five years of completion.

"At SIEC, we say that finding out what you do want to do is just as important as finding out what you don't want to do," said Hardy. "The SYA program helps in that process so students don't enter a field and spend time and money on something they don't want to pursue."

To obtain youth participants, SIEC works with Saskatoon school divisions and groups to encourage participation – Saskatoon Public, Greater

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*Photos taken prior to COVID-19.*



# From the desk of JEFF RITTER



## Dear Apprenticeship Partners:

I hope everyone is having a great start to the spring season.

To kick off this season's newsletter, we're shining a bright light on the good work of the Saskatoon Industry Education Council (SIEC). Staff members at SIEC won Saskatchewan Youth Apprenticeship (SYA) Champion Awards at our 2020 Apprenticeship Awards for their dedication to promoting the skilled trades; and their contributions to SYA. Read more in the profile. I am proud of the work these staff do to shape our next generation of skilled tradespeople. SIEC does a great job connecting young people with employers.

Another one of our 2020 Apprenticeship Award winners is Thomas-John King, an Agricultural Equipment Technician from Mayfair, Saskatchewan. King was awarded the Scholarship for Journeypersons with Disabilities. King was diagnosed with dyslexia and a hearing impairment. His work ethic and determination enabled him to overcome challenges until he achieved his journeyperson certification. Read more on [page six](#).

One of the programs the SATCC is incredibly proud of is the Indigenous Apprenticeship Initiative (IAI) program. Every year, the SATCC funds a variety of projects that support Indigenous people interested in pursuing careers in the skilled trades. The deadline for organizations to apply for 2021-22 funding is May 28, 2021. Learn how organizations can apply on [page four](#).

The SATCC is excited to announce that in 2021-22 we will launch MyATC – a new self-service system that will provide you with faster and more efficient service. MyATC will completely transform the way we do business. Read more about it on [page five](#).

Apprentices, post-secondary students and high school students from across the province showcased their skills at the recent virtual Skills Canada Saskatchewan Competition held April 12-16, 2021. Skills Canada Saskatchewan hosted a virtual medal ceremony to recognize the winners on Friday, May 7. Read more on [page seven](#).

The 2021 Apprenticeship Awards are scheduled for Friday, November 5, 2021 and we are already seeking nominations for the Employer and Instructor Awards. The nomination deadline is August 31, 2021. All the details can be found on [page eight](#). Visit our [Awards webpage](#) for the forms.

On behalf of the SATCC and the Commission Board, I would like to thank Board member Jessica Baldwin for her work and dedication over the last three years as our Women in Trades representative. She will be leaving the Board shortly, and her replacement will be announced in the next newsletter.

Finally, make sure you take a minute to scan the News Bites on [page 10](#) for information and announcements you don't want to miss.

Until the next edition of *Apprenticeship in Action*, have a safe and happy summer.



# SIEC SYA Champs

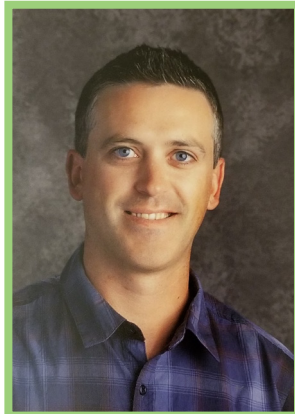
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*"Our (SIEC) programs offer a unique opportunity that high schools do not have the capacity to offer."*  
- Chris Stewart

Saskatoon Catholic, Prairie Spirit School Division and the Saskatoon Tribal Council. These partnerships help them connect with students interested in skilled trade careers. SIEC also represents employers in the construction, tourism, manufacturing and automotive sectors.

"Our programs offer a unique opportunity that high schools don't have the capacity to offer – to allow students a chance to have hands-on learning and the opportunity to experience life in a career they are interested in," said Stewart. "This is the most beneficial way for a student to figure out what they want to do or don't want to do with their lives after high school. It gives them clarity to their choices."

Unrau recalled a shy student interested in eventually becoming a Cook. "Kennedi Chantler attended our culinary boot camp and that confirmed this was indeed an area of interest to her. Kennedi went on to be nominated for the \$1,000 SYA Industry Scholarship, and then went on to crush the training which entitled her to receive the \$1,000. She is working in the industry and loving it. She also helps teach our boot camp program now, and shares her story to help validate students who are just like her."



Left: Chris Stewart  
Top: Michelle Hardy  
Bottom: Megan Unrau



"Employers want a good employee," said Hardy. "They want a student who wants to learn, and we tell employers that the students completing SYA help achieve that. When a student they have hired wins the SYA scholarship, or is recognized for their work with SYA, it brings a sense of pride for that employer and helps them recognize that programs like this are beneficial."



"I truly believe in the benefits of the SYA program because not only does it foster exploration of the many exciting careers in the skilled trades, it also encourages students to develop an understanding of their potential," said Hardy.

"Thinking back to when I was a high school student, there was nothing like our

"When I talk to students about completing the SYA program, I can find no reason for them not to do it. Tie it in with our SYIP or boot camp program and all youth should be taking advantage of this," said Unrau.

The SYA program benefits students by providing a head start on career planning, as well as a record of

achievement for resumes and career portfolios. Students who complete the program receive 300 trade time hours, and their apprenticeship registration fee and Level 1 technical training tuition are waived.

In addition, SYA Industry Scholarships are awarded every year to selected, eligible high school students graduating Grade 12 who have completed SYA and will be pursuing a career in the skilled trades.

SYIP program," Stewart said. "It's exciting to be able to offer students something that almost seems too good to be true: an internship doing real world trades work for good money, high school credit, and the SYA bonuses that give them a giant head start in a career in any trade."

[continued on page 9](#)

# INDIGENOUS APPRENTICESHIP INITIATIVE

## Indigenous Apprenticeship Initiative Program Currently Accepting Proposals

The SATCC oversees and administers the Indigenous Apprenticeship Initiative (IAI) program, which is currently accepting funding proposals for 2021-22 until May 28, 2021.

The program funds initiatives that support Indigenous people interested in pursuing careers in the skilled trades. Past funded projects include apprenticeship and pre-employment training delivered within or nearby First Nation communities; job coaching and mentoring; and exploratory courses aimed at high school students.

"Projects funded through IAI promote the recruitment of Indigenous people into apprenticeship and the skilled trades," SATCC Director of Innovation and Inclusion Chris Stubbs said. "These initiatives are unique partnerships that benefit both participants and their communities."

Applicants must describe the project, list potential employers in the area, and outline how the training will support participants' eventual achievement of journey person status. All submissions are reviewed by an IAI Selection Committee comprised of representatives from industry, training providers and the SATCC.

Since its inception in 2004, the SATCC has invested nearly \$7 million into 129 projects as of June 30, 2020. In a typical year, the SATCC invests approximately \$400,000 into a variety of projects aimed at engaging Indigenous people in apprenticeship and the skilled trades.

"One recent IAI project saw participants build a 350-square-foot tiny home," Stubbs said. "This particular project was a partnership between Parkland College; the Yorkton Tribal Council and Cote First Nation. Students learned a variety of skills and the home was provided to a community elder."

At the end of the SATCC's 2019-20 fiscal year, Indigenous apprentices made up 17.7 per cent of Saskatchewan's apprenticeship population. According to data from the 2016 Census, 15.5 per cent of Saskatchewan's working-age population, aged 15-64, self-identifies as Indigenous.

"There is strong Indigenous representation within Saskatchewan's apprenticeship system and the Indigenous Apprenticeship Initiative helps ensure this continues," Stubbs said.

Those interested in submitting a proposal for IAI can call 306-787-2439 for more information or visit [saskapprenticeship.ca/indigenous-apprenticeship](https://saskapprenticeship.ca/indigenous-apprenticeship) for a copy of the proposal.

The Indigenous  
Apprenticeship Initiative is  
accepting proposals until  
**MAY 28, 2021.**

The Indigenous Apprenticeship Initiative (IAI) program creates awareness for apprenticeship training and promotes the trades as a top career. The IAI is now accepting proposals for innovative projects, including apprenticeship courses, mentoring projects, career exploration and more.

For more information:

**306-787-2439**

[saskapprenticeship.ca/indigenous-apprenticeship](https://saskapprenticeship.ca/indigenous-apprenticeship)



Saskatchewan  
Apprenticeship and  
Trade Certification  
Commission

## WORK CONTINUES ON NEW IT SYSTEM

The SATCC is excited to announce that in 2021-22 we will launch MyATC – a new self-service system that will provide you with faster and more efficient service. MyATC will completely transform the way we do business.



For the past few years, you have been asking for the ability to easily access information and for self-service; MyATC will accomplish just that.

Apprentices will be able to register for training and employers will be able to monitor and track their apprentices' training status all online.

MyATC will modernize the SATCC's processes, allowing you to register apprenticeship contracts, pay fees and tuition for technical training, update personal or business information, and submit trade time hours online.

MyATC will provide service wherever and whenever you want, but the high standard of service you've come to expect won't go away. As always, our friendly SATCC staff will be available to support you when you need them – you can always call or visit one of our offices. And employers, we haven't forgotten about you, our field staff will still be making site visits.

As we get closer to the launch of MyATC we will share more details with you, such as how to set up your account and where to go for questions. In the meantime, for questions about MyATC, please contact Director of IT Curtis Leung at 306-531-4903 or [curtis.leung@gov.sk.ca](mailto:curtis.leung@gov.sk.ca).



Welcome

### Apprentice

You are an apprentice if you are one of the following:

- lorem
- ipsum

Log in

Register

### Employer/Admin

You are an employer, if you are one of the following:

- ipsum
- lorem

Log in

Register

*Indigenous Apprenticeship Initiative  
350-square-foot Tiny House Project—a  
partnership between Parkland College;  
the Yorkton Tribal Council and Cote First  
Nation.*

*Photo taken prior to COVID-19.*



## THOMAS-JOHN KING, AET

Thomas-John King, an Indigenous Agricultural Equipment Technician (AET) from Mayfair, Saskatchewan, won the SATCC's Scholarship for Journeypersons with Disabilities at the 2020 Apprenticeship Awards.

King has dyslexia, which makes reading manuals and instructions difficult. He is also hearing impaired.

"My disability affects my verbal and written explanations. That is stressful and there was a time when I felt like quitting my apprenticeship," King said. "Not all employers were understanding or helpful. Fortunately, I had a good support network who encouraged me. I felt I had no future and they helped create one."



King overcomes challenges with his strong work ethic.

*"No matter the roadblock, if you truly want it, do the best you can and keep pushing through. It pays off in the end."*

**Thomas-John King**

Before his work day starts, he prepares mentally for what he has to do. He takes as much hands-on training as he can; and completes hearing and reading exercises to improve his skills. He's also willing to take on extra shifts – "even if it's 5 p.m. on a Friday," he said. King's enthusiasm and positive attitude result in happy customers. "I am honoured when a producer gives me a smile or sends me a text to thank me for my work. Now, the good days outweigh the bad days."

He is proud of his accomplishments and said the hard work has been worth it.

"My advice to anyone with a disability is that no matter the roadblock, if you truly want it, do the best you can and keep pushing through. It pays off in the end."



## HARMONIZATION

Since 2015, the SATCC has participated in the harmonization of Red Seal trades. This initiative involves 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.

During this past year, there have been minor delays as a result of the impact of COVID 19 and subsequent restrictions. However, this important work has continued by using virtual workshops with participants from across Canada. As we continue to adapt, we employ lessons learned and best practices. We are happy to report that 95% of the Red Seal trades have gone through the Harmonization process and are implemented or in the process of being implemented, depending on the phase and recommended implementation dates. The potential trades for Phase 9 will be available at a later date.

During 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.)

# CALL FOR EMPLOYER AND INSTRUCTOR NOMINATIONS

Do you know an employer who has shown outstanding support for their apprentices? How about an outstanding instructor in technical training that went above and beyond the call of duty to help an apprentice? If so, the SATCC needs you to nominate that person.

Each year, the SATCC seeks nominations for Outstanding Employer and Outstanding Instructor Awards. Consider nominating a deserving employer or instructor for these awards if someone in these categories has had a big impact on your career. Nominations are due August 31, 2021.

There will be two Outstanding Employer Awards – one for organizations with more than 50 employees; and one for organizations with fewer than 50 employees. The nomination will show that the employer demonstrates:

- strong support of apprenticeship training;
- works to increase the probability of apprentices' success in the trade; and
- creates an environment of excellence. The nominator may be an employee of the organization nominated.

[\(Take me to the Employer Award nomination form.\)](#)

There will also be one Outstanding Instructor Award. Apprentices must have attended technical training between July 1, 2020 and June 30, 2021 to be eligible to submit an instructor nomination. The nomination will demonstrate that the instructor:

- goes above and beyond;
- has excellent presentation skills, and
- is fair and approachable.

[\(Take me to the Instructor Nomination form.\)](#)

The employer and instructor winners will be notified in the fall of 2021, and will be invited to the 2021 Apprenticeship Awards held on Friday, November 5, 2021 in Regina. If COVID-19 restrictions remain in place, winners will be celebrated virtually. These awards also celebrate the achievements of journeypersons and recognize the role played by employers, supervising journeypersons, training deliverers and trade boards to support the apprenticeship system.

Please consider nominating an employer and/or an instructor by August 31, 2021. All forms are available online at: [www.saskapprenticeship.ca/apprenticeship-awards/](http://www.saskapprenticeship.ca/apprenticeship-awards/).

Your participation in this process is invaluable!



*2020 Outstanding Instructor: Scott Krieg, Welding, Saskatchewan Polytechnic, Saskatoon*

**SAVE THE DATE**

**2021 APPRENTICESHIP  
AWARDS**

**FRIDAY, NOVEMBER 5, 2021**

**CONEXUS ARTS CENTRE,  
REGINA**

**PLEASE WATCH THE SATCC  
WEBSITE FOR ALL COVID-19  
UPDATES RELATED TO  
APPRENTICESHIP TECHNICAL  
TRAINING.**

**READ MORE**



# YOUTH COMPETE FOR MEDALS AT SKILLS CANADA SASKATCHEWAN VIRTUAL COMPETITION

April 12, 2021 kicked off the week long Skills Canada Saskatchewan Virtual Provincial Competition.

Apprentices, post-secondary students and high school students from across the province showcased their skills for a chance to win medals and earn recognition. Participants also competed to represent the province at the Skills Canada Virtual National Competition scheduled for June 15, 2021.

The provincial competition rewards students for excellent performance and raises awareness of the career opportunities in the skilled trade and technology sectors.

"Thank you for demonstrating the passion and innovation required to excel in the skilled trade and technology sectors, Immigration and Career Training Minister Jeremy Harrison said. "These are meaningful careers that make significant contributions to our province's economy."

While the competition typically takes place in locations open to the public across Saskatchewan, this year, due to the pandemic, competitors participated individually from their own locations – whether it was their home, workplace, school or training facility.

"This competition is our organization's largest annual event," Skills Canada Saskatchewan Executive Director Colin Phippard said. "It's a chance for us to celebrate the incredible skills our province's young people possess; and to acknowledge the important work performed by people in these sectors."

"This annual event is an important opportunity for many of our Sask Polytech students, who look forward to competing at the provincial level and who often find success at the national and international

skills competitions," Saskatchewan Polytechnic President and CEO Dr. Larry Rosia said. "Many events have had to find innovative ways to continue during the pandemic. I'm excited to see this event continue virtually to showcase the exceptional skills and talent of Saskatchewan's young people."

There were more than 35 competition categories covering a wide range of skill sets. Skilled trade categories included: plumbing; cooking; hairstyling; and welding. Technology categories included: architectural technology and design; coding; graphic design; photography; and electronics.

Competitions are designed by technical experts from industry and educational institutions. Competitors are



also judged by industry representatives, giving them the opportunity to receive feedback and learn from those currently working in the fields. Competitors will be required to complete their projects within a specified

timeframe. Some final projects will be shipped to specific locations where they will be evaluated by industry judges; other events will be judged via livestream.

"We are so proud of the apprentices who participate in this competition," Saskatchewan Apprenticeship and Trade Certification Commission CEO Jeff Ritter said. "The skilled trades attract people who are problem solvers; people who like to stay active and work with their hands. These competitors prove there is no shortage of talent when it comes to young skilled tradespeople."

The provincial competition wrapped up Friday, April 16.

On Friday, May 7, [Skills Canada Saskatchewan](#) hosted a virtual medal ceremony to recognize the winners, as well as a virtual career expo highlighting careers in the skilled trade and technology sectors. These events were open to the public.



*Bottom left to top right:  
Bricklaying, Machining, Cooking  
and Welding competitors.*





## SIEC SYA CHAMPS - CON'T

Unrau advised: "If you are a high school student and have any thoughts of entering the trades, the SYA program is a no-brainer. The SYA benefits you receive from a few hours of work set you up for success in any trade of your choice."



*Summer Youth  
Internship Program (SYIP)*



**Certify your  
workforce.  
Certify your  
reputation.**



**Learn more about the trade qualifier  
pathway to certification.**

Find out if your tradespeople qualify to  
challenge their journeyperson exam today!



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Saskatchewan  
Apprenticeship and  
Trade Certification  
Commission

*Skills Bootcamp - Autobody, Masonry and Hairstyling*



# NEWS BITES

satcc

## SPECIAL OLYMPICS POLAR PLUNGE



THINGS NO ONE SAYS ABOUT SASK WINTERS

SATCC CEO, Jeff Ritter, braved the bitter cold on February 26, 2021 in support of [Special Olympics Saskatchewan](#). He took the Polar Plunge challenge and shared some things that no one has ever said about Saskatchewan winters. It was freezing outside, but staff welcomed the opportunity to support Jeff and this worthy cause! Staff raised \$2,555. #FreezinForARason

provincially

## SASKATCHEWAN CONSTRUCTION WEEK

April 19-23, 2021

Saskatchewan Construction Week was a week-long celebration of the social and economic impact that construction has on the quality of life that Saskatchewan residents enjoy. The 2021 theme was #SaskBuilt. Everything showcased this week was focussed on celebrating local talent, Saskatchewan success stories, and examples of construction excellence in communities.

From a photo contest, surprising crews with yummy treats, Hall of Fame announcements, and \$1,000 in prizes – there were lots of ways they celebrated virtually this year! [Read more.](#)

## NEW PROGRAM COORDINATOR - OAWA

The SATCC would like to welcome Vanessa Miller who accepted the Program Coordinator position in January at the Office to Advance Women Apprentices Saskatchewan (OAWA SK).

Miller has been a Welder for 20 years, and a proud member of Local 179 for 14 of those. During that time, she has

instructed, owned a business, and been responsible for quality control. More recently, she obtained her Blue Seal designation in 2018 and is currently working on her Bachelor of Applied Management Degree through Saskatchewan Polytech.

Miller can be reached at 306-530-6099.

nationally

## NATIONAL CAF CONFERENCE

The Canadian Apprenticeship Forum (CAF) National Conference successfully shifted to its first-ever online platform February 22-23, 2021. It highlighted promising practices and innovative solutions in apprenticeship training.

More than 500 delegates registered to learn, share and collaborate on joint solutions through expert panels, breakout sessions, networking activities, and an interactive virtual exhibit hall.

Minister of Employment, Workforce Development and Disability Inclusion Carla Qualtrough kicked off the event, announcing an investment of \$63.5 million over five years for 68 projects to help develop a highly qualified skilled trades workforce.

"As we continue to fight this virus, our support for workers remains strong. Skilled tradespeople across the country have been critical to essential sectors during this pandemic, and they will continue to be so as Canada moves toward economic recovery. That is why the Government of Canada continues to invest in skilled trades and support organizations, such as the CAF, to help Canadians, including those from key groups facing barriers, get the training they need to launch exciting and well-paying careers in the trades."

Mark your calendar and plan to join the next National Apprenticeship Conference taking place May 29-31, 2023 in Halifax, Nova Scotia.

## NATIONAL SKILLS CANADA COMPETITIONS

Provincial Skills Canada Saskatchewan gold medal winners will be announced at the virtual conference on May 7 and invited to form Team Saskatchewan to compete at the Skills Canada Virtual National Competition in June. This competition will offer over 40 skill areas with viewing, awards, and career-related content available online June 15th, 2021. [More information.](#)



# BOARD OF DIRECTORS

## As of September 2020

Commission Board Chairperson -  
**Drew Tiefenbach**

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

Agriculture, Tourism & Service Sector

**Alison Poelen - Employer**  
**Karen Zunti - Employer**

Construction Sector

**Jeff Sweet - Employee**  
**Wayne Worrall - Employee**  
**Dion Malakoff - Employee**  
**Mike Berkes - Employer**  
**Ian Knibbs - Employer**  
**Dana Paidel - Employer**

Production and Maintenance Sector

**Aaron R. Laughlin - Employee**  
**Barnard Boutin - Employer**

Motive Repair Sector

**Ryan Cunningham - Employee**  
**Bryan Leier - Employer**

Other

**Wayne Stadnyk - Persons with Disabilities**  
**Leonard Manitoken - First Nations**  
**Brett Vandale - Métis**  
**Jessica Baldwin - Women in Trades**  
**Brent Dubray - Northern Saskatchewan**  
**Drew Tiefenbach - Saskatchewan Polytechnic**  
**Darcy Smycniuk - Ministry of Immigration and Career Training**  
**Susan Nedelcov-Anderson - Ministry of Education**

## Thank you 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 Construction  
CAF-FCA Conference  
Canada West Equipment Dealers Association  
Canadian Welding Association - Regina Branch  
Christie Mechanical Ltd.  
CLR Construction Labour Relations of Saskatchewan Inc.  
CODC Construction Opportunities Development Council Inc.  
CoJay's Heavy Truck Repair Ltd.  
EECOL Electric  
Ensign Energy Service Inc.  
General Contractors Association of Saskatchewan Inc.  
GESCAN Division of Sonepar Canada Inc.  
Graham Construction and Engineering Inc.  
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Hipperson Construction  
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Iron Workers, Local 771  
K+S Potash Canada GP  
Korpan Tractor and Parts  
Loraas Disposal North Ltd.  
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Moose Jaw Construction Association  
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Peak Mechanical Partnership  
Prairie Arctic Trades Training Centre  
Prince Albert Construction Association  
Pro-Western Mechanical Ltd.  
PTW Energy Services Ltd.  
Reliance Comfort Limited Partnership  
RNF Ventures Ltd.  
Saskatchewan Construction Association  
Saskatchewan Construction Safety Association  
Saskatchewan Indian Gaming Authority  
Saskatchewan Indian Institute of Technologies  
Saskatchewan Provincial Building & Construction Trades Council  
Sheet Metal Workers Local 296 Saskatchewan  
South Country Equipment  
Synergy Electric Corp.  
Tarpon Energy Services Ltd.  
Techmation Electric & Controls Ltd.  
The Taylor Automotive Group  
Thyssen Mining Construction of Canada Ltd.  
Tourism Saskatchewan  
United Association of Plumbers & Pipefitters Local #179  
Wallace Construction Specialties Ltd.  
Westmoreland Coal Company - Poplar River Mine  
Westridge Construction Ltd.  
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Wright Construction Western Inc.  
Yara Belle Plaine Inc.