

Apprenticeship in ACTION

KALA SIPPOLA - AET

Kala Sippola knew she wanted to work with farm equipment when she was 12 years old.

Growing up on a cattle farm near Spring Valley, Saskatchewan, Sippola helped her dad and brothers, as well as the family's neighbour, repair and maintain farm machinery; she also helped out in the fields.

"I realized I didn't need to go to university like everyone else, and I chose to pursue a career I already had an interest in," said Sippola. "I took the Saskatchewan Youth Apprenticeship (SYA) program in high school to learn more about being an Agricultural Equipment Technician (AET). The program then gave me bonus hours to jump start my apprenticeship path and helped me acquire my journeyman certification that much sooner!"

Sippola's biggest challenge in the trade was moving to the city to attend her technical training!

"Having grown up in a tiny community, the city definitely was overwhelming," she said. "I overcame this by exploring new activities in Saskatoon with classmates."

Writing the journeyman exam also weighed on her shoulders.

"I had heard of others struggling with the exam and thought there was no way I would ever be able to pass it myself. Well, surprise! I passed the exam on my first attempt and years of needless worry was instantly lifted."

When she shows up for a service call, the reaction of some customers catches her by surprise given she has worked alongside men all her life.

"You meet a lot of new people working in this trade – many of which don't know your history or experience, but the doubt seems to quickly blow over when I solve the problem," Sippola said. "Farming is a high-stress operation, so I enjoy seeing a grateful customer get back into the

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From the desk of JEFF RITTER



Dear Apprenticeship Partners:

Summer is here, and the extra ray of sunshine we will all be excited about is to start returning to some normal activities with the easing of provincial COVID-19 restrictions on July 11th.

One of the events I am pleased will be returning to normal is our face-to-face [Apprenticeship Awards](#). The 2021 Awards will be held on Friday, November 5, 2021 at the Conexus Arts Centre. Please be sure to watch the Awards web page for event details and updates as the date draws near.

I encourage apprentices to consider nominating outstanding employers and instructors that have had an impact on their life. Read more about it on [page six](#). The deadline to submit nominations is August 31, 2021.

Kala Sippola from Spring Valley, Saskatchewan is the talented female Agricultural Equipment Technician we are pleased to profile this edition. Sippola gives insight into the challenges she experienced in her skilled trades career. And, they aren't what you and I might assume they might be.

On a related note, I would like to welcome Elaine Lafleur as the new Commission Board Member representing women in the trades. I'm looking forward to Lafleur's insight and input in promoting the skilled trades to underrepresented groups. A special thank you also to outgoing member, Jessica Baldwin, for her dedication and inspirational work to the Board during her term.

Congratulations to the one hundred high school graduates from 79 communities across the province who are receiving Saskatchewan Youth Apprenticeship (SYA) Industry Scholarships. These \$1,000 scholarships will help as they embark on a career in the skilled trades. Read about it on [page four](#).

The SATCC is soliciting proposals for the building of tiny homes in support of Indigenous communities in Saskatchewan. The SATCC has received \$1.5M in funding for this program towards the building of a minimum of ten tiny homes. Be sure to read about this exciting project and who qualifies to apply by August 16, 2021 on [page seven](#).

Finally, take some time to read the News bites section for updates on Technical Training this fall, as well as national news pertaining to apprenticeship.

Best wishes for a safe and happy summer.

KALA SIPPOLA

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field during the hustle and bustle of seeding and harvest.

Being a journey person at Young's Equipment in Assiniboia means that I am qualified to work as an AET, and have the knowledge and experience to back whatever project I take on."

"The best part about my work is forever getting to learn. I love learning outside of books and with this career you truly learn something new every single day. Completing projects that require heavy diagnosing always give me a huge confidence boost and reinforces why I do what I do."

Learning on the job with a mentor is a huge facet of apprenticeship, and Sippola boasts she had several great mentors who impacted her success.

"My biggest mentors throughout this process have been my parents. They are always interested in what I'm doing at work and they instilled a strong work ethic in me. I love sitting down with my mechanically-inclined Dad and talking shop. Another mentor is my manager at Young's because I can always rely on him for encouragement. And my former coworker taught me an abundance in the trade, and it was very cool to have him as a teacher later at Saskatchewan Polytechnic. I still find myself reaching out to him for advice."

Sippola has succeeded and is happy working in a trade where women are underrepresented. What advice does she have for other women interested in exploring a career in the skilled trades?

"I realized I didn't need to go to university like everyone else, and I chose to pursue a career I already had an interest in."

- Kala Sippola



"Always stand up for yourself! My work life completely changed when I learned this. And never doubt yourself. Life is a constant learning experience for everyone, especially in the workplace."

"Also, I never thought about the perks much when choosing a career, because I focused on what I was interested in," she said. "Looking back, with apprenticeship, I never required student loans to complete my schooling, and therefore was able to finish school with absolutely no school-related debt. In fact, through trades-related scholarships, I found you end up earning more than the cost of school. Years and years of schooling are not always required to earn a good income."

For anyone not certain about attending university, take some time investigating the trades. As someone that's completed a trade, if you can find something you're interested in, there really is no downfall."



SYA SCHOLARSHIP

One hundred high school graduates from 79 communities across the province are receiving Saskatchewan Youth Apprenticeship (SYA) Industry Scholarships.

The scholarship program, launched in 2009, is overseen by the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC). Scholarships are presented to SYA program participants who plan to pursue careers in the skilled trades.

"On behalf of the Government of Saskatchewan, congratulations to the 2020-21 scholarship recipients; we're sending best wishes as you wrap up this chapter and begin your careers as skilled tradespeople," Immigration and Career Training Minister Jeremy Harrison said. "Skilled tradespeople will play an important role in our province's economic recovery following the COVID-19 pandemic. We're proud you'll be part of that."

SYA Industry Scholarships are unique - students redeem them for \$1,000 within two years of graduation by actively embarking on a career in the skilled trades, either by registering as an apprentice and completing Level 1 technical training or by completing a pre-employment course in a trade designated in Saskatchewan.

Brooklynn Zaleschuk is one of this year's scholarship recipients. She's graduating from Martensville High School.

"Through the Saskatchewan Youth Apprenticeship program, I have gained first-hand experience in a variety of trades," Zaleschuk said. "This program has helped narrow my career path to wanting to pursue

a journey person; research and write a report on a designated trade; and complete the Young Worker Readiness certificate. Students who complete SYA and register as apprentices in Saskatchewan within five years of

graduation receive valuable benefits - their apprenticeship registration fee and Level 1 technical training tuition are waived, and they're awarded 300 trade time hours.

The scholarship program is supported by industry sponsors and the Government of Saskatchewan.

[Fifty-nine industry sponsors](#) have invested nearly \$750,000 into the scholarship fund. The Government of Saskatchewan has also invested through the Saskatchewan Innovation and Opportunities Scholarship, bringing total contributions to \$1.2 million.

2021
SYA INDUSTRY SCHOLARSHIPS

100 STUDENTS
Saskatchewan Youth Apprenticeship Industry Scholarships are awarded to graduating high school students who have completed the Saskatchewan Youth Apprenticeship program and plan to pursue a career in the skilled trades.

\$1,000
Each student has two years to redeem the scholarship by completing a pre-employment program in a designated trade or by registering as an apprentice and successfully completing Level 1 training.

59 SPONSORS
SYA Industry Scholarships are funded by industry partners and the Government of Saskatchewan.

79 COMMUNITIES
Scholarship recipients reside in communities across Saskatchewan.

saskapprenticeship.ca/youth_apprentices

heavy duty mechanics after I graduate high school. I am extremely grateful to have received a 2021 SYA Industry Scholarship as this will allow me to focus on my goal of obtaining journey person certification. As a female in the trades, I look forward to being a role model to other females who are interested in pursuing a career in the trades."

The SYA program, which includes 12 activities, enhances students' understanding of apprenticeship and the skilled trades. Among other activities, students complete Practical and Applied Arts courses; interview

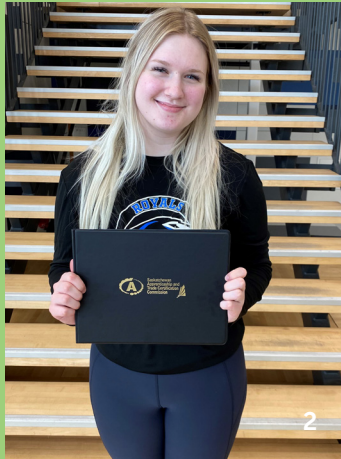
"The Commission Board of Directors extends its congratulations to this year's scholarship recipients," SATCC Board Chair Drew Tiefenbach said. "We are so glad you've decided to pursue careers in the skilled trades. Skilled tradespeople perform essential work that benefits our province and its citizens. I also want to recognize and thank our industry partners for their significant financial contributions to the scholarship fund."

There are more than 300 schools and nearly 4,500 students currently registered in the SYA program.

[View full list of recipients.](#)



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SYA Industry Scholarship Photos - Student, School and Student Community:

1. Brayden Brown - Walter W. Brown School, Langham
2. Brooklynn Zaleschuk - Martensville High School, Martensville
3. Kane Dubé - Rosetown Central High School, Rosetown
4. Hailey Kruchkowski - Nutana Collegiate, Saskatoon

5. Scott Leer - St. Walburg School, St. Walburg
6. Liam Thiessen - École Debden Public School, Debden
7. Nickolas Laliberte - Carpenter High School
8. Peter Jacobson - Regina Christian School, Regina
9. Rayden Gerber - Lumsden High School, Bethune

REMINDER - 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.

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



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

The employer and instructor winners will be notified in the fall of 2021, and will be invited to the 2021 Apprenticeship Awards held in-person on Friday, November 5, 2021 in Regina. 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/.

Your participation in this process is invaluable!

2021 APPRENTICESHIP AWARDS

FRIDAY, NOVEMBER 5, 2021

CONEXUS ARTS CENTRE, REGINA

VISIT APPRENTICESHIP AWARDS FOR DETAILS AND UPDATES.

TINY HOME PROJECT

The Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) is soliciting proposals for the building of tiny homes in support of Indigenous communities in Saskatchewan. The SATCC has received \$1.5M in funding for this program towards the building of a minimum of ten tiny homes. Individual proposals are not required to propose to build all ten homes, but can propose to seek funding for any number of builds. The SATCC will award funding to a maximum of \$150,000 per home and the total funding may be divided amongst multiple proposals.

The Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) will facilitate the funding and development of the initiative to provide skilled trades training opportunities and housing options within Indigenous communities. Benefits will include new housing opportunities within the Indigenous communities while raising awareness of apprenticeship and the skilled trades amongst Indigenous peoples in Saskatchewan; give Indigenous apprentices the tools and knowledge to explore opportunities in the skilled trades through hands-on learning; and encourage Indigenous apprentices to pursue careers within Saskatchewan's designated trades.

For this Indigenous Initiative, the SATCC invites Indigenous stakeholders such as economic development authorities, housing agencies/authorities, Indigenous communities, and/or employers to respond for potential funding for the building of tiny houses, or similar housing models.

Who may qualify to participate?

- Indigenous economic development agencies
- Indigenous housing corporations
- First Nation Bands or similar established Indigenous entities
- Partner agencies, both Indigenous and non-Indigenous, to partner with communities and participants

Applications are due Monday, August 16, 2021. For more information, contact Oksana Azimov at 306-787-2439 or email her at oksana.azimov@gov.sk.ca.



Tiny house built on Cote First Nation in 2019 through the Indigenous Apprenticeship Initiatives Program.



WELCOME ELAINE LAFLEUR - NEW COMMISSION BOARD MEMBER

Elaine Lafleur began her formal involvement with SATCC in 2005 as an employer representative on the SATCC Industrial Mechanic Trade Board. Since that time, she has recently been appointed to the SATCC Board of Directors.

"I work for Cameco Corporation as a Sr. Training Coordinator; however, I have held several positions with Cameco," said Lafleur. "I have been a site Training Coordinator, Industrial Mechanic and Process Operator. I have a Certificate in Adult Education from the University of St. Francis Xavier University and I am a Red Seal Industrial Mechanic. I have also been a Saskatchewan Polytechnic instructor for the level 1 and level 2 portion of the Industrial Mechanic Apprenticeship program."

Lafleur has been involved in the inter-jurisdictional harmonization and occupational analysis for the Industrial Mechanic trade. As a past member of Saskatchewan Women in Trades and Technology (WITT), she has volunteered in Girls Exploring Trades and Technology (GETT) camps, Skills competitions and has been a guest speaker at various schools to promote careers in the trades.

"My goal is to help develop strategies to promote and attract individuals to all trades. I have a particular interest in increasing Indigenous people and women accessing the trades, becoming successful tradespersons to build a lasting career."

WANTED

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Participants will be eligible
to win gift cards and cash prizes.

NEWS BITES

satcc

TECHNICAL TRAINING RESUMES

Effective July 11, 2021, Saskatchewan entered Step Three of the Re-Opening Roadmap and the public health order relative to COVID-19 was lifted. All restrictions related to the public health order were removed as of that date. In response, the SATCC and SaskPoly will be resuming face to face delivery of technical training for all levels of apprenticeship in most trades for fall 2021 classes. Some classes may remain in a hybrid format, so please review the 2021-2022 [Technical Training Schedule](#) for specific trade information.

provincially

CAF REPORT - APPRENTICE DEMAND



The Canadian Apprenticeship Forum (CAF) released a "Apprentice Demand: A 2021 Labour Market Information Report" for Canada. The information that Saskatchewan will require around 11,500 new certified journeypersons over the next decade based on the forecasted economic growth and rising retirements trends. About three of four (76%) will be concentrated in the top 15 Red Seal trades.

Due to the pandemic in 2020, provincial employment decreased by 5%, with the accommodation and food services industry being the most affected (27% decline). The construction industry's employment decreased by 12%, the most significant decline across Canada. However, the industry is set to experience a recovery in 2021. Employment is forecast to remain elevated over the next decade, thanks to the proposed education, health care, utility, and resource-sector-related projects, and the increased demand for new housing and renovation.

According to the report, over 18,200 new apprentices will be required to match the future requirement. Over the scenario period, CAF forecasts 15,030 new registrations in a Red Seal trade and around 8,900 new certifications. In both cases, 75% will be concentrated in the top 15 Red Seal trades. Importantly, CAF analysis suggests a potential risk of journeyperson shortage for most trades. The cook, bricklayer, boilermaker and hairstylist trades account for the most affected Red Seal trades.

Furthermore, the rising rates of retirements are expected to remain the dominant driver of hiring and training requirements for skilled trades over the next decade. Saskatchewan will likely require around 7,000 new journeypersons to account for projected retirements in Red Seal trades.

There is an opportunity for new entrants to the trades. A portion of them will require apprenticeship and certification. This forecast implies that demand for apprenticeship could increase over the scenario period.

The full set of 2021 Apprentice Demand LMI Reports is now available at caf-fca.org.

nationally

CAF NATIONAL APPRENTICESHIP CONFERENCE - RECOVERY RESILIENCE READINESS

May 29-31, 2022
Halifax Convention Centre

CAF-FCA's biennial National Apprenticeship Conference brings Canada's apprenticeship community together to highlight promising practices and innovative solutions in apprenticeship training.

[View details.](#)

BOARD OF DIRECTORS

As of June 2021

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
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Ryan Cunningham - Employee
Bryan Leier - Employer

Other

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Brett Vandale - Métis
Elaine Lafleur - Women in Trades
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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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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.
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