

Apprenticeship in ACTION

APPRENTICESHIP IS A LEARNING JOURNEY

Journeyman Carpenter Alex Zbitniff, 23, and apprentice Danielle Cardinal, 29, share an easy camaraderie as they reminisce about the times they've worked together.

Zbitniff recalls her first impression of Cardinal. "She was ambitious and wanted to work. And I could tell that she would be a good worker and a good apprentice and person to have onsite," she says. Zbitniff has been a journeyman Carpenter for almost two years and Cardinal is a third-year Carpenter apprentice. Currently, they work for Wright Construction in Saskatoon.

Cardinal met Zbitniff two years ago on a worksite that had two other women journeyman Carpenters as well. Cardinal says it's important to see other women in leadership and mentorship roles in the trades. "I want to show them it's not as hard as you think."

Over the years, Zbitniff has had the opportunity to mentor Cardinal at a few worksites. As a supervisor, Zbitniff wants apprentices to be open to learning new skills and recognize that there is always more to experience. She encourages them to ask questions. Zbitniff says that's how she learned – ask questions and figure out the best way. Cardinal says Zbitniff is patient and enjoys coming to jobs because of her positive attitude.

Cardinal is passionate about working in the skilled trades and describes apprenticeship as a learning journey. "I like the hands-on. I like building. And it's definitely a challenge. There's so much to learn. [Carpentry] is so diverse and there's so many different types of carpentry you can do. I love all the skill that comes with it," she remarks.

Cardinal looks forward to expanding her skill set; currently she works on commercial buildings but would like to try residential construction. She feels a sense of pride when she sees that her hard work contributed to the construction of a building at a site that started out as dirt.

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Danielle Cardinal and Alex Zbitniff

From the desk of JEFF RITTER



Dear Apprenticeship Partners:

We've had much activity at the SATCC these past couple of months.

We are happy to announce that we launched our new, online self-service system, MyATC, on January 10. MyATC provides faster and more efficient services to our clients. Our employers and apprentices have been asking for the ability to self-serve and we are excited to now be able to provide that service. Our staff have been working hard to help clients navigate MyATC. Thank you to all our clients for your patience while we manage this change.

We also have been working on other exciting initiatives that deliver education and skills training throughout the province. One of the initiatives is the Tiny House Project. This project provides Indigenous apprentices with skilled trades experience by building tiny houses in local communities. Applications for 34 homes in 20 communities were approved and will conclude by March 31, 2022.

Another initiative we're involved with is the development of teaching kits with an apprenticeship focus. Educators are using these kits to give students a more immersive and hands-on experience with the skilled trades.

We have also purchased virtual reality equipment and software to enhance our high school presentations on apprenticeship and the skilled trades.

Our feature newsletter article is about two women working in the skilled trades who have built a mentor-mentee relationship. Journeyperson Alex Zbitniiff and apprentice Danielle Cardinal talk about the importance of seeing women represented in the skilled trades and how apprenticeship is a learning journey. Be sure to check it out.

The Indigenous Apprenticeship Initiative is now accepting proposals for innovative projects, including apprenticeship courses, mentoring project and career exploration. The request for proposals opened on February 10 and the submission

deadline is May 26, 2022.

We've also invited SYA Champions to submit scholarship nominations for the 2021-22 school year. Since the scholarship's inception in 2009, and with the support of industry sponsors, more than 1,000 scholarships have been issued to graduating high school students across the province.

I was saddened to hear of the passing John Hopkins, CEO of Regina & District Chamber of Commerce. John's passion and positive work he did for our community will be remembered. My condolences to his family and loved ones.

In March, we have trade board meetings scheduled throughout. We're looking forward to connecting with trade board members.

Keep warm and well. Thanks for reading!

Learning Journey

continued...

Cardinal chose to become an apprentice because she recognizes the value in earning the journeyperson certification. "You get the opportunity to work with so many different journeypersons or supervisors who (have) gained knowledge and experience over the years," she says.

Working with a variety of people and other trades on job sites also highlights the importance of strong communication skills. "Communication is very important in construction," says Cardinal. Zbitniff agrees. She says as a supervisor, good communication is especially important. Everyone has different ideas on how to solve a problem but if everyone is willing to talk through issues, they can come to a solution.

Apprenticeship is a learning journey and starts with being open to learning new things. Zbitniff offers this advice to apprentices: "Be confident in yourself that you know what to do, but also you can't be afraid to ask questions or talk to somebody if you do not know something. Because how else are you going to learn if you can't admit you don't know something?"

For more Alex and Danielle, check out their video [here](#).

"I like the hands-on. I like building.
And it's definitely a challenge.
There's so much to learn."
- Danielle Cardinal



SATCC LAUNCHES NEW SELF-SERVICE SYSTEM: MYATC

Apprentices and employers have been asking for the ability to self-serve through the SATCC's biennial client satisfaction surveys and on January 10, 2022, that request became reality with the launch of MyATC.

MyATC is a new, online system that provides faster, more efficient service for apprentices, tradespeople and employers across the province.

"The SATCC is thrilled to launch MyATC to apprenticeship clients across Saskatchewan," SATCC CEO Jeff Ritter said. "We're incredibly proud of this system and can't wait to see our clients take advantage of it."



By using either a desktop computer or mobile device, MyATC provides convenient and immediate access to information anytime, anywhere. Apprentices can complete an application to register as an apprentice; submit fee payments; view training requirements; register for technical training; access transcripts and exam results; and submit workplace hours. Supervising journeypersons can approve apprentices' hours and skills. Employers and Joint Training Committees can submit payments; manage apprentices and supervising journeypersons; and monitor apprentice training and work progress.

With the new system, apprentices can self-register for technical training and exams, giving them greater control over their apprenticeship journey. Apprentices and employers/Joint Training Committees will no longer receive training notices as a formal invitation to attend training. Technical training will be filled on a first-come, first-served basis.

To self-register for training, apprentices need to have met the required hours of experience for their trade. Apprentices can find this information by looking up their program case.

When apprentices register for training or exams, their employer or Joint Training Committee their apprenticeship contract is registered with will receive a notification via MyATC. It is the responsibility of apprentices and employers/Joint Training Committees to work together to determine mutually agreeable training times. Still, SATCC staff will continue to work with clients to help facilitate their progress through the apprenticeship and certification system.

MyATC is designed to be user-friendly and is like other online services clients currently use.

"Saskatchewan citizens have the ability to bank online; to book and pay for a hotel reservation online – now they can manage their apprenticeship experience online," Ritter said. "This system modernizes the apprenticeship and trade certification system in Saskatchewan."

Since MyATC provides clients with many benefits, including access to information when it's convenient for them, the expectation is that clients will use the system; however, SATCC staff are always willing to walk clients through the process over the phone or in person. Field Services staff are also still making visits to employers and able to provide support or answer questions about MyATC.

"It's important for the SATCC to maintain excellent customer service now that MyATC has been implemented," Ritter said. "The apprenticeship system relies on industry's participation. That's why client satisfaction is so important. Our staff are still here to answer client inquiries regarding this new system. They can help clients navigate the new system."

There will, of course, be exceptions made for clients who don't have internet access. SATCC staff are still able to enter information into the system on behalf of clients if there is

a significant obstacle preventing them from using it.

"We're proud to provide online access to clients and look forward to sustaining strong relationships with apprentices, tradespeople and employers across the province," Ritter said.

Once logged into MyATC, help articles built into a knowledge base help clients navigate different tasks. For apprentices, there are articles on applying for the Apprenticeship Training Allowance; changing employers; registering for exams; and registering for technical training. Employers can access articles on approving apprenticeship applications; accessing apprentices' training schedules; and approving trade time hours.

The SATCC will continue working to enhance the system post-launch.

"Work on the system doesn't stop because we've launched," SATCC Director of Business Systems Curtis Leung said. "This system will be around for a long time and it won't sit idle. We will be continually improving the system and our customers' experience with it. If clients have feedback regarding MyATC, I encourage them to share it with us."

Current clients were sent information via Canada Post on getting set up in the system. Current apprentices and trade qualifiers were sent a PIN to log into MyATC for the first time. Current employers and Joint Training Committees were sent a registration code. Individuals accessing MyATC, such as apprentices and trade qualifiers, require a Saskatchewan Account to access MyATC. Employers and Joint Training Committees do not need a Saskatchewan Account.

Clients can access MyATC from the SATCC's website: saskapprenticeship.ca. The SATCC website also provides information on how to login: saskapprenticeship.ca/myatc.

Clients with questions regarding MyATC can also contact the SATCC directly at apprenticeship@gov.sk.ca or 1-877-363-0536.

TEACHING KITS AND VIRTUAL REALITY

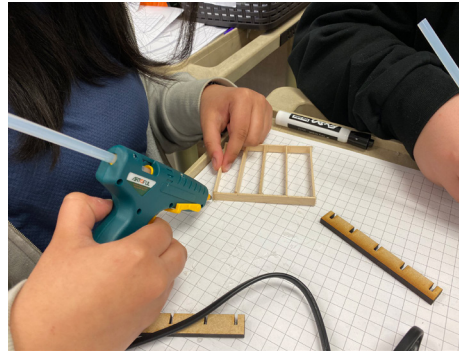
In 2021, the Government of Saskatchewan provided the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) \$180,000 in additional funding to deliver education and skills training initiatives to help grow a skilled workforce in Saskatchewan.

\$150,000 of the funding was allocated for teaching kits targeted at educators to broaden students' awareness of apprenticeship and careers in the trades. The remaining \$30,000 of funding was allocated for Virtual Reality (VR) equipment for career exploration of apprenticeship trades programs with youth throughout the province.

The SATCC and the Saskatoon Industry Education Council partnered to create and implement the teaching kits. These kits aid in delivering skilled trades-related curriculum and provide teachers with the resources to deliver experiential learning opportunities and career exploration activities for students. Each project identifies the curricular outcomes covered and is broken down into lessons with step-by-step instructions, links to online resources, student learning activities, and assessment techniques.

A team of teachers and representatives from SATCC worked collaboratively to develop four kits: The Eco-Home Project, CO2 Cars Project, Bicycle Repair & Headlight Construction Project, and Kitchen Basics Project. These four project kits help eliminate barriers and provide teachers with the resources, tools, equipment, and

materials needed to deliver hands-on learning opportunities and career exploration activities related to the skilled trades.



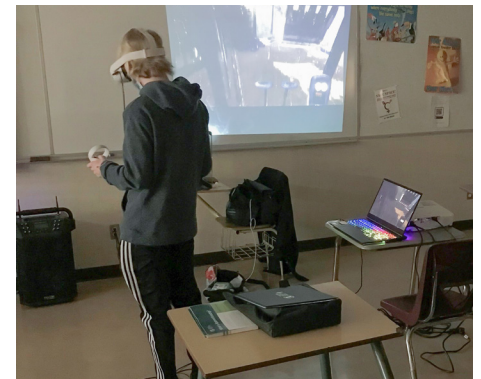
After using the Eco-Home Kit with her class, Grade 8 teacher Jean Hume, from Lakeridge School in Saskatoon, commented, "It has been a joy to see the creativity pour out of students when they are allowed to design their own homes and yards. We wired up the solar panels and are excited to see the neighbourhood come together!"



In addition to the teaching kits, the SATCC acquired three VR sets that SATCC staff will be incorporating into presentations at high schools and at career fairs. The VR equipment uses computer technology to create a simulated environment which can be explored in 360 degrees.

VR places the user inside the virtual environment to give an immersive experience. The simulation software includes many skills-related activities such as HVAC Technician, Construction Welder, Residential Electrician and Sheet Metal Worker. Each simulation runs about 20 minutes.

"Virtual Reality will be implemented alongside our regular SYA presentations in high schools and in our general promotion of the skilled trades as a first choice career. The immersive VR experience will encourage a more thoughtful classroom discussion following each simulation regarding careers in the skilled trades," says Samm Kitzul, Youth Apprenticeship Manager.



2021 Employer and Apprentice Survey Results Summary

2021 Employer Satisfaction Survey

Satisfied with the service provided by SATCC staff	96% agree
SATCC staff are friendly and courteous	95% agree
SATCC staff are helpful and knowledgeable	93% agree

2021 Apprentice Satisfaction Survey

Satisfied with the service provided by SATCC staff	92% agree
SATCC staff are friendly and courteous	91% agree
The SYA program helped prepare me to become an apprentice	91% agree

TINY HOUSE PROJECT

In 2021, the Government of Saskatchewan provided the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) with a total of \$4.8 million in funding to deliver a tiny house initiative by the end of the 2021-22 fiscal year (March 31, 2022).

This initiative provides Indigenous apprentices with the opportunity to gain work experience while progressing toward journeyman certification by building tiny (modular) houses in local communities.

"The Tiny House Program is a great opportunity for people to work together to provide valuable skills training while building homes for local communities. We're looking forward to the completion of the project to see

the results of all the participants' hard work," says Chris Stubbs, the Director of Innovation and Inclusion.

The SATCC invited Indigenous stakeholders such as economic development authorities, housing agencies, Indigenous communities and/or employers to apply for potential funding for the building of tiny houses, or similar housing models.

Applications for 34 tiny homes in 20 Indigenous communities were approved. The project will offer communities new housing opportunities while raising awareness of apprenticeship and the skilled trades among Indigenous people in Saskatchewan.

The Standing Buffalo First Nation is one

of the communities participating in the Tiny House Project. Six high school students and two adult learners are participating in the project. They began their project on October 26, 2021, with a traditional ground blessing and breaking with the students, instructors, and Elders.

The Standing Buffalo First Nation is about an hour northeast of Regina.

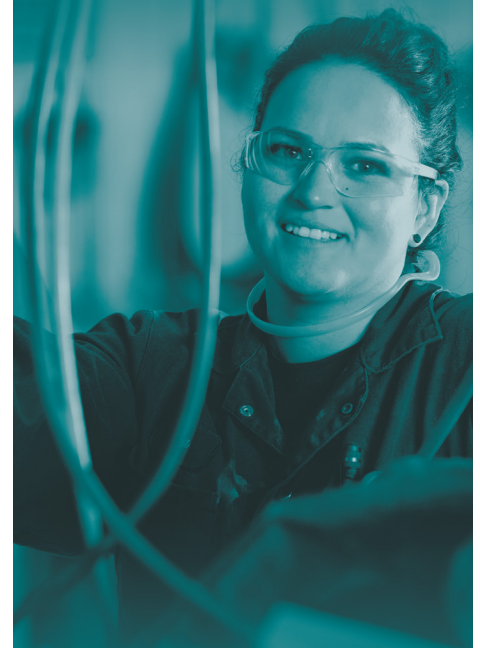


A traditional ground blessing at the start of the Standing Buffalo First Nation Tiny House Project in October 2021



Foundation for a tiny home in the Standing Buffalo First Nation

The Indigenous Apprenticeship Initiative is accepting proposals until MAY 26, 2022.



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:

306-933-5388

saskapprenticeship.ca/indigenous-apprenticeship



SASKATCHEWAN POLYTECHNIC'S BACHELOR OF APPLIED MANAGEMENT DEGREE OPENS DOORS FOR JOURNEYPERSONS

Article provided by Saskatchewan Polytechnic.

Saskatchewan Polytechnic's Bachelor of Applied Management (BAMgt) degree program provides journeypersons and non-business diploma graduates with a unique opportunity to leverage existing education and experience into a bachelor's degree with only two years of additional study.

On-campus classes are offered evenings and weekends, making it possible to complete the program while maintaining work and family responsibilities. With classes held in person on Regina campus as well as virtually, learners have attendance options from a location of their choice.

"The flexible learning schedule gives students the opportunity to continue working and raising their families, while also pursuing higher education," said Tanis Wilder, Bachelor of Applied Management Program Head. "We have students in the program from a wide range of backgrounds and varying levels and stages of their careers."

Peyto Atanasov has a diploma in carpentry and a journeyperson certificate from the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) and was looking for ways to advance his education

while continuing to operate his construction company.

Evening and online classes work well for Atanasov's schedule and the practical approach to the classes fits Atanasov's learning style.

"I'm learning new skills that will help me be a better manager. This degree is giving me a new view of the market and how I can expand my business," he says.

For Godfrey Hatitchki the virtual delivery has been a key to his success.

"After hours classes made it possible to attend and keep up with the content," says Hatitchki.

"The remote learning model made it possible for some of us who travel with work to be able to attend classes from anywhere around the world."

Hatitchki has also found value in the unique experiences and knowledge his classmates offer.

"This program brings together a diverse group of learners from different technical backgrounds. I found this to be very engaging and makes for a conducive learning and networking environment," he says.

Hatitchki is a heavy duty equipment technician in a middle management

role. The knowledge he is gaining through the Bachelor of Applied Management program is enhancing his skill set and opening doors for his future.

"I have found great value in the Bachelor of Applied Management degree program. The course content aligns with my entrepreneurial plans for the future. I would encourage anyone with a job in the technical fields who aspires for leadership or managerial roles to take this program. It empowers learners with the needed tools for success," says Hatitchki.

Matthew Evans has Red Seal certification as a construction electrician and is on track to get his Bachelor of Applied Management degree from Sask Polytech this fall. He was interested in the program as a way to advance his employment options.

"I have enjoyed learning about, how the different motivation and management techniques are applied in real-world environments from people working in industry. The guest speakers are the highlight of the program," says Evans. "I would recommend the Bachelor of Applied Management program to other people looking to further their careers in management."

The Bachelor of Applied Management degree is designed to meet the emerging need for qualified leaders by providing learners with two years of course credit toward the four-year bachelor's degree. The program provides theoretical knowledge and applied learning. Learners build knowledge and skills in a wide range of leadership and management disciplines including accountancy, human resource management, business communications, strategic management, leadership development, business analytics, finance, change management, risk management, commercial law, and economics.

For more information please visit [Bachelor of Applied Management - Degree \(saskpolytech.ca\)](https://www.saskpolytech.ca/Bachelor-of-Applied-Management-Degree)



TRADE TO DEGREE

The **Bachelor of Applied Management (BAMgt)** degree program provides journeypersons with a unique opportunity to leverage existing education and experience into a bachelor's degree with only two years of additional study. And the best part is that you can attend classes remotely and complete the degree while still working full time.

Join us for an online information session via Zoom.

February 16, 2022 at 6:00 pm.



Topics will include:

- An overview of the degree
- Admission requirements
- Courses and topics taught
- Delivery methods

**SASKATCHEWAN
POLYTECHNIC**

saskpolytech.ca/BAMgtDegree

Scan the
QR code to
add the Zoom
link to your
calendar.



HARMONIZATION UPDATE

The development and/or review of Phase 8 trades has continued through the winter months, with Phase 9 trades blending into the Harmonization work plan in Spring 2022.

During the month of December, the Truck and Transport Mechanic trade's workshops for the Red Seal Occupational Standard (RSOS) and the Harmonization sequencing review concluded. There was excellent participation from subject matter experts, and both workshops were successful. Additionally, behind the scenes, final approvals for the Metal Fabricator (Fitter) review were received from the CCDA membership on December 13, 2021.

During the month of January, the Plumber trade's

workshops for the Red Seal Occupational Standard (RSOS) and the Harmonization sequencing review concluded. There was enthusiastic participation from subject matter experts from across Canada.

In February 2022, a workshop is being held for the Heavy Duty Equipment Technician trade. The Red Seal Occupational Standard (RSOS) will be developed, along with of the review of the implemented harmonized sequencing.

We want to acknowledge the industry support we have received to date and look forward to our continued collaboration on the project.

SYA INDUSTRY SCHOLARSHIP PROGRAM

The SYA Industry Scholarship program will conclude in 2030, when the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) has met all of its commitments to industry sponsors. The SATCC will continue to oversee and issue scholarships through the program until that time.

To facilitate the eventual conclusion of the scholarship program in 2030, the SATCC stopped accepting new SYA Industry Scholarship donations, effective February 1, 2022.

Since the scholarship's inception in 2009, and with the support of industry sponsors, more than 1,000 scholarships have been issued to graduating high school students across the province. We'll still be able to issue hundreds

more in the years ahead with the remaining funds.

Once the program wraps up, there will continue to be significant benefits available to young people pursuing apprenticeships and careers in the skilled trades in Saskatchewan.

High school students who complete the SYA program and register as apprentices within five years receive valuable benefits: their apprenticeship registration fee is waived; Level 1 technical training is waived; and they receive 300 trade time hours. These benefits are automatic – they are awarded to everyone who completes SYA in high school as long as they register as apprentices within five years of completion.

NEWS BITES

satcc

SYA SCHOLARSHIP NOMINATIONS

The call for nominations is out! SYA Champions have been notified to nominate an SYA Student who is graduating Grade 12 this year for the SYA Industry Scholarships. SYA Champions have until March 25, 2022 to submit their nominations. For more information, call the SYA Coordinator 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.

TRADE BOARD MEETINGS

Trade board meetings will be held weekly from March 8-30, 2022.

SURVEY RESULTS

The 2021 Apprentice and Employer Satisfaction Survey Results have been published to our website. Check them out [here](#).

INDIGENOUS APPRENTICESHIP INITIATIVE PROPOSALS

The Indigenous Apprenticeship Initiative program will begin accepting proposals on Thursday, February 10, 2022. The closing date is May 26, 2022. Visit our website for more information: saskapprenticeship.ca/indigenous-apprenticeship/.

provincially

SKILLS CANADA SASKATCHEWAN PROVINCIAL COMPETITION CANCELLED

Skills Canada Saskatchewan has cancelled the Saskatchewan Provincial Skills Competition due to the persistence of COVID-19 in the province.

In lieu of the Provincial Skills Competition, Skills Canada Saskatchewan will be expanding other programming.

nationally

CAF 2022 NATIONAL APPRENTICESHIP CONFERENCE

Registration for the 2022 National Apprenticeship Conference is now open. This year's conference will take place on May 29 - 31, 2022 in Halifax, Nova Scotia.

The 2022 National Apprenticeship Conference program will highlight initiatives & strategies that reflect three themes: Resilience, Recovery and Readiness.

For more information, please visit their [website](#).

2022 SUPPORTING WOMEN IN TRADES CONFERENCE

This year's Supporting Women in Trades Conference will take place on June 2 - 3, 2022 in St. John's, NL.

The SWiT 2022 program will offer interactive workshops, educational breakout sessions and dedicated networking and support spaces. Join us for a unique opportunity to learn, share and connect with apprentices and skilled trades workers who identify as women, their champions and community allies. More information can be found on their [website](#).

BOARD OF DIRECTORS

As of November 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
Ian Knibbs - Employer
Dana Paidel - Employer

Production and Maintenance Sector

Aaron R. Laughlin - Employee
Bernard Boutin - Employer

Motive Repair Sector

Ryan Cunningham - Employee
Bryan Leier - Employer

Other

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Leonard Manitoken - First Nations
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Elaine Lafleur - 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.

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.
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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.
W. Hunter Electric (2005) Ltd.
Wright Construction Western Inc.
Yara Belle Plaine Inc.