

Apprenticeship in ACTION

JOURNEYPERSON CERTIFICATION IS A TICKET TO CONTINUE LEARNING

Journeyman Welder Cassidy Kovach, 26, from Kipling, SK, has worked hard and overcome challenges to achieve success throughout her career in the skilled trades. In recognition of her achievements, the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) presented Kovach with two awards at the 2021 Apprenticeship Awards: the Wendy Davis Memorial Scholarship and the Scholarship for Journeypersons with Disabilities.

The Wendy Davis Memorial Scholarship is awarded to a female journeyperson who has received the highest mark on their journeyperson exam in a trade where women are underrepresented. The Scholarship for Journeypersons with Disabilities has a slightly different process; newly certified journeypersons who have a diagnosed disability as defined in the Saskatchewan Human Rights Code are encouraged to apply for the award. A panel of SATCC staff members selects a recipient who has demonstrated that while living with a disability, they have grown and succeeded in their skilled trades career, and that they plan to continue building their career in the skilled trades.

Kovach has a passion for building things and enjoys hands-on learning. She thought a career in welding fit her skillset so in 2016, she enrolled in the Welding pre-employment course at Saskatchewan Polytechnic in Regina. While she was excited for the new opportunity, it came with some challenges.

"Deciding to enroll in the pre-employment welding course at Sask Polytech in Regina was a huge step for me. I had to move to a city that was away from home and my support system," Kovach says.

Kovach has struggled with generalized anxiety disorder and depression since she was young. She has worked hard to manage her mental health but sometimes issues arise. During the start of her second semester of

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SATCC Award Winner Cassidy Kovach



From the desk of JEFF RITTER



Dear Apprenticeship Partners:

It's been more than three months since we launched MyATC, and as of April 25, we have more than 7,000 clients registered in the system. We're pleased with the engagement and we encourage those who have yet to register to do so. If you need assistance, we have resources available on our [website](#), or give us a call and one of our agents will be happy to help.

The [2022-23 training schedule](#) was posted to the SATCC website at the beginning of April. Technical training courses will begin to be released in MyATC starting on Monday, May 2.

We are excited to announce that for the fourth year in a row, the SATCC has been recognized as one of Saskatchewan's Top Employers by Mediacorp Canada Inc. Our hard-working staff contribute to our engaging and positive organization. According to the SATCC's 2021 employee engagement survey, eighty-one per cent of employees agreed with

the statement: "I find my work fulfilling and I look forward to coming to work each day." We are grateful that our organization has been recognized with this award.

Our feature story focuses on Journeyperson Welder Cassidy Kovach, who was awarded both the Wendy Davis Memorial Scholarship as well as the Scholarship for Journeypersons with Disabilities in 2021. She is dedicated to her craft and demonstrates a passion for continuous learning. Check it out for an inspiring read.

The SATCC is participating in the Virtual Learning Strategist program. The program provides academic assessment and support to apprentices and trade qualifiers with learning difficulties. Since joining the program in 2019, 10 participants have successfully passed their Red Seal Interprovincial examination. The current phase of the program will conclude in December 2022 and a second phase is planned to start in April 2023.

A reminder that the Indigenous Apprenticeship Initiative deadline to submit funding proposals is Thursday, May 26, 2022. The program funds initiatives that support Indigenous people interested in pursuing careers in the skilled trades. Since its inception in 2004, the SATCC has invested nearly \$7.5 million into 133 projects as of June 30, 2021. For more information or to access the proposal form, please visit our [website](#).

I am looking forward to warmer spring weather, so we can enjoy the outdoors in the coming weeks. Take care and stay safe.

Ticket to Learning

continued...

pre-employment, she had to take a medical leave of absence. She felt frustrated but didn't give up on her goals. During the leave, she used her energy to focus on feeling well again so she could return to school. The following year, she returned and graduated with distinction.

After completing pre-employment, Kovach indentured as an apprentice and earned her Red Seal Journeyman designation in the fall of 2020. She attributes a large part of her success to her loving and supportive family, as well as compassionate instructors who believed in her when she struggled to believe in herself. "These people all encouraged me and gave me a push when I needed it most. I found my passion in life, and I had a burning desire to be successful, so I found ways to overcome the many obstacles I have been faced with," she says.

While Kovach's goal was to obtain her journeyman certification, she realized it was only the start. "As it turns out, my [journeyman certification] was just a ticket to continue learning," she says.

Kovach realized she enjoys training and mentoring people, especially young apprentices. "I find it admirable when someone wants to adopt a new skill, and I know from personal experience how challenging this can be," she says. "I try my best to set them up for success, often devoting my personal time to help them when necessary."

In 2019, Kovach volunteered at the Mind Over Metal camp, hosted by Sask Polytech and delivered in partnership with the CWB Welding Foundation. The camp introduces welding to young girls and is designed to dispel myths around females pursuing skilled trade careers. She feels opportunities like the camp are important as it encourages young girls to explore the skilled trades. Kovach is hopeful to be able to participate in future camps and says

watching the girls' growth throughout the camp is rewarding.

Kovach says she loves the work she does because there is always something new to learn regarding fitting, welding and the chemistry of the different metals she works with. She says, "There are many different methods and even if you already know how to do something, you can usually learn a better way."

through the CWB Group in the future.

Kovach says she feels incredibly fortunate to have received both the Wendy Davis Memorial Scholarship and the Scholarship for Persons with Disabilities. "Working in this industry as a female with an anxiety disorder has presented many challenges. I have had to work really hard to overcome

"As it turns out, my journeyman certification was just a ticket to continue learning,"
- Cassidy Kovach

As a dedicated learner, Kovach recently indentured as a Metal Fabricator (Fitter) apprentice with Valley View Fab in Langbank, SK. At Valley View Fab, she is learning to build projects from start to finish while gaining experience operating different equipment and fitting parts without the use of a jig. She also has plans to take the Welding Inspector Level One course online

a lot of barriers both mentally and physically, so it definitely felt good to be recognized," she says. "I have learned to channel my anxiety in a positive, productive direction and have never felt so confident."

Wanted: skill seekers.

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SATCC NAMED ONE OF SASKATCHEWAN'S TOP EMPLOYERS

The Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) has been recognized as one of Saskatchewan's Top Employers by Mediacorp Canada Inc. for the fourth year in a row.

"We are thrilled to be named one of Saskatchewan's Top Employers a fourth time," SATCC CEO Jeff Ritter said. "It's a special organization when almost nine out of 10 employees agree that they look forward to coming in to work every day."

"It helps that we have a really active social committee and an employee engagement committee," says Katherine Kawula, Program Development Specialist. "It's a fun place to work, and the people make it great."

Employee engagement is built through a range of activities at the SATCC. Employees come together from across

the province for a biweekly online meeting, giving staff the opportunity to ask questions and connect with one another. Employee engagement gifts, handwritten notes from the CEO and support for employee growth and career development also help employees feel appreciated.

According to the SATCC's 2021 employee engagement survey, eighty-one per cent of employees agreed with the statement: "I find my work fulfilling and I look forward to coming to work each day."

"We have a strong sense of belonging, not just within the organization but in our communities as well," Ritter adds. "That really builds employee engagement, and that in turn translates into outstanding client service."

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. Read more about why the SATCC is one of Saskatchewan's Top Employers at reviews.canadastop100.com/top-employer-saskatchewan-apprenticeship-and-trade-certification-commission.

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.





A cut above.

Thrilled to be named one of
Saskatchewan's Top Employers.



**SASKATCHEWAN'S
TOP EMPLOYERS**








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TRAINING SCHEDULE TO BE RELEASED IN MAY

Beginning Monday, May 2, apprentices will be able to self-register for technical training in MyATC for the 2022-23 training year. The 2022-23 training year runs July 1, 2022 until June 30, 2023.

The full 2022-23 technical training schedule is available on the [SATCC website](#).

The following outlines how the courses for the year will be released in MyATC:

- Monday, May 2 at 12 a.m. (midnight): Level 4 classes released in MyATC
- Wednesday, May 4 at 12 a.m. (midnight): Level 3 classes released in MyATC
- Monday, May 9 at 12 a.m. (midnight): Level 2 classes released in MyATC
- Wednesday, May 11 at 12 a.m. (midnight): Level 1 classes released in MyATC

Apprentices and employers/JTCs will not receive training notices from the SATCC inviting apprentices to attend training.

Apprentices will be responsible for registering for any technical training they are eligible for. Technical training will be filled on a first-come, first-served basis.

Employers/JTCs and apprentices are encouraged to register for MyATC prior to courses being released in May. This will help ensure a seamless experience for technical training registration. Resources to help you log in for the first time are available on the [SATCC website](#).

For more information on registering for training, please review the "Registering for Training" knowledge article in MyATC Client Knowledge.

Apprentices can also take the "Registering for Training" tour in MyATC to learn more.

If you have questions, please contact us at apprenticeship@gov.sk.ca or 1-877-363-0536.

Number of Clients Who Have Registered For MyATC

*As of April 25, 2022



HARMONIZATION UPDATE

During the month of April, the Baker trade's workshops for the Red Seal Occupational Standard (RSOS) and the Harmonization sequencing commenced. Subject matter experts from across Canada provided information and expertise for the new standard and provided recommendations for the Harmonization Initiative. The workshop will conclude in early May. Upcoming events in May will also include the RSOS and the Harmonization sequencing review for the Welder trade.

For more information on Harmonization, please visit the [Red Seal website](#).

Need more info on how to register for MyATC? Resources are available on our website:

saskapprenticeship.ca/myatc/

Find FAQs, a demo video, flow charts, as well as apprentice and employer registration guides.

INDIGENOUS APPRENTICESHIP INITIATIVE

The SATCC oversees and administers the Indigenous Apprenticeship Initiative (IAI) program, which is currently accepting funding proposals for 2022-23 until May 26, 2022.

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

Since its inception in 2004, the SATCC has invested nearly \$7.5 million into 133 projects as of June 30, 2021. 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.

"Because of the IAI program, we are able to provide innovative opportunities in partnership with Indigenous organizations that support Indigenous people entering into apprenticeship and the skilled trades," SATCC Senior Indigenous Advisor Danelle Reiss said. "We're looking forward to the submitted proposals for this new year."

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.

"Last year, the program invested in five projects which included a Trade Transitional Readiness program delivered in Onion Lake Cree Nation, as well as a tiny house build on Ocean Man First Nation," Reiss said. "Ocean Man First Nation utilized the house as a teacher dwelling, which will assist the community in recruiting teachers to the school, as they are able to provide a comfortable living space in their remote location."

As of June 30, 2021, Indigenous apprentices made up 18.1 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.

Those interested in submitting a proposal for IAI can call 306-787-0668 for more information or visit saskapprenticeship.ca/indigenous-apprenticeship for a copy of the proposal.

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:

306-787-0668

saskapprenticeship.ca/indigenous-apprenticeship



INSTRUCTOR AND EMPLOYER AWARD 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, 2022.

There will be two Outstanding Employer Awards – one for organizations with more than 50 employees; and one for organizations with fewer than 50 employees. 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.

[Nominate an employer here.](#)

[Nominate an instructor here.](#)

VIRTUAL LEARNING STRATEGIST PROGRAM

The Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) began participating in the Virtual Learning Strategist (VLS) program in September 2019 to provide academic assessment and support to apprentices and trade qualifiers with learning difficulties.

The VLS program uses a trained educator who specialises in providing support to struggling learners. The learning strategist interacts with clients through phone, email, and video conferencing. They work with clients to identify learning strengths and weaknesses and arrange for tutoring support for math or reading skills. They also assist with study methods

and provide technology equipped with learning apps to help make learning easier.

Clients who are accepted into the program regularly communicate with the learning strategist while in training, use the supports provided and follow through with any agreed upon training plan. They can also communicate with the learning strategist if the apprentice experiences any learning difficulties during training.

Currently, the VLS program is offered to clients in the Carpenter, Plumber, and Construction Electrician trades. Clients are referred to the VLS program by SATCC Field Consultants. Enrollment in the first phase of the program has

reached capacity at 150 participants and will conclude in December 2022. So far, 10 participants have successfully passed their Red Seal Interprovincial examination. A second phase is planned to start in April 2023.

The VLS program was developed in New Brunswick in 2018. Since its inception, Yukon, Prince Edward Island, Nova Scotia and Newfoundland, along with Saskatchewan, have joined the program. Students who have accessed learning strategist support in other provinces have had increased success with leveled training while gaining a better understanding of their individualized learning styles.

TINY HOUSE PROJECT PHOTOS

In 2021-22, the SATCC offered the Tiny House Program, which provides Indigenous apprentices with work experience while progressing toward journeyman certification by building tiny (modular) houses in local communities. The project provides communities with new housing opportunities while raising awareness of apprenticeship and the skilled trades among Indigenous people in Saskatchewan.



Tiny house build on English River First Nation



Tiny house build on Lac La Ronge First Nation



Tiny house build on Ochapowace First Nation

NEWS BITES

satcc

SYA INDUSTRY SCHOLARSHIPS

Nominations for the 2022 SYA Industry Scholarship closed Friday, March 25. Recipients have been selected and packages have been sent to their schools. Please watch for the announcement of the winners in June.

INDIGENOUS APPRENTICESHIP INITIATIVE PROPOSALS

A reminder that the Indigenous Apprenticeship Initiative deadlining is approaching. The closing date is May 26, 2022. Visit our website for more information: saskapprenticeship.ca/indigenous-apprenticeship/.

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](#).

SKILLS CANADA NATIONAL COMPETITION 2022

Skills Canada National Competition is May 25-28, 2022 in Vancouver, BC. For more information on the event, visit the [Skills Canada website](#).

APPRENTICESHIP INCENTIVE GRANT FOR WOMEN

The Apprenticeship Incentive Grant for Women (AIG-W) was announced in 2018 as a five-year pilot project to support women to enter, progress and complete their training in Red Seal trades where they are underrepresented. The AIG-W pilot will end March 31, 2023.

To be eligible for the AIG-W grant, apprentices must successfully complete the first year (level/block) or second year (level/block) of an approved apprenticeship program between April 1, 2018 and March 31, 2023.

The AIG-W application deadline for apprentices who progress on or after March 31, 2022 is March 31, 2023. Applications will not be accepted after this date. Apprentices can apply even if they have not yet received supporting documents from their apprenticeship authority. The deadline for submitting supporting documents is 12 months from the application deadline.

Apprentices whose first year (level/block) or second year (level/block) progression date occurs after the AIG-W pilot ends on March 31, 2023 may be eligible for the [Apprenticeship Incentive Grant](#).

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](#).

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Thank you SYA Industry Scholarship Sponsors

The sponsors of the SYA Industry Scholarship provide many opportunities for Saskatchewan youth.

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