Annual Report 2025-26

Saskatchewan Apprenticeship and Trade Certification Commission

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Saskatchewan Apprenticeship and Trade Certification Commission

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Letters of Transmittal



The Honourable
Eric Schmalz
Minister Responsible for the
Saskatchewan Apprenticeship and Trade
Certification Commission

Office of the Lieutenant Governor of Saskatchewan

I respectfully submit the Annual Report for the Saskatchewan Apprenticeship and Trade Certification for the fiscal year ending June 30, 2026.

Eric Schmalz
Minister of Immigration and Career Training



Bryan Leier
Saskatchewan Apprenticeship and Trade
Certification Commission
Board Chair

The Honourable Eric Schmalz
Minister of Immigration and Career Training

Dear Minister:

I have the honour of submitting the Annual Report of the Saskatchewan Apprenticeship and Trade Certification Commission for the fiscal year ending June 30, 2026.

Bryan Leier
Commission Board
Chair

Commission Overview

The Apprenticeship and Trade Certification Act, 2019 (The Act) establishes the Saskatchewan Apprenticeship and Trades Certification Commission (SATCC) as a Commission and agent of the Crown and authorizes it to manage the apprenticeship and trade certification system in Saskatchewan.

The SATCC is authorized to make regulations to ensure the efficient, effective operation of the apprenticeship system and to meet the needs of industry in a timely manner. Through its industry board structure and The Act, the SATCC is accountable to the industry it serves and the Government of Saskatchewan. The SATCC Board Chair reports to the Minister of Immigration and Career Training, who is responsible for the administration of The Act.

The SATCC oversees and administers the apprenticeship and certification system in Saskatchewan.

In this role, the Commission fulfills four primary functions:

- Trains apprentices;
- Certifies tradespeople and apprentices;
- Regulates the apprenticeship system of training; and
- Promotes apprenticeship as a way for employers to meet their labour market requirements.

This annual report presents the SATCC's results for the fiscal year ending June 30, 2026. It provides the results of publicly committed strategies, actions and performance measures identified in the SATCC's 2025-26 Business Plan and 2022-27 Strategic Plan.

The graphic below shows the vision, mandate, values and goals from the SATCC's 2022-27 Strategic Plan.



>> Government Goals

A Strong Economy | Strong Communities | Strong Families

Progress on Goal 1: Satisfy Industry Demand for a Skilled and Certified Workforce in Saskatchewan

The SATCC works closely with industry to satisfy its demand for skilled and certified workers. The SATCC's efforts under this goal can be summarized as three key pillars of work: (1) train apprentices; (2) certify tradespeople; and (3) promote the apprenticeship system to employers and workers. The strategies and actions listed below represent the key work the Commission prioritizes under this goal.

Strategy:

1.1 Be Responsive to Industry Demand by offering technical training and services where apprentices live and work

Key Actions:

- Developed an annual training schedule reflective of where apprentices live and work.
  - 5,059 training seats purchased during 2025-26. Of this number, about 10 per cent of apprentices received their technical training through an online or a hybrid in-person and online format.

- Enhanced alternate training options for upgrading and apprenticeship courses in more trades and occupations.
  - A Memorandum of Understanding was signed between Alberta and Saskatchewan to allow Lloydminster-area Heavy-Duty Equipment Technician apprentices attend technical training in Alberta.
  - In 2025-26, the SATCC developed a process to identify demand for apprenticeship technical training in Regional College catchment areas.

Strategy:
1.2 Pursue opportunities to expand the apprenticeship system, including the designation and certification of occupations, and to endorse qualified workers in diverse occupations

Key Actions:

- The SATCC drafted updated Commission Regulations that include the designation of new trades, sub-trades and occupations. The draft Commission Regulations will move through approvals in 2026-27.

- Ensured training is relevant and responsive to industry needs.
    - Harmonized trades were identified for a Red Seal Occupational Standard (RSOS) review to maintain industry best practice within the trades. In 2025-26, RSOS workshops were held for the following trades:
        - Automotive Refinishing Technician;
        - Auto Body and Collision Technician;
        - Hairstylist;
        - Machinist; and
        - Tool and Die Maker.

Strategy:
1.3 Increase awareness of apprenticeship opportunities for employers, prospective apprentices and tradespeople, including people from equity priority groups

Key Actions:

- Developed annual communications plan targeting stakeholders, including employers, youth and equity priority groups.
    - The 2025-26 Communications and Marketing plan targeted youth, employers and equity priority groups through paid advertisements, updated resources for the Saskatchewan Youth Apprenticeship (SYA) program, the Apprenticeship in Action and SYA Champion newsletters, presentations, career fair/event participation, and printed resources.

- Delivered training for Indigenous apprentices.
    - The Indigenous Apprenticeship Initiatives (IAI) program funded four projects in 2025-26 at a cost of approximately $462K:
        - An on-the-job program building tiny homes was offered on Birch Narrows Dene Nation;
        - Two Level 1 Construction Electrician classes were offered by Touchwood Tribal Council and 2 Nations Bird Construction. Seventeen participants completed these programs; and
        - A retrofit Carpentry program training program on the One Arrow First Nation was completed by 10 participants.
    - The SATCC hired a full-time Indigenous Apprenticeship Liaison. The Liaison supports Indigenous apprentices as they navigate the system to ensure they have access to resources that will enable them to succeed in their apprenticeship and certification journeys.

- Increased awareness of the skilled trades via the Saskatchewan Youth Apprenticeship (SYA) program and other communications channels for students.
    - In 2025-26, the SATCC awarded 110 SYA Industry Scholarships to graduating

students from 68 communities across the province. Scholarships are given to students who've completed the SYA program and are committed to pursuing careers in the skilled trades.
    - SYA program staff delivered more than 400 presentations to schools across Saskatchewan in 2025-26.

- Recruited and supported underrepresented apprentices.
    - The SATCC implemented the Women in the Skilled Trades Initiative (WISTI), which concluded on June 30, 2026. The SATCC hired mentors to coach women apprentices in eligible Red Seal trades. Registration and Level 1 tuition fees were also rebated to eligible women apprentices participating in the WISTI initiative.
        - 288 women apprentices received fee rebates at the conclusion of the WISTI project and 378 women apprentices received face-to-face mentorship and coaching.

Performance Measure Results:

Measures	2024-25 Actual	2025-26 Target	2025-26 Actual	% of 2025-26 Target	2025-26 Result
Apprentice Registrations	2,307	2,500	**2,606**	**104.1%**	**Achieved**
Total Apprentices	7,166	7,800	**8,040**	**103.1%**	**Achieved**
Trade Qualifiers	1,329	1,400	**1,668**	**119.1%**	**Exceeded**
Technical Training Seats	4,892	5,000	**5,059**	**101.2%**	**Achieved**
Alternate Technical Training Available	10.7%	10.0%	**10.1%**	**100.6%**	**Achieved**
Apprentice & Employer Consultations	5,418	5,000	**5,157**	**103.1%**	**Achieved**
Trade Board Meetings	166	140	**133**	**95.0%**	**Progressed**
New Trades, Sub-Trades and Occupations	0	17	**0**	**0.0%**	**Not Met**
Equity, Diversity and Inclusion (EDI) Partnerships	5	2	**2**	**100.0%**	**Achieved**
Journeyperson Certificates Issued	1.002	1,000	**1,168**	**116.8%**	**Exceeded**
Red Seal Exam Pass Rate	65.7%	75.0%	**67.0%**	**89.4%**	**Not Met**
Real Completion Rate (RCR)	52.1%	60.0%	**55.1%**	**91.9%**	**Progressed**
Total Employers	2,116	2,150	**2,299**	**106.9%**	**Exceeded**
SYA Conversion Rate	35.3%	35.0%	**39.0%**	**111.4%**	**Exceeded**
Indigenous Apprentices	17.2%	19.0%	**17.1%**	**90.0%**	**Progressed**
Female Apprentices	10.1%	12.0%	**10.4%**	**87.1%**	**Not Met**
Female Apprentices in Trades with Low Female Representation	6.9%	10.0%	**7.1%**	**73.8%**	**Not Met**
Visible Minority Apprentices	8.7%	10.0%	**10.1%**	**101.4%**	**Achieved**
Apprentices with Disabilities	12.0%	13.0%	**12.0%**	**92.2%**	**Progressed**

Exceeded = 105% or greater than target; **Achieved** = 100% to 104% of target; **Progressed** = 90% to 99% of target; **Not Met** = Less than 90% of target.

Progress on Goal 2: Deliver High Quality Services Relevant to Industry/Stakeholders

It is central to the Commission's mandate to provide high-quality client services. A key part of this goal is expanding the supports the SATCC provides apprentices and trades qualifiers to help them successfully certify as journeypersons. The Commission is also leveraging self-service tools in its business systems to increase client access to information and services. The SATCC also provides regulatory oversight services to support industry and a strong, effective apprenticeship system.

Strategy:
2.1 Implement the Apprentice Success Enhancement Strategy (ASES) to provide the right supports to allow clients to progress successfully through to certification

Key Actions:

- Enhanced strategies for early intervention, critical to identifying learning gaps, much earlier in an apprentice's training.
    - The SATCC assessed hundreds of apprentices to determine if they might need additional studying and tutoring supports, or have an undiagnosed learning disability.
    - Tutoring and upgrading courses were offered to prepare apprentices for exams.
    - Evaluated apprentices receiving an intervention under the ASES strategy to determine effectiveness of intervention strategies.

Strategy:
2.2 Improve innovation and quality of service to best support client self-service

Key Actions:

- Implemented a public tradesperson registry where employers and the public can verify apprentice and journeyperson credentials.
- Added the ability for employers to approve their apprentices' technical training requests in MyATC.
- Used MyATC to identify gaps in trade time and ratio compliance.
- The SATCC implemented 64 enhancements to MyATC to improve client user experience.
- Electronic examination services were expanded to better support candidates requiring exam accommodations.
    - All regional offices now have the capacity to administer accommodated exams electronically on an individual basis.
    - In Saskatoon, additional exam stations were installed, increasing capacity to accommodate up to four candidates in a semi-private testing environment.

Strategy:
2.3 Enhance tools to improve evidence-based decision-making processes

Key Actions:

- The SATCC has developed a multi-year data management plan to store its historical data. This storage system will be used to create information for the SATCC's staff and Board to improve the effectiveness of the apprenticeship system.
- In 2025-26, the SATCC completed Phase 1 of the data management plan. This work included moving historical data from the SATCC's former system into the Government of Saskatchewan's data management system.

Performance Measure Results:

Measures	2024-25 Actual	2025-26 Target	2025-26 Actual	% of 2025-26 Target	2025-26 Result
Employer Satisfaction with Training*	N/A	90%	**93.0%**	**103.3%**	**Achieved**
Apprentice Satisfaction with On-the-Job Training*	N/A	90%	**91.0%**	**101.1%**	**Achieved**
Levels Curriculum Reviewed	24	14	**14**	**100.0%**	**Achieved**
Industry Response Time	100.0%	95.0%	**100.0%**	**105.3%**	**Exceeded**
Ratio Compliance	95.1%	95.0%	**95.9%**	**101.0%**	**Achieved**

Exceeded = 105% or greater than target; **Achieved** = 100% to 104% of target; **Progressed** = 90% to 99% of target; **Not Met** = Less than 90% of target.

* The Employer and Apprentice Satisfaction Surveys are administered every two years. The most recent survey was administered in 2025-26. The next survey will be in 2027-28.

Progress on Goal 3: Equip Staff with the Training and Tools to Provide Outstanding Service

The SATCC is committed to creating organizational capacity to deliver high-quality client services while fostering employee engagement. Employees who like their work are critical to delivering high-quality services to apprenticeship clients. An annual employee satisfaction survey has continuously demonstrated high levels of employee satisfaction in the workplace. Surveys conducted every two years with apprentices and employers also indicate high levels of client satisfaction with SATCC customer service.

Strategy:
3.1 Enhance the organization's service culture

Key Actions:

- Provided new staff with customer service training.
    - New employees completed the "Service Best" training program through the Saskatchewan Tourism Education Council.

Strategy:
3.2 Streamline functions to increase higher value functions and reduce inefficiencies in processes for staff

Key Actions:

- Management worked with Provincial Archives of Saskatchewan (PAS) to develop an Operational Records Schedule (ORS 2025).
- Implemented tools to increase staff efficiencies across multiple units of the SATCC.
    - The SATCC worked to implement website audit recommendations related to accessibility, clarity and readability. Work to implement these recommendations began in 2025-26 and will be completed in early 2026-27.

Strategy:
3.3 Facilitate a culture of inclusion and appreciation

Key Actions:

- According to the SATCC's 2025-26 Employee Engagement Survey, 77 per cent of staff members agreed with the statement, "I find my work fulfilling and look forward to coming to work each day." Seventy-four per cent of staff members agreed wit the statement, "I feel welcomed and included at the SATCC" and 80 per cent of staff members agreed with the statement, "I feel the SATCC is an inclusive employer."
- All staff completed training on how to facilitate a respectful and inclusive workplace.

Performance Measure Results:

Measures	2024-25 Actual	2025-26 Target	2025-26 Actual	% of 2025-26 Target	2025-26 Result
Employee Training and Development Spend	1.61%	1.0%	**1.02%**	**102.0%**	**Achieved**
Employer Satisfaction with SATCC Services*	N/A	90.0%	**94.1%**	**104.6%**	**Achieved**
Apprentice Satisfaction with SATCC Services*	N/A	90.0%	**91.6%**	**101.8%**	**Achieved**
Employee Engagement	70.0%	80.0%	**77.0%**	**96.3%**	**Progressed**

Exceeded = 105% or greater than target; **Achieved** = 100% to 104% of target; **Progressed** = 90% to 99% of target; **Not Met** = Less than 90% of target.

* The Employer and Apprentice Satisfaction Surveys are administered every two years. The most recent survey was administered in 2025-26. The next survey will be in 2027-28.

>> Government Goals

A Strong Economy | Strong Communities | Strong Families

Progress on Goal 4: Manage Financial Resources Efficiently and Effectively

The SATCC closely manages its resources for all aspects of the apprenticeship system. The capacity to train apprentices is ensured by actively monitoring the annual technical training schedule. Management undertakes an annual review of client fees and tuition to balance the costs of training apprentices against the affordability of the training for its clients. The SATCC has also established an internal audit function to evaluate various organizational activities and programs for effectiveness.

Strategy:
4.1 Sustainable Government Funding

Key Actions:

- Developed annual business plan and budget to secure General Revenue Fund (GRF) grant from the Government of Saskatchewan to fund industry's demand for training seats and support the Commission's operations.
    - The SATCC budgeted to purchase 5,009 seats in 2025-26, and purchased 5,059 seats by June 30, 2026.
    - In 2025-26, the SATCC refined and completed a three-year training forecast that was used to develop the 2026-27 training schedule.
- The SATCC received one-time funding of $950K in 2025-26 from the Ministry of Immigration and Career Training (ICT) to respond to tariff impacted sectors through development of learning materials in selected trades.

Strategy:
4.2 Sustainable Own-Source Revenue

Key Actions:

- Pursued federal funding where applicable.
    - The Women in Skilled Trades Initiative (WISTI) funding from Employment and Social Development Canada (ESDC) was completed on June 30, 2026. The SATCC spent $741K of the $875K approved by ESDC since the inception of the program in January 2024.
    - Through the Government of New Brunswick, the SATCC has been approved for an extension to the Virtual Learning Strategist (VLS2) program starting in 2026-27. The SATCC can receive up to approximately $2.5M between 2026-27 to 2031-32 to support the hiring of learning strategists, purchase psychoeducational assessments and provide tutoring services to support apprentices.

Strategy:
4.3 Maximize Efficiency and Risk Reduction

Key Actions:

- Developed and implemented the annual Enterprise Risk Management (ERM) Plan.
- Worked with the Internal Auditor to implement the 2025-26 portion of the 2023-2026 Internal Audit Plan.
- Developed and implemented the annual Business Continuity Plan (BCP).
    - The BCP was updated on a quarterly basis in 2025-26.
- Minimized increases in administrative costs.
    - The SATCC reduced its administrative costs in 2025-26. The SATCC's Administrative Cost Change target for 2025-26 was 0.6 per cent. This target was exceeded as the Administrative Cost Change measure decreased by 0.1 per cent.
- Maximized utilization of training seats.
    - In 2025-26, the Technical Training seat Fill Ratio was 94.9 per cent.
- Managed annual increases in technical training costs with training providers through the Training Protocol Agreements (TPAs).
    - Three TPAs were completed in 2025-26: Lotus Learning Solutions, Western Trades Training Institute, and the Sask. Electrical Trades Education Center Inc. (SETEC).

Performance Measure Results:

Measures	2024-25 Actual	2025-26 Target	2025-26 Actual	% of 2025-26 Target	2025-26 Result
Share of Registered Apprentices in Technical Training	68.3%	70.0%	**62.9%**	**89.9%**	**Not Met**
Technical Training Fill Ratio	95.0%	95.0%	**94.9%**	**99.9%**	**Progressed**
Revenue-Expense Ratio	57.4%	55.0%	**61.1%**	**111.1%**	**Exceeded**
Administrative Cost Change	4.7%	0.6%	**(0.1%)**	**216.7%**	**Exceeded**
Share of Non-Government Revenue (%)	18.8%	18.0%	**18.2%**	**101.1%**	**Achieved**

Exceeded = 105% or greater than target; **Achieved** = 100% to 104% of target; **Progressed** = 90% to 99% of target; **Not Met** = Less than 90% of target.

Financial Summary

The SATCC budgeted a deficit of $1.006M in 2025-26 based on revenues of $32.065M and expenses of $33.071M. In its budget, the Commission received $26.267M from the Ministry of Immigration and Career Training (ICT).

The SATCC posted a surplus of $485K for the fiscal year ending June 30, 2026. The improvement in the SATCC's financial situation is due to two factors:

1. Total revenues were $33.358M. The $1.293M increase was due to $1.019M in additional funding from ICT to support the SATCC developing learning materials in selected trades. The remaining revenue increase of $274K is a combination of additional funding for the Women in Skilled Trades Initiative (WISTI), the Virtual Learning Strategist (VLS2) program and increased Client Fees partially offset by reduced interest revenue; and
2. Total expenses were $32.872M, a decrease of $199K. The SATCC was under budget on expenses primarily due to savings on salaries and technical training costs.

The SATCC generated $5.246M in tuition and administrative fee revenue in 2025-26 compared to the budgeted value of $5.137M. The SATCC generated $3.996M in tuition revenue from the 5,059 training seats it purchased while also raising $1.250M in administrative fee revenue. The Commission also received $125K in interest revenue.

At $22.771M, the SATCC's expense on technical training in 2025-26 was lower by $147K than $22.918M budgeted. The decrease is mainly due to a change in the mix of seats purchased compared to those originally budgeted. The actual seats purchased were less expensive than originally budgeted. Salaries and Personnel expenses were $6.681M, which was below budget by $145K. The remaining approximately $3.420M in operational expenses are allocated across the remaining expense types with the majority in Other Contractual Services ($1.204M), Space Rental ($674K) as well as Advertising, Promotion and Printing ($739K). These expenses were approximately $93K over budget of $3.327M mostly due to increased promotional activity related to the Women in Skilled Trades Initiative (WISTI).

The SATCC's accumulated surplus is $3.283M as of June 30, 2026. Non-Financial Assets are $702K with most of it being tangible capital assets ($636K). The SATCC has three main restricted funds: $950K for the development of learning materials in selected trades, $145K for the IAI program and the Commission Board's F2 Minimum Policy restricts $700K. The remaining $785K are Undesignated Financial Assets.

The 2025-26 audited financial statements can be found starting on the next page. More detail is provided in the notes to the financial statements, which follow the statements.

INDEPENDENT AUDITOR'S REPORT

To: The Members of the Legislative Assembly of Saskatchewan

Opinion

We have audited the financial statements of the Saskatchewan Apprenticeship and Trade Certification Commission, which comprise the statement of financial position as at June 30, 2026, and the statement of operations, statement of change in net financial assets and statement of cash flow for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Saskatchewan Apprenticeship and Trade Certification Commission as at June 30, 2026, and the results of its operations, change in its net financial assets, and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Saskatchewan Apprenticeship and Trade Certification Commission in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Management is responsible for the other information. The other information comprises the information included in *Saskatchewan Apprenticeship and Trade Certification Commission Annual Report for 2025-26*, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or any knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed on this other information, we conclude that there is a material misstatement of this other information, we are required to report that fact in this auditor's report. We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian public sector accounting standards for Treasury Board's approval, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Saskatchewan Apprenticeship and Trade Certification Commission's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Saskatchewan Apprenticeship and Trade Certification Commission or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Saskatchewan Apprenticeship and Trade Certification Commission's financial reporting process.

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Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Saskatchewan Apprenticeship and Trade Certification Commission's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Saskatchewan Apprenticeship and Trade Certification Commission's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Saskatchewan Apprenticeship and Trade Certification Commission to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control identified during the audit.



Regina, Saskatchewan
September 24, 2026

Tara Clemett, CPA, CA, CISA
Provincial Auditor
Office of the Provincial Auditor

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Saskatchewan Apprenticeship and Trade Certification Commission
Statement of Financial Position
As at June 30, 2026

	2026	2025
Financial Assets		
Due from GRF **(Note 3)**	$ 8,007,391	$ 6,738,057
Accounts Receivable **(Note 6)**	42,092	51,365
	8,049,483	**6,789,422**
Liabilities		
Accounts Payable and Accrued Liabilities	1,454,302	972,861
Accrued Leave Liabilities	255,393	332,165
Deferred Revenue **(Note 7)**	3,373,035	2,831,790
Deferred Contributions **(Note 8)**	385,947	747,034
	5,468,677	**4,883,850**
Net Financial Assets (Note 10)	**2,580,806**	**1,905,572**
Non-Financial Assets		
Tangible Capital Assets **(Schedule 1)**	635,613	796,687
Inventory of Promotional Supplies	1,894	2,459
Prepaid Expenses	64,264	92,659
Total Non-Financial Assets	**701,771**	**891,805**
Accumulated Surplus (Statement 2)	**$ 3,282,577**	**$ 2,797,377**

(See accompanying notes to the financial statements)

Contractual Obligations **(Note 9)**
Contingent Liabilities **(Note 9)**

Saskatchewan Apprenticeship and Trade Certification Commission
Statement of Operations
For the Year Ended June 30, 2026

	2026 Budget (Note 12)	2026 Actual	2025 Actual
Revenue			
Grants – General Revenue Fund	$ 26,266,700	$ 27,286,450	$ 24,059,700
Grants – Gov't of Canada and Other Jurisdictions	348,501	604,378	187,422
Client Fees	5,136,627	5,246,345	5,062,835
SYA[1] Contributions	55,000	50,000	45,000
Products and Services	50,253	45,267	47,928
Interest	208,284	125,110	244,207
Total Revenue	**32,065,365**	**33,357,550**	**29,647,092**
Expense			
Salaries and Personnel	6,826,113	6,681,261	6,557,977
Program Contractual Services	22,917,690	22,770,901	21,544,877
Other Contractual Services	1,284,478	1,203,580	1,337,306
Board Expenses **(Note 11)**	139,197	92,959	118,205
Travel	222,806	250,487	221,003
Telephone	62,635	58,872	64,440
Advertising, Promotion and Printing	575,308	739,062	449,443
Space Rental	686,278	674,427	668,859
Equipment Rental	4,915	3,255	8,349
Office Supplies	63,626	65,452	45,246
Postage, Courier and Freight	40,117	35,654	39,409
Other	104,406	135,366	134,772
Amortization	143,381	161,074	161,074
Total Expenses	**33,070,950**	**32,872,350**	**31,350,960**
Annual (Deficit) Surplus	**(1,005,585)**	**485,200**	**(1,703,868)**
Accumulated Surplus, Beginning of Year	**2,797,377**	**2,797,377**	**4,501,245**
Accumulated Surplus, End of Year (to Statement 1)	**$ 1,791,792**	**$ 3,282,577**	**$ 2,797,377**

(See accompanying notes to the financial statements)

[1] SYA – Saskatchewan Youth Apprenticeship

Saskatchewan Apprenticeship and Trade Certification Commission
Statement of Change in Net Financial Assets
For the Year Ended June 30, 2026

	2026 Budget (Note 12)	2026 Actual	2025 Actual
Annual (Deficit) Surplus	**$ (1,005,585)**	**$ 485,200**	**$ (1,703,868)**
Acquisition of Tangible Capital Assets	-	-	(30,281)
Amortization of Tangible Capital Assets	143,381	161,074	161,074
	143,381	**161,074**	**130,793**
Consumption (Acquisition) of Prepaid Expenses	6,669	28,395	(8,878)
(Acquisition) Consumption of Inventory	112	565	208
	6,781	**28,960**	**(8,670)**
(Decrease) Increase in Net Financial Assets	**(855,423)**	**675,234**	**(1,581,745)**
Net Financial Assets, Beginning of Year	**1,905,572**	**1,905,572**	**3,487,317**
Net Financial Assets, End of Year	**$ 1,050,149**	**$ 2,580,806**	**$ 1,905,572**

(See accompanying notes to the financial statements)

Saskatchewan Apprenticeship and Trade Certification Commission
Statement of Cash Flow
For the Year Ended June 30, 2026

	2026	2025
Operating Activities:		
Cash Receipts from General Revenue Fund	$ 27,286,450	$ 24,059,700
Cash Receipts from Gov't of Canada and Other Jurisdictions	604,378	187,422
Cash Receipts from Clients	5,246,345	5,062,835
SYA Contributions Received	50,000	45,000
Receipts from Sales of Products and Services	45,267	47,928
Interest Received	125,110	244,207
Cash Paid to Employees	(6,681,261)	(6,557,977)
Cash Paid to Provide Program Services	(22,770,901)	(21,544,877)
Cash Paid to Suppliers	(2,636,054)	(2,766,506)
Cash Provided by Operating Activities	**1,269,334**	**(1,222,268)**
Capital Activities:		
Acquisition of Tangible Capital Assets	-	(30,281)
Cash Used in Capital Activities	**-**	**(30,281)**
Increase (Decrease) in Cash	**1,269,334**	**(1,252,549)**
Due from GRF, Beginning of Year	**6,738,057**	**7,990,606**
Due from GRF, End of Year	**$ 8,007,391**	**$ 6,738,057**

(See accompanying notes to the financial statements)

Saskatchewan Apprenticeship and Trade Certification Commission
Notes to the Financial Statements
For the Year Ended June 30, 2026

1. Description of Business

The Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) was originally established under *The Apprenticeship and Trade Certification Act, 1999*, effective October 1, 1999. This Act was **repealed on May 11, 2020**, and replaced by *The Apprenticeship and Trade Certification Act, 2019*, under which SATCC continues as an industry-led agency.

The Commission's mandate remains focused on governing and managing the apprenticeship and trade certification system in Saskatchewan, with expanded authority to designate occupations, certify without formal training programs, and enforce compliance through stop work orders. SATCC develops industry occupational standards and provides services to employers, apprentices, and tradespersons in support of certification based on those standards.

The SATCC is responsible for the preparation and fair presentation of its financial statements in accordance with Canadian public sector accounting standards. The Commission maintains a system of internal controls and administrative procedures designed to obtain reasonable assurance that financial reporting is accurate and reliable, transactions are properly authorized, assets are safeguarded, and financial records are appropriately maintained.

2. Significant Accounting Policies

These financial statements are prepared in accordance with generally accepted accounting principles as recommended by the Public Sector Accounting Board of CPA Canada and reflect the following significant accounting policies. Remeasurement gains and losses have not been recognized in a statement of remeasurement gains and losses because it does not have financial instruments that give rise to material gains or losses.

a) The Basis of Accounting

The accounts are prepared on the accrual basis of accounting.

b) Revenue

The revenue of the SATCC comes from several sources. Core funding is received from the General Revenue Fund through the Ministry of Immigration and Career Training to support operations and apprenticeship training. The Government of Canada provides funding through time-limited agreements for specific programs. Additional revenue is derived from client fees, comprising of tuition and administrative fees, paid by apprentices for training and related services. Revenue is also earned from the sale of services and interest income.

Restricted contributions are deferred and recognized as revenue in the year in which the related expense is incurred. Amounts received for tuition fees, and products and services are recognized as revenue in the year that the goods are delivered, or services are provided. Government transfers are recorded as revenue in the year they are authorized, any eligibility criteria are met, and a reasonable estimate of the amount can be made except to the extent that transfer stipulations give rise to an obligation that meets the definition of a liability.

c) Expenses

Expenses represent the cost of resources consumed during the period of operations. Expenses include a provision for the amortization of tangible capital assets.

d) Inventories

Inventories of promotional supplies are valued at cost and are expensed as they are consumed.

e) Tangible Capital Assets

Tangible capital asset purchases are recorded at cost, which includes all amounts that are directly related to acquisition, installation, development, construction, improvement, or betterment of the assets.

Tangible capital assets are amortized on a straight-line basis over the following estimated useful life of the asset.

Computer Application Software	3 years
Computer Hardware	3 years
Office Equipment	5 years
System Development	10 years or life of contract
Office Furniture	5 years
Leasehold Improvements	Life of Lease

f) Measurement Uncertainty

These statements are prepared in conformity with Canadian public sector accounting standards. These standards require management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date the financial statements and the reported amounts of revenue and expenses during the period. Actual results could differ from those estimates. Differences are reflected in current operations when identified.

g) New Standards

The Public Sector Accounting Board (PSAB) has issued The Conceptual Framework for Financial Reporting in the Public Sector and Section PS 1202, Financial Statement Presentation, which are effective for fiscal years beginning on or after April 1, 2026. SATCC will adopt The Conceptual Framework for Financial Reporting in the Public Sector and Section PS 1202, Financial Statement Presentation, in its 2026-27 fiscal year. Management has assessed the impact of adopting these standards and will implement the required changes to the presentation and disclosure of SATCC's financial statements in the year of adoption.

3. Due from GRF

The monies of the SATCC are deposited in the General Revenue Fund (GRF). Earned interest is calculated and paid by the General Revenue Fund on a quarterly basis using the Government's thirty-day borrowing rate and the SATCC's average daily account balance. The average rate for the period July 1, 2025 to June 30, 2026 was 2.40 per cent (2025 – 3.50 per cent).

4. Related Party Transactions

These financial statements include transactions with related parties. The SATCC is related to the SATCC Board, Trade Boards, and key management personnel and their close family members, and entities controlled by, or under shared control of any of these individuals. SATCC is related also to all Saskatchewan Crown agencies, such as ministries, corporations, boards, and commissions under the common control of the Government of Saskatchewan.

Routine operating transactions with related parties are recorded at the rates charged by those organizations and are settled on normal trade terms. In addition, the SATCC pays Provincial Sales Tax to the Ministry of Finance on all its taxable purchases. Taxes paid are recorded as part of the cost of those purchases.

The SATCC has not been charged with any administrative costs associated with the administrative services provided by the Ministry of Immigration and Career Training and the Ministry of Finance. Also, the Ministry of Finance paid for the employee benefits of the SATCC.

The following table summarizes the SATCC's transactions with other Government agencies that are not separately disclosed in the financial statements. These transactions are in the normal course of operations and are recorded at agreed upon exchange amounts.

	2026	2025
Expenses		
Ministry of SaskBuilds and Procurement[2]	$ 550,067	$ 720,719
Suncrest College	128,644	105,579
SaskEnergy	9,218	12,781
SaskTel	43,452	63,987
SaskPower	30,226	32,480
Saskatchewan Polytechnic	19,459,838	18,437,528
Southeast College	961,235	957,823
Western Trade Training Institute	338,811	278,751
Other Related Party Transactions	606	3,697
	$ 21,522,097	**$ 20,613,345**
Accounts Payable	**$ 480,837**	**$ 602,291**
Accounts Receivable	**$ 20,372**	**$ 30,179**

[2] 2025-26 Rental Amount for Estevan, La Ronge, Lloydminster, Moose Jaw, North Battleford, Yorkton and Swift Current of $26,003.09

5. Financial Instruments

The SATCC's financial instruments include Due from GRF; accounts receivable; accounts payable and accrued liabilities; and accrued leave liabilities. Due from GRF is recorded at cost. Accounts receivable, accounts payable and accrued liabilities, and accrued leave liabilities are recorded at amortized cost. The carrying amount of these financial instruments approximates fair value due to their immediate or short-term maturity. The SATCC is not exposed to significant credit, interest rate or liquidity risk from these financial instruments.

6. Accounts Receivable

Accounts receivable, net of valuation allowance, are composed of the following:

		2026		2025
Interest	$	20,372	$	30,179
Client Fees		2,720		1,050
Other		27,679		27,762
Valuation Allowance		(8,679)		(7,626)
Total Accounts Receivable	$	**42,092**	$	**51,365**

7. Deferred Revenue

Deferred Revenue of $ 3,373,035 (2025 - $2,831,790) is comprised of tuition and examination fees received from apprentices for training which will occur after June 30, 2026. The Commission received a higher number of registrations from apprentices for technical training classes for fall 2026 and, therefore, collecting tuition in advance, in 2025-26, for the 2026-27 Training Schedule.

8. Deferred Contributions

Deferred Contributions of $385,947 (2025 - $747,034) represent unexpended funds subject to external restrictions and designated for specific purposes. As at June 30, 2026, the deferred contribution balance relates entirely to the Saskatchewan Youth Apprenticeship (SYA) Industry Scholarships Program. The prior year balance included funding for the Saskatchewan Youth Apprenticeship (SYA) Industry Scholarships, the Women in Skilled Trades Initiative (WISTI) and the Virtual Learning Strategist (VLS) programs. The WISTI program concluded on June 30, 2026. While the VLS program is ongoing, all deferred contributions from prior years were utilized in 2025-26.

The SYA Industry Scholarship Program, initiated in 2009, aims to encourage high school graduates to pursue careers in skilled trades. This program is committed to awarding scholarships until it fulfills all funding obligations from sponsors, projected to continue through 2030.

9. Contractual Obligations & Contingent Liabilities

a) Operating Leases

The SATCC entered into separate lease agreements for rental space at 2140 Hamilton Street, Regina (expires June 30, 2027), 2221 Cornwall Street, Regina (expires November 30, 2027), 603-45th Street West, Saskatoon (expires July 31, 2027), and 141-15th Street East, Prince Albert (expires July 31, 2028). All the SATCC's remaining locations are on a continuing month-to-month rental basis from the Ministry of SaskBuilds and Procurement.

The annual lease payments agreed to are:

2026-27	$594,907
2027-28	$79,308
2028-29	$2,026

The SATCC is responsible for the payment of operating expenses related to these premises.

b) Outstanding Legal Claims

As of June 30, 2026, the Commission has no outstanding legal claim before the Saskatchewan Court of King's Bench.

c) Contractual Obligations

The Commission maintained its agreement with Accenture Inc. for the provision of annual user licenses for the ServiceNow software platform. The agreement, effective from July 2, 2025, to March 31, 2027, supports the Commission's ongoing business operations and digital service management requirements. As at June 30, 2026, the remaining contract value under the agreement was $62,686.

10. Designated Assets

Designated assets represent amounts set aside by the SATCC Board for specific purposes. These amounts are not available for other purposes without the written permission of the Board. As of June 30, financial assets have been set aside for the following purposes:

	2026	2025
Financial Assets Designated for the Indigenous Apprenticeship Initiatives Program	$ 144,818	$ 207,153
Financial Assets Designated for the Skilled Trades Training Development	950,000	-
Financial Assets Designated for Board of Directors' First Nations and Metis Scholarship Trust Program	609	1,309
Financial Assets Designated for Minimum Surplus[3]	700,000	700,000
Undesignated Financial Assets	785,379	997,110
Total Net Financial Assets	**$ 2,580,806**	**$ 1,905,572**

[3] The SATCC shall maintain financial assets designated for a minimum surplus of $700K, in case of a wind down of the company.

11. Board Expenses

The Apprenticeship and Trade Certification Act, 2019 establishes the SATCC Board and Trade Boards. The *Apprenticeship and Trade Certification Commission Regulations, 2020* establishes the Curriculum and Examination Development Boards and Trade Examining Boards. Honoraria and travel expenses are paid to these board members for attendance at meetings.

The SATCC Board manages the business and affairs of the SATCC to ensure that they are conducted in accordance with *The Apprenticeship and Trade Certification Act, 2019* and regulations. Trade Boards are responsible for reviewing the Human Resource Plans and making recommendations to the SATCC Board regarding entrance requirements, training requirements, certification requirements and changes to regulations. Trade Examining Boards assist in the examination of candidates and assessment of the applicant's experience and training to determine the applicant's eligibility. The main role of Curriculum and Examination Development Boards is to develop or revise curricula suitable for the training of apprentices and tradespersons, develop or revise examinations to be administered to apprentices and participate in developing, revising and validating inter-provincial standard examinations.

		2026		2025
Honorarium	$	29,285	$	43,962
Specialized Consulting		18,300		17,122
Other Travel		12,180		12,842
Members Board/Commission Travel		32,542		42,798
EI Expense on Honorariums		652		1,481
Total Board Expenses	**$**	**92,959**	**$**	**118,205**

12. Budget

The operating budget was approved by the SATCC Board on June 18, 2025 as part of the 2025-26 Business Plan.

Schedule 1

Saskatchewan Apprenticeship and Trade Certification Commission
Tangible Capital Assets
As at June 30, 2026

	2026							2025
	Leasehold Improvements	Office Furniture	Office Equipment	Computer Hardware	Computer Application Software	System Development	Total	Total
Balance at June 30, 2025	1,053,523	419,658	86,022	123,900	89,484	1,469,000	$ 3,241,587	$ 3, 211,306
Additions during the year	-	-	-	-	-	-	-	30,281
Disposals during the year	-	-	-	-	-	-	-	-
Adjustments	-	-	-	-	-	-	-	-
Balance at June 30, 2026	1,053,523	419,658	86,022	123,900	89,484	1,469,000	3,241,587	3,241,587
Opening accumulated amortization	1,028,177	381,787	86,022	123,900	85,298	739,716	2,444,900	2,283,826
Annual amortization cost	19,335	16,005	-	-	4,186	121,548	161,074	161,074
Amortization related to disposals	-	-	-	-	-	-	-	-
Adjustments	-	-	-	-	-	-	-	-
Closing accumulated amortization	1,047,512	397,792	86,022	123,900	89,484	861,264	2,605,974	2,444,900
Net book value of tangible capital assets	**$ 6,011**	**$ 21,866**	**$ -**	**$ -**	**$ -**	**$ 607,736**	**$ 635,613**	**$ 796,687**

Appendix A: Key Operational Factors

Key Operational Factors and Activities	July 1, 2025 to June 30, 2026	July 1, 2024 to June 30, 2025
Registered Apprentices	8,040	7,166
Newly Registered Apprentices	2,606	2,307
SYA Program Participants	2,480	2,839
Purchase of Technical Training Seats	5,059	4,892
Technical Training Attendance*	4,766	4,574
Training Allowance Claims Processed	2,309	1,876
Employer Consultations **	5,157	5,418
Work Experience Assessments Administered	12,815	12,707
Psycho-Educational Assessments Administered	51	47
Written Examinations Administered***	2,397	2,070
Practical Examinations Administered	271	221
Journeyperson Certificates Issued	1,168	1,002
Industry Board/Committee Meetings Held	133	166
Revenue Generation (Total Non-Grant Revenue)	$6,071,100	$5,587,393

* Technical training attendance includes apprentices who were sent out of province for technical training. Upgrading apprentices are not counted in the purchase of technical training seats total.
** Includes Jobsite inspections, Industry and Training Provider visits
*** Exam categories include those that lead to certification: Domestic, General, Interprovincial Journeyperson, Journeyperson and Proficiency.

Saskatchewan Apprentices: Registrations, Completions and Cancellations Five Year Overview 2021-22 to 2025-26					
Year	**Newly Registered Apprentices**	**Journeyperson Certificates Issued (includes both apprentices and trade qualifiers)**	**Completions**	**Cancellations**	**Total Registered Apprentices**
2025-26	2,606	1,168	962	770	8,040
2024-25	2,307	1,002	823	1,057	7,166
2023-24	2,331	983	841	844	6,749
2022-23	2,299	1,049	862	848	6,103
2021-22	1,824	987	802	778	6,271

Certificates issued from July 1, 2025 to June 30, 2026:

- Journeyperson* - 1,168
- Proficiency* - 20
- Completion of Apprenticeship* - 1,040
- Learners* - 162
- Apprentice Year Cards (issued to each apprentice at the completion of a level of training)* - 6,443

**For an explanation of the type of certificates issued, please see Appendix H: Definition of Terms Used in this Report.*

Saskatchewan Apprentice Registrations of Underrepresented Groups 2021-22 to 2025-26					
Year	Total Females	Females in Trades where Women are Underrepresented	Indigenous Peoples	Visible Minorities	People with Disabilities
2025-26	840	569	1,375	815	964
2024-25	722	475	1,231	621	860
2023-24	667	461	1,152	528	734
2022-23	656	402	1,064	410	580
2021-22	649	344	1,105	335	488

Saskatchewan Youth Apprenticeship Program Five-Year Overview 2021-22 to 2025-26					
Year	Total Number of High Schools Enrolled	Total Number of Students Registered as SYA Program Participants	Total Number of Students Issued a Certificate of Completion	Total Number of SYA Program Participants Who Registered as Apprentices in the Regular Apprenticeship Program	Total Number of SYA Presentations to School Groups
2025-26	430	2,480	431	307	423
2024-25	424	2,839	401	287	230
2023-24	381	3,045	377	227	455
2022-23	333	2,639	573	256	742
2021-22	357	3,636	383	173	356

Indigenous Apprenticeship Participation 2021-22 to 2025-26						
Year	Total Indigenous Apprentices Registered at June 30	First Nations*	Métis	Total Indigenous Journeyperson Certificates Issued (includes both apprentices and trade qualifiers)	First Nations*	Métis
2025-26	1,375	764	611	157	63	94
2024-25	1,231	685	546	108	49	59
2023-24	1,152	676	476	102	46	56
2022-23	1,064	637	427	101	53	48
2021-22	1,105	711	394	109	60	49

** Includes Inuit and those who identified with more than one group*
Indigenous individuals made up 17.2% of all registered apprentices in 2025-26.
Indigenous individuals were issued 13.4% of all journeyperson certificates in 2025-26.

Appendix B: Registrations, Completions and Cancellations by Designated Trades 2025-26

Trade	Total as of end June 30, 2025	Registrations	Cancellations	Paused	Completions	Total as of end June 30, 2026
Agricultural Equipment Technician	347	121	3	41	50	374
Aircraft Maintenance Engineer Technician*	0	0	0	0	0	0
Auto Body and Collision Technician	142	61	0	15	18	170
- Automotive Refinishing Technician	0	1	0	0	0	1
Automotive Service Technician	396	162	9	33	67	449
Boilermaker	33	5	0	6	7	25
Bricklayer	26	1	0	3	2	22
Cabinetmaker	2	1	0	1	0	2
Carpenter	612	202	0	72	62	680
- Framer	0	0	0	0	0	0
- Scaffolder	99	54	0	13	9	131
Construction Craft Labourer	15	7	1	4	6	11
Construction Electrician	1378	517	8	136	155	1596
Cook	21	3	0	5	1	18
Electronics Assembler	0	2	2	0	0	0
Esthetician - Nail Technician	0	0	0	0	0	0
Esthetician - Skin Care Technician	0	1	0	0	0	1
Food and Beverage Person	0	0	0	0	0	0
Gasfitter	0	0	0	0	0	0
Glazier	9	1	0	2	0	8
Guest Services Representative	2	0	0	1	0	1
Hairstylist	284	125	0	29	70	310

Trade	Total as of end June 30, 2025	Registrations	Cancellations	Paused	Completions	Total as of end June 30, 2026
Heavy Duty Equipment Technician	446	144	12	33	62	483
Industrial Mechanic (Millwright)	483	156	8	25	73	533
Instrumentation and Control Technician	105	22	3	3	25	96
Insulator (Heat and Frost)	24	6	0	2	0	28
Ironworker (Reinforcing)	0	0	0	0	0	0
Ironworker (Structural/Ornamental)	64	25	0	8	5	76
Landscape Horticulturist	1	3	1	0	0	3
Lather (Interior Systems Mechanic)	3	4	0	0	0	7
Locksmith	0	1	0	0	0	1
Machinist	95	23	1	13	23	81
Meat Cutter	0	0	0	0	0	0
Endorsement: Processor	0	0	0	0	0	0
Endorsement: Slaughterer	0	0	0	0	0	0
Metal Fabricator (Fitter)	37	16	1	2	7	43
Mobile Crane Operator	73	13	0	13	10	63
- Boom Truck Operator 'A'	24	11	1	5	7	22
- Boom Truck Operator 'B'	2	1	0	1	0	2
Painter And Decorator	1	0	0	0	0	1
Parts Technician	107	38	2	9	11	123
Pipeline Equipment Operator	0	0	0	0	0	0
Endorsement: Dozer Operator	0	0	0	0	0	0
Endorsement: Excavator Operator	0	0	0	0	0	0
Endorsement: Grader Operator	0	0	0	0	0	0
Endorsement: Sideboom Operator	0	0	0	0	0	0

Trade	Total as of end June 30, 2025	Registrations	Cancellations	Paused	Completions	Total as of end June 30, 2026
Plumber	811	333	1	73	66	1004
Pork Production Technician	0	0	0	0	0	0
Endorsement: Breeder	0	0	0	0	0	0
Endorsement: Facilities Maintenance	0	0	0	0	0	0
Endorsement: Farrowing	0	0	0	0	0	0
Endorsement: Grower-Finisher	0	0	0	0	0	0
Endorsement: Nursery Management	0	0	0	0	0	0
Powerline Technician	278	76	6	9	53	286
Recreation Vehicle Service Technician	2	1	0	1	0	2
Refrigeration and Air Conditioning Mechanic	149	72	5	14	30	172
Rig Technician- Derrickhand (Level Two)	0	0	0	0	0	0
Rig Technician - Driller (Level Three)	0	0	0	0	0	0
Rig Technician - Motorhand (Level One)	0	0	0	0	0	0
Roofer	38	13	0	2	4	45
Sheet Metal Worker	175	74	0	18	16	215
Sprinkler Fitter	44	28	0	7	4	61
Steamfitter-Pipefitter	118	38	4	7	10	135
- Petroleum Installer Technician	0	0	0	0	0	0
Tilesetter	0	0	0	0	0	0
Tower Crane Operator	3	4	0	1	1	5
Truck and Transport Mechanic	264	78	7	32	42	261
Water Well Driller	0	0	0	0	0	0
Welder	453	162	12	44	66	493
Semiautomatic Welding Production Operator	0	0	0	0	0	0
TOTAL	**7,166**	**2,606**	**87**	**683**	**962**	**8,040**

* Aircraft Maintenance Engineer Technicians are registered by Manitoba Apprenticeship, to comply with Transport Canada regulations.

Appendix C: Attendance in Apprenticeship Technical Training Courses by Trade and Stage of Training 2025-26

Trade	Enrolment Levels					
	All Levels	Level 1	Level 2	Level 3	Level 4	UG
Agricultural Equipment Technician	273	76	80	62	55	*NA*
Aircraft Maintenance Engineer Technician	0	0	0	0	0	*NA*
Auto Body and Collision Technician	101	21	16	32	32	*NA*
Automotive Refinishing Technician	0	0	0	0	0	NA
Automotive Service Technician	319	76	67	81	90	*5*
Boilermaker	0	0	0	0	0	*NA*
Bricklayer	13	0	7	6	0	*NA*
Cabinetmaker	0	0	0	0	0	*NA*
Carpenter	435	151	111	73	83	*17*
Framer	0	0	0	0	0	*NA*
Scaffolder	68	23	12	19	12	*2*
Construction Craft Labourer	9	0	9	0	0	*0*
Construction Electrician	1031	332	274	219	169	*37*
Cook	0	0	0	0	0	*0*
Electronics Assembler	0	0	0	0	0	*NA*
Esthetician - Nail Technician	0	0	0	0	0	*NA*
Esthetician - Skin Care Technician	0	0	0	0	0	*NA*
Food and Beverage **	0	0	0	0	0	*NA*
Gasfitter	0	0	0	0	0	*NA*
Glazier	0	0	0	0	0	*NA*
Guest Services Representative **	0	0	0	0	0	*NA*
Hairstylist	0	0	0	0	0	*NA*
Heavy Duty Equipment Technician	296	47	83	82	84	*NA*
Industrial Mechanic (Millwright)	352	98	83	70	94	*7*
Instrumentation and Control Technician	50	13	15	13	9	*NA*
Insulator (Heat and Frost)	7	0	7	0	0	*NA*
Ironworker (Reinforcing)	0	0	0	0	0	*NA*

Trade	Enrolment Levels					
	All Levels	Level 1	Level 2	Level 3	Level 4	UG
Ironworker (Structural/Ornamental)	48	24	12	12	0	*NA*
Landscape Horticulturist	0	0	0	0	0	*NA*
Lather (Interior Systems Mechanic)	0	0	0	0	0	*NA*
Locksmith	0	0	0	0	0	*NA*
Machinist	57	2	8	23	24	*NA*
Meatcutter	0	0	0	0	0	*NA*
Endorsement: Processor	0	0	0	0	0	*NA*
Endorsement: Slaughterer	0	0	0	0	0	*NA*
Metal Fabricator (Fitter)	19	7	12	0	0	*NA*
Mobile Crane Operator	53	18	23	12	0	*NA*
Boom Truck Operator 'A'	14	6	8	0	0	*NA*
Boom Truck Operator 'B'	0	0	0	0	0	*NA*
Painter & Decorator	0	0	0	0	0	*NA*
Parts Technician	75	36	22	17	0	*NA*
Pipeline Equipment Operator	0	0	0	0	0	*NA*
Endorsement: Dozer Operator	0	0	0	0	0	*NA*
Endorsement: Excavator Operator	0	0	0	0	0	*NA*
Endorsement: Grader Operator	0	0	0	0	0	*NA*
Endorsement: Sideboom Operator	0	0	0	0	0	*NA*
Plumber	548	139	164	135	96	*14*
Pork Production Technician	0	0	0	0	0	*NA*
Endorsement: Breeder	0	0	0	0	0	*NA*
Endorsement: Facilities Maintenance	0	0	0	0	0	*NA*
Endorsement: Farrowing	0	0	0	0	0	*NA*
Endorsement: Grower-Finisher	0	0	0	0	0	*NA*
Endorsement: Nursery Management	0	0	0	0	0	*NA*
Powerline Technician	266	63	64	79	60	*0*
Recreation Vehicle Service Technician	0	0	0	0	0	*NA*
Refrigeration and Air Conditioning Mechanic	120	24	21	41	34	*NA*
Rig Technician - Motorhand (Level One)	0	0	0	0	0	*NA*
Rig Technician- Derrickhand (Level Two)	0	0	0	0	0	*NA*
Rig Technician - Driller (Level Three)	0	0	0	0	0	*NA*
Roofer	23	10	12	0	0	*1*
Sheet Metal Worker	119	40	24	23	24	*8*
Sprinkler Fitter	21	8	6	7	0	*NA*
Steamfitter-Pipefitter	74	11	23	27	13	*NA*

Trade	Enrolment Levels					
	All Levels	Level 1	Level 2	Level 3	Level 4	UG
Petroleum Installer Technician	0	0	0	0	0	*NA*
Tilesetter	0	0	0	0	0	*NA*
Tower Crane Operator	2	1	1	0	0	*0*
Truck and Transport Mechanic	168	44	45	34	45	*NA*
Water Well Driller	0	0	0	0	0	*NA*
Welder	240	53	79	95	0	*13*
- Semiautomatic Welding Production Operator	0	0	0	0	0	*NA*
Total	**4,801**	**1,323**	**1,288**	**1,162**	**924**	**104**
Out of Province (OOP)	**69**	**29**	**25**	**12**	**3**	**0**

Total apprentices trained (including OOP+ and Upgraders)	**4,870**			
Total apprentices trained (including OOP, no Upgraders)	**4,766**			
Total apprentices trained (including Upgraders, no OOP)	**4,801**	(SATCC-purchased training)		
Total apprentices trained (no OOP, no Upgraders)	***4,697***			

SATCC offers training for Petroleum Installer Technician.
1 Aircraft Maintenance Engineer Technicians are registered with Manitoba Apprenticeship
2 Pipeline Equipment Operator - There is presently no technical training available in Saskatchewan for this trade
* Technical training is completed prior to registration
**Technical training is in partnership with Saskatchewan Tourism.
n/a – No applicable training for this trade/level
+ OOP - Apprentices who received technical training Out of Province

Appendix D: Certification Examinations 2025-26

Trade	Total Exams Written 2025-26	Total Successful	Total Unsuccessful
Agricultural Equipment Technician	80	49	31
Aircraft Maintenance Engineer Technician*	0	0	0
Auto Body and Collision Technician	50	19	31
- Automotive Refinishing Technician	0	0	0
Automotive Service Technician	142	95	47
Boilermaker	17	7	10
Bricklayer	7	3	4
Cabinetmaker	1	0	1
Carpenter	142	67	75
- Framer	0	0	0
- Scaffolder	21	12	9
Construction Craft Labourer	18	6	12
Construction Electrician	334	169	165
Cook	52	17	35
Electronics Assembler	0	0	0
Esthetician - Nail Technician	4	4	0
Esthetician - Skin Care Technician	2	1	1
Food and Beverage Person	0	0	0
Gasfitter	179	126	53
Glazier	1	1	0
Guest Services Representative	0	0	0
Hairstylist	231	88	143
Heavy Duty Equipment Technician	141	87	54
Industrial Mechanic (Millwright)	165	89	76
Instrumentation and Control Technician	39	30	9
Insulator (Heat and Frost)	4	3	1
Ironworker (Reinforcing)	1	1	0
Ironworker (Structural/Ornamental)	12	6	6
Landscape Horticulturist	0	0	0
Lather (Interior Systems Mechanic)	0	0	0
Locksmith	0	0	0

Trade	Total Exams Written 2025-26	Total Successful	Total Unsuccessful
Machinist	39	26	13
Meat Cutter	0	0	0
Endorsement: Processor	0	0	0
Endorsement: Slaughterer	0	0	0
Metal Fabricator (Fitter)	9	1	8
Mobile Crane Operator	15	8	7
- Boom Truck Operator 'A'	11	9	2
- Boom Truck Operator 'B'	0	0	0
Painter And Decorator	8	1	7
Parts Technician	34	23	11
Pipeline Equipment Operator	0	0	0
Endorsement: Dozer Operator	0	0	0
Endorsement: Excavator Operator	0	0	0
Endorsement: Grader Operator	0	0	0
Endorsement: Sideboom Operator	0	0	0
Plumber	147	77	70
Pork Production Technician	0	0	0
Endorsement: Breeder	0	0	0
Endorsement: Facilities Maintenance	0	0	0
Endorsement: Farrowing	0	0	0
Endorsement: Grower-Finisher	0	0	0
Endorsement: Nursery Management	0	0	0
Powerline Technician	65	47	18
Recreation Vehicle Service Technician	2	1	1
Refrigeration and Air Conditioning Mechanic	52	34	18
Rig Technician - Motorhand (Level One)	0	0	0
Rig Technician- Derrickhand (Level Two)	0	0	0
Rig Technician - Driller (Level Three)	0	0	0
Roofer	11	7	4
Sheet Metal Worker	32	19	13
Sprinkler Fitter	7	7	0
Steamfitter-Pipefitter	30	18	12
- Petroleum Installer Technician	0	0	0
Tilesetter	0	0	0
Tower Crane Operator	4	1	3

Trade	Total Exams Written 2025-26	Total Successful	Total Unsuccessful
Truck and Transport Mechanic	94	49	45
Water Well Driller	0	0	0
Welder	194	105	89
- Semiautomatic Welding Production Operator	0	0	0
TOTAL	**2,397**	**1,313**	**1,084**

*** Exam categories include those that lead to certification: Domestic, General, Interprovincial Journeyperson, Journeyperson and Proficiency.

Appendix E: Saskatchewan's Designated Trades and Industry Sectors

Agriculture, Tourism and Service Sector
Cook (IP)
Esthetician - Nail Technician
Esthetician - Skin Care Technician
Food and Beverage Person
Guest Services Representative
Hairstylist (IP)
Landscape Horticulturist (IP)
Locksmith
Meat Cutter
◊ Processor
◊ Slaughterer
Pork Production Technician^
- Breeder^
- Facilities Maintenance^
- Farrowing^
- Grower-Finisher^
- Nursery Management^

Construction Sector
Boilermaker (IP)
Bricklayer (IP)
Cabinetmaker (IP)
Carpenter (IP) ◊ Framer
◊ Scaffolder
Construction Craft Labourer (IP)
Construction Electrician (IP)*+
Lather (Interior Systems Mechanic) (IP)
Glazier (IP)
Industrial Mechanic (Millwright) (IP)*
Insulator (Heat and Frost) (IP)
Ironworker (Reinforcing) (IP)
Ironworker (Structural/Ornamental) (IP)
Mobile Crane Operator (IP)
◊ Boom Truck Operator "A"
◊ Boom Truck Operator "B"
Painter and Decorator (IP)
Pipeline Equipment Operator^
- Dozer Operator^
- Excavator Operator^
- Grader Operator^
- Sideboom Operator^

Plumber (IP)+
Powerline Technician (IP)
Refrigeration and Air Conditioning Mechanic (IP)*+
Roofer (IP)
Sheet Metal Worker (IP)+
Sprinkler Fitter (IP)+
Steamfitter-Pipefitter (IP)
◊ Petroleum Installer Technician
Tilesetter (IP)
Tower Crane Operator (IP)
Water Well Driller^

Production and Maintenance Sector
Construction Electrician (IP)*+
Electronics Assembler
Industrial Mechanic (Millwright) (IP)*
Instrumentation and Control Technician (IP)
Machinist (IP)
Metal Fabricator (Fitter) (IP)
Refrigeration and Air Conditioning Mechanic (IP)*+
Rig Technician (IP)^
- Motorhand (Level One)^
- Derrickhand (Level Two)^
- Driller (Level Three) (IP)^

Welder (IP)
◊ Semiautomatic Welding Production Operator

Motive Repair Sector
Agricultural Equipment Technician (IP)
Aircraft Maintenance Engineer Technician
Auto Body and Collision Technician (IP)
◊ Automotive Refinishing Technician (IP)
Automotive Service Technician (IP)
Heavy Duty Equipment Technician (IP)
Parts Technician (IP)
Recreation Vehicle Service Technician (IP)
Truck and Transport Mechanic (IP)

◊ Represents a subtrade or endorsement
- Represents a journeyperson certificate in the trade specialty

* The designated trade is part of more than one industry sector
(IP) This trade or subtrade is recognized with the Red Seal interprovincial status
+ Compulsory Trade
^ Trades in process of being de-designated. No new apprenticeship applications are being accepted.

Appendix F: Balanced Scorecard

Please see the Balanced Scorecard Reference Table in the SATCC website document library for the definition, purpose, methodology and target explanation for each measure.

Measures	2024-25 Actual	2025-26 Target	2025-26 Actual	% of 2025-26 Target	2025-26 Result
Apprentice Registrations	2,307	2,500	**2,606**	**104.1%**	**Achieved**
Total Apprentices	7,166	7,800	**8,040**	**103.1%**	**Achieved**
Trade Qualifiers	1,329	1,400	**1,668**	**119.1%**	**Exceeded**
Technical Training Seats	4,892	5,000	**5,059**	**101.2%**	**Achieved**
Alternate Technical Training Available	10.7%	10.0%	**10.1%**	**100.6%**	**Achieved**
Apprentice & Employer Consultations	5,418	5,000	**5,157**	**103.1%**	**Achieved**
Trade Board Meetings	166	140	**133**	**95.0%**	**Progressed**
New Trades, Sub-Trades and Occupations	0	17	**0**	**0.0%**	**Not Met**
Equity, Diversity and Inclusion (EDI) Partnerships	5	2	**2**	**100.0%**	**Achieved**
Journeyperson Certificates Issued	1.002	1,000	**1,168**	**116.8%**	**Exceeded**
Red Seal Exam Pass Rate	65.7%	75.0%	**67.0%**	**89.4%**	**Not Met**
Real Completion Rate (RCR)	52.1%	60.0%	**55.1%**	**91.9%**	**Progressed**
Total Employers	2,116	2,150	**2,299**	**106.9%**	**Exceeded**
SYA Conversion Rate	35.3%	35.0%	**39.0%**	**111.4%**	**Exceeded**
Indigenous Apprentices	17.2%	19.0%	**17.1%**	**90.0%**	**Progressed**
Female Apprentices	10.1%	12.0%	**10.4%**	**87.1%**	**Not Met**

Measures	2024-25 Actual	2025-26 Target	2025-26 Actual	% of 2025-26 Target	2025-26 Result
Female Apprentices in Trades with Low Female Representation	6.9%	10.0%	**7.4%**	**73.8%**	**Not Met**
Visible Minority Apprentices	8.7%	10.0%	**10.1%**	**101.4%**	**Achieved**
Apprentices with Disabilities	12.0%	13.0%	**12.0%**	**92.2%**	**Progressed**
Employer Satisfaction with Training*	N/A	90%	**93.0%**	**103.3%**	**Achieved**
Apprentice Satisfaction with On-the-Job Training*	N/A	90%	**91.0%**	**101.1%**	**Achieved**
Levels Curriculum Reviewed	24	14	**14**	**100.0%**	**Achieved**
Industry Response Time	100.0%	95.0%	**100.0%**	**105.3%**	**Exceeded**
Ratio Compliance	95.1%	95.0%	**95.9%**	**101.0%**	**Achieved**
Employee Training and Development Spend	1.61%	1.0%	**1.02%**	**102.0%**	**Achieved**
Employer Satisfaction with SATCC Services*	N/A	90.0%	**94.1%**	**104.6%**	**Achieved**
Apprentice Satisfaction with SATCC Services*	N/A	90.0%	**91.6%**	**101.8%**	**Achieved**
Employee Engagement	70.0%	80.0%	**77.0%**	**96.3%**	**Progressed**
Share of Registered Apprentices in Technical Training	68.3%	70.0%	**62.9%**	**89.9%**	**Not Met**
Technical Training Fill Ratio	95.0%	95.0%	**94.9%**	**99.9%**	**Progressed**
Revenue-Expense Ratio	57.4%	55.0%	**61.1%**	**111.1%**	**Exceeded**
Administrative Cost Change	4.7%	0.6%	**(0.1%)**	**216.7%**	**Exceeded**
Share of Non-Government Revenue (%)	18.8%	18.0%	**18.2%**	**101.1%**	**Achieved**

Exceeded = 105% or greater than target; **Achieved** = 100% to 104% of target;
Progressed = 90% to 99% of target; **Not Met** = Less than 90% of target.

* The Employer and Apprentice Satisfaction Surveys are administered every two years. The most recent survey was administered in 2025-26. The next survey will be in 2027-28.

Appendix G: Definition of Terms Used in This Report

Act and Regulations: *The Apprenticeship and Trade Certification Act, 2019*, *The Apprenticeship and Trade Certification Commission Regulations, 2020* and *The Apprenticeship and Trade Certification Regulations, 2020* are the authority under which the program operates.

Apprentice: An individual working in a designated trade has signed an apprenticeship contract with his or her employer and is registered with the SATCC. Note: Apprentices are not students. They are employees in a skilled trade in which they are acquiring skills.

Apprenticeship Training: A training system with two main components: workplace training and technical training. The apprentice, the employer or joint training committee, and the Chief Operating Officer sign an apprenticeship contract. Apprentices learn the knowledge and skills associated with a trade through workplace training, which is supervised by a certified journeyperson, combined with technical training. Upon completion of the final level of training, apprentices are eligible to write the journeyperson examination.

Compulsory Trade: An individual must be an apprentice or a journeyperson to work in the trade. There are five compulsory apprenticeship trades in Saskatchewan: Construction Electrician, Plumber, Refrigeration and Air Conditioning Mechanic, Sheet Metal Worker and Sprinkler Fitter.

Designated Trade: An occupation designated under *The Apprenticeship and Trade Certification Act, 2019*. Designation of a trade means that legislated rules apply; standards, technical training and certification examinations are established.

Register: In the case of an apprentice, means to be a party to a valid contract: (a) that is entered into with, as the case may be: (i) an employer; (ii) a joint training committee; or (iii) the Commission; and (b) that is registered with the Commission in accordance with the Commission regulations.

Interprovincial Standards Red Seal Program (Red Seal): A national certification program that assists workers seeking employment in any province/territory in Canada.

Joint Training Committee (JTC): A committee that the Commission recognizes in a designated trade, subtrade or occupation pursuant to subsection 25(3) of *The Apprenticeship and Trade Certification Act, 2019*.

Journeyperson (JP): An individual who has worked in a trade for several years, passed all examinations, and has been issued a Journeyperson Certificate of Qualification from the SATCC or other Canadian apprenticeship authority.

MyATC: An online, self-service system that provides faster and more efficient service for apprentices, trade qualifiers, journeypersons and employers across the province.

Proficiency Certificate: A certificate is issued to reflect an individual's ability in a significant area of their trade.

Subtrade: A branch of a designated trade that is recognized for training and certification purposes.

Tradesperson: An individual who is working at one of the non-compulsory designated trades but is not an apprentice or a journeyperson.

Trade Qualifier (TQ): A tradesperson who is not a registered apprentice but has established eligibility to challenge a certification examination.

Upgrading: Training designed to assist a tradesperson in preparing for a journeyperson examination.