



Saskatchewan  
Apprenticeship and  
Trade Certification  
Commission



# Apprenticeship in ACTION



Sask Apprenticeship



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Spring 2014

www.saskapprenticeship.ca

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## Aboriginal Apprenticeship Initiatives

# Women in Trades



What is your definition of success? Overcoming obstacles and making positive changes? Challenging a stereotype? Planning and reaching your goals? Having a positive effect on your community, or maybe just being a good role model for your family and friends? What about the synergy of a strong partnership? The "Women in Trades" project in

the Northern Village of Pinehouse can say 'yes' to all of the above!

"Each year, the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) accepts proposals to fund approximately eight projects that promote apprenticeship training for Aboriginal people and their

communities under our Aboriginal Apprenticeship Initiatives (AAI)," said Loreena Spilsted, Executive Director of Apprenticeship, SATCC. "Then the Saskatchewan Aboriginal Apprenticeship Council (SAAC), a partnership between the SATCC and the Aboriginal community, reviews and awards all proposals in June. These proposals must demonstrate mentoring, career awareness and training in the designated trades that will contribute to the needs and aspirations of Aboriginal people in their community. One such project approved for funding in 2013 was 'Women in Trades' from the Northern Village of Pinehouse."

The village, a Métis community about 350 km north of Prince Albert, Saskatchewan, along with its partners - Pinehouse Business North (PBN), the SATCC and Saskatchewan Indian Institute of

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## From the desk of

# JEFF RITTER

It's been a long winter, but a productive one in Saskatchewan. Many organizations in this province have congruent goals of building the labour force through educating and providing experience to young people, proving that one of the best paths forward is through apprenticeship and the skilled trades.

One of the focuses here at Saskatchewan Apprenticeship is to work together with our many partner organizations on these common goals, as we are stronger together. Our relationship with partner training institutions continues to become closer, particularly with our involvement on the post-secondary council. In addition, the Regina and

Saskatoon Trades and Skills Centres continue to provide training and links to employment that provide Saskatchewan people with the guidance to develop lifelong, rewarding careers. We are proud to support these programs.

It's a very exciting time to be working closely with Skills Canada Saskatchewan. The provincial competition will be hosted in Prince Albert this April, while in June of 2015 the national event will take place in Saskatoon. These competitions showcase the talents of Saskatchewan young people who are beginning their journeys in skilled trades careers.



Finally, the work of the Saskatoon Industry Education Council and the Regina and District Industry Education Council continues to prove that a link between K-12 educators, post-secondary organizations, and employers is vital to the success of young people.

Happy spring,

## 300 More Seats in Budget

On March 19, 2014, Finance Minister Ken Krawetz tabled the 2014-15 Provincial Budget aimed at being balanced while keeping Saskatchewan on the path of steady growth. It provided for some growth in apprenticeship technical training seats to address Saskatchewan's labour market shortages.

The budget included:

- \$1 million increase for 300 additional training seats in 2014-15. This is a total of \$22.2 million and 6,700 seats to the SATCC in 2014-15;
- \$500,000 for the Apprenticeship Training Allowance; and

- \$924,000 for the Provincial Training Allowance.

Saskatchewan Apprenticeship bases the budget request for the number of training seats in each trade by determining the number of registered apprentices in the system who are available for training.



The majority of funding to the SATCC is provided through these provincial budget grants.

"We were happy with the announcement of an additional 300 technical training seats for apprentices," said Jeff Ritter, CEO of the SATCC. "This demonstrates the Government of Saskatchewan's continued commitment to training and the importance of apprenticeships in the province. It also reinforces the value of the skilled trades in Saskatchewan and that the trades are a first-choice career."

All Provincial Budget information can be viewed at:

[www.finance.gov.sk.ca/  
budget2014-15](http://www.finance.gov.sk.ca/budget2014-15)

# women in trades

continued..

Technologies (SIIT) - came together with the goal to train 14 Aboriginal women in construction for employment in their region.



Larry Burgess, SIIT Rural Trades Training Coordinator, was responsible to work with the village, the women and the SIIT Training Instructor Dave Gesner, to bring the project together. "Fourteen Aboriginal women succeeded

in making the short list of candidates. To achieve that they needed to be committed to fully participate in the project, have a desire to learn carpentry skills, and be willing to pursue career opportunities elsewhere if the situation arose. Despite a range in ages - 20 to mid-40 - Larry said the women worked exceptionally well together and really jelled."

The 12 week program began with life and employability skills, such as how to get and keep a job, personal budgeting, overcoming life's obstacles, healthy

living, resume writing and interview skills. The second week focussed on upgrading math. Safety training followed including fall protection, first aid, CPR, confined spaces and H2S gas. There was also training on tool safety and developing hand tool skills. Once the basics were covered, the rest of the training was split into approximately two hours of classroom study per day and the balance was spent on the jobsite. According to Larry, the original technical training and hands-on experience went so well that SIIT decided to add their Residential Renovation and Construction Curriculum to the project because the women were



progressing well on the job and ready to take on more challenges.

And, just where was the jobsite? One of the Elders from the Village of Pinehouse volunteered her house for the ultimate (AAI, not Holmes on Homes) renovation makeover. With this renovation, the women had hands-on experience on a wide range

of outside/inside renovations including installing new windows, as well as framing, drywalling, painting, and flooring the kitchen, bathroom and living room. They also had some hands-on exposure to electrical, plumbing and concrete workforming. There may have been some nervous anticipation for the Elder!



According to Larry, while the SATCC provided the funding to get the project going and purchase all of the safety equipment

and tools, local businesses and the community, and in fact the families themselves, went above and beyond to make it all come together. "The village is very forward thinking," said Larry. Besides remaining committed to the project and the women, they also chipped in extra money for things such as materials to living allowances to food for Christmas and graduation. They were behind the women 110%.

Martine Smith, the Village Administrator responsible for working with the community and submitting the AAI proposal, professed that this project has been

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# SATCC Bloggers

On [www.saskapprenticeship.ca](http://www.saskapprenticeship.ca), bloggers provide stories of their apprenticeship, and their day-to-day life in the skilled trades. New bloggers have joined us, and we introduce you to them here. To stay up-to-date on their blogs, please watch our website.

## Tania's Blog - Ahead of the Game

Growing up, I knew I was going to work in the trades and work for myself. My dad is a Power Engineer, which is a similar lifestyle to trades work. I was a hands-on kind of gal. I even took all the trade classes (practical and applied arts) in high school. Something told me that I was never going to sit at a desk, Monday to Friday, 9-5. After bouncing from job to job after high school and with a little encouragement, I went back to school at 27. I took my Advanced Esthetics Certificate and then went on to achieve my Journeyperson Certificate. Quite honestly I would have been happy in any trade that involved working with people and was hands on.

I chose esthetics because I like to be one-on-one with clients, I always loved pampering myself, and I knew the hours could be flexible. Continuing education is another reason I was drawn into the trades. I love learning new things. I am always looking to be ahead of the game



and always have to know the latest and most current information on my trade. Esthetics is fairly new to Journeyperson certification through Saskatchewan Apprenticeship. I enjoy being part of a pioneer movement and encouraging others in my field to step up and become a Journeyperson. Esthetics allows me to be creative. It allows me to travel. I choose my own hours and I am my own boss. My dreams have come at such a young age because I chose the trades.

## Adam's Blog - The Science of Construction

I am currently in my third year of school for the Horticulture Technician trade. I have learned so many things I wouldn't have learned on the job. There is so much more science to what I do than I ever realized. I've learned about the chemical properties of soils, and how they were formed. In Physiology, we have been learning about how a plant's cell makes proteins. In Botany we learned all about the different cells in a plant. Even Irrigation has a surprising amount of math involved with designing a system. And of course we also get dirty on the construction side where we have built patios and retaining walls, installed an irrigation system, graded a plot, built ponds and waterfalls, and tomorrow I'm building a chair.

Although challenging at times, and somewhat boring at others, apprenticeship is worth it. I've done so much more than just go to school; I'm making lifelong friends

and possible future business partners through the people I meet in and out of class. Apprenticeship has definitely made me more passionate about what I do, and makes me want to help get more information out about the trade. It's also driven me to do more, and to get more involved in the Green Industry. I want to gain as much knowledge as I can. Who knows, maybe one day I will be the guy up on that stage at the trade shows, speaking about sustainable landscapes, proper tree care, or maybe brick installation.



# Federal Budget Initiatives

The Federal Budget was released on February 11, 2014 and contained several initiatives directly related to apprenticeship training.

One of the initiatives is an expansion of the Canada Student Loan program to give apprentices access to student loans while attending technical training. The Canada Apprentice Loan will give apprentices the opportunity to apply for an interest-free loan of up to \$4,000 per period of technical training. Repayment and interest on the loan would begin upon completion or termination of an apprenticeship. The Federal Government expects at least 26,000 apprentices per year to apply for these loans.



Also announced was a pilot project for Flexibility and Innovation in Apprenticeship Training, which is meant to expand innovative approaches to the delivery of apprentice technical training in hopes of reducing non-financial barriers to completion and certification. The project will test alternatives to block training, such as e-learning, remote learning, and video conferencing, to allow apprentices to continue working and earning

while completing their training. This project could potentially support up to 12 multi-year projects across Canada.

The budget also announced a plan to increase awareness of the financial supports available to apprentices

during training, specifically Employment Insurance.

More details on these initiatives are expected to be released in the coming months.

## Commission Regulation Changes

The SATCC announced a number of small amendments to the Apprenticeship and Trade Certification Commission Regulations, in response to Trade Board requests and current practices.

Some of these amendments affect certain designated trades and sub-trades, and include:

- The Hydraulic Crane Operator sub-trade and the Tower Crane Operator sub-trade have both become full, interprovincial "Red Seal" journeyman trades. The amendments to the regulation mirror this.
- The Hoist Operator sub-trade, which has been inactive for some time, is no longer available for certification.

- The Heavy Duty Mechanic Trade has been renamed to the Heavy Duty Equipment Technician trade to match the interprovincial name.
- The term of apprenticeship in the Ironworker Reinforcing Rebar trade is changed from three years to two years to match interprovincial standards.
- Apprentices now have four opportunities to pass a written exam, and four opportunities to pass a practical exam.

To see the Commission Regulations in their full format, please go to: <http://www.qp.gov.sk.ca/documents/english/Regulations/Regulations/A22-2r4.pdf>

# Commission Board of Directors

## Rhonda Hipperson



Rhonda Hipperson was elected to the SATCC Board in February 2014 and is a representative of construction sector employers.

Rhonda graduated from the University of Regina with a Bachelor of Business Administration in 1981. Following positions in both the private and public sector, she became involved in the construction industry over 10 years ago when she joined Hipperson Construction. Since then, she has been involved in several construction industry events and associations and contributes to the growth of Hipperson Construction in her role as Vice-President with a key interest in human resource management.

"I see it as a real privilege to have industry participation and employer representation on the Board of the SATCC," said Rhonda. "There is a lot at stake for many industries in Saskatchewan as we experience

new levels of economic growth and opportunity."

Rhonda's vision for apprenticeship is to ensure that young students of a diverse background, including First Nations and women, are exposed to the many possibilities offered by pursuing a trade profession in Saskatchewan.

"Certification in a skilled trade offers our Saskatchewan youth an opportunity to stay in the province and contribute to the growth and success of many industries, not just the construction industry. In my experience, it has been gratifying to see how the pursuit of a skilled trade, given both the students and the employer's commitment to the process, provides a rewarding career choice for many individuals."

## Terry Parker

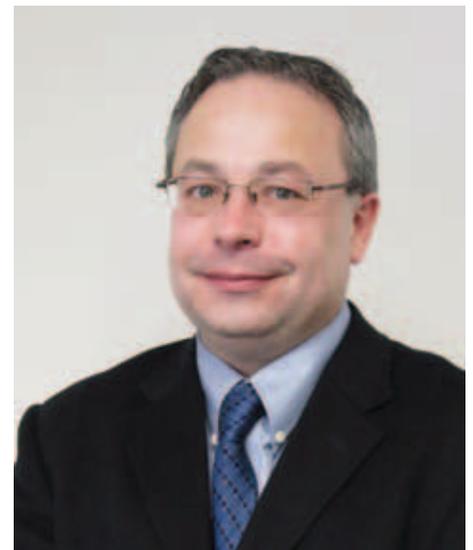
Terry Parker obtained a Bachelor of Arts in the early 1990s from the University of Manitoba with a major in Political Science. He had intended to continue advancing his university education, but life got in the way, and he found himself talking to a friend who worked in the skilled trades. That's when Terry decided to take a break from university and make a career change.

"I had a friend who was a glassworker and I decided I wanted to give that trade a try because I saw a future in it," said Terry. "I worked as a glassier for four years, until I started working with the Painters and Allied Trades Union, Saskatchewan/Manitoba local in 1999."

Terry started as the shop steward but soon moved to the executive

and was involved in numerous negotiating committees. In 2005, he became the Business Manager for the Saskatchewan Provincial Building and Construction Trades Council, an umbrella organization for unions involved in Saskatchewan's construction industry. He was later nominated to serve as a Board member of SIAST in 2008, and was nominated to the SATCC Board in February 2014 to represent SIAST.

"The dynamic blend of partners - employers, employees, unions, government and training institutions - involved in the apprenticeship system is unique. My vision is that all employers from all sectors be fully engaged with hiring and training apprentices starting with level one. I understand the competitive nature of business, but for apprenticeship to be truly successful, all sectors need to share in the grassroots."



"Building on these key partnerships is critical to fully engage all of our Saskatchewan young people, such as First Nations and women, in the labour market."

Terry is has been married to Barbara for over 10 years and they have an eight year old son named Aidan.

# FIVE Reasons to Hire and Train!

Apprenticeship training is a work-based training program where an apprentice spends 85% of their time learning on the job. That means that employers play a vital role in delivering and monitoring the scope of work experience of apprentices from level one through to completion. Despite the labour shortage for skilled workers however, some employers still seem reluctant to do their part in hiring and training apprentices. Here are five facts that dispell common myths of why employers need to get involved.

1. According to the Canadian Apprenticeship Forum, for every one dollar an employer invests in an apprentice, they see an average return of \$1.47. This is true in 21 trades, regardless of the size of the business or its location in Canada. Tangible financial results continue to increase every year an apprentice is on staff.
2. Apprentices can be trained to meet the unique needs of your business, absorbing the culture, technology and environment. They learn trade specific skills. By the time they're certified, you have a specialist who knows your business and your customers.
3. Skilled tradespeople are going to retire, taking corporate knowledge with them. By engaging your most talented tradespeople as mentors, you ensure their expertise is transferred to the next generation of the workforce. Journeypersons often report a renewed sense of purpose when they are given the opportunity to train an entrusted apprentice.
4. More than 1,000 skilled trades employers report that homegrown journeypersons are more productive, make fewer mistakes, and have better health and safety records than outside hires. Apprenticeship helps them create and sustain a high performance workplace.
5. Apprenticeship is cost-effective. Temporary Foreign Workers cost employers between \$5,000 and \$20,000 per person, while apprentices produce a positive net return in most trades by the second year. They may also be eligible for tax credits or other incentives.



***“Apprenticeship is part of our business strategy. Shape the apprentice, give them something they won’t find in any other company, and they’ll be loyal and proud to work for you. It’s productive for you, and the customer gets quality service.”***

**Deon Rademeyer**  
**Recruiter, Kramer Tractor**

## BEST PRACTICES FOR EMPLOYERS

- encourage training at all levels
- encourage journeypersons to upgrade training
- allow time for instruction while minimizing productivity losses
- recognize and reward excellence
- display training certificates
- provide fair and equitable treatment to all employees
- help apprentices and journeypersons to understand your business objectives and your expectations of them
- demonstrate a good work ethic

**Invest in your business and hire a local apprentice.  
 Your edge is apprenticeship.**



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inspirational on many levels. Businesses like Pinehouse Business North, Hi-Lo Electric, Cameco, Areva, Snake Lake Construction and the village were committed to hiring the women following their course completion, and they have followed through with this.

"We really need people with these skills and we are delighted we were able to offer this opportunity, especially to Aboriginal women in a non-traditional trade," said Martine. The families and other community members supported them too and provided financial support and extra materials.

"As a community, we are taking ownership of ourselves, our families, our lives and our future, and making a difference," said Martine. "We have seen a lot of change here and people are excited and motivated to get the training they need for the labour market. I hope our example will extend beyond our boundaries and inspire other communities and Bands to really look at the potential for opportunities before them and make their own plan to success. We did it and they can too."

Of the 14 women who began the project, all have been successful, not only in graduating from the program, but in determining a positive future for themselves and their families. One woman was offered a job before she had a chance to finish the program. Ten

women enjoyed their apprenticeship experience and are now working full-time, most in the skilled trades. Three others, while benefitting from the knowledge and experience they have gathered as it relates to being a homeowner, have decided to pursue other career paths, like nursing. Realistically, like university, the trades aren't for everyone, but everyone can benefit from knowing how to do building repairs, and these women definitely proved that.

***"As a community, we are taking ownership of ourselves, our families, our lives and our future, and are making a difference. I hope our example will extend beyond our boundaries and inspire other communities and Bands."***

**Martine Smith**  
Administrator, Village of Pinehouse

One of the participants pursuing apprenticeship training is Katelyn Rosteski-Merasty. She described the impact this program has had on her life, and how she hopes her experience will motivate other Aboriginal women to give the skilled trades careful consideration. "At first, it was a challenge to get back into the learning environment as an adult learner with family responsibilities. But, the AAI program really helped us overcome these obstacles to balance work and family. As a female in a non-traditional trade,

I thoroughly enjoy this work because I'm a hands-on, learn on the job, type learner and that is what apprenticeship is all about."

"Success is when preparation meets opportunity," said Larry. "These women and all our partners are witness to that. These ladies now have the experience and confidence to go out and forge their own career path. The labour force is full of competition, so they will always need to stay committed to learn and improve. But through the support of the AAI program, the energy of these eager employees, and employers who

are willing to give them the opportunity to work, it's a win-win-win for everyone."

The SATCC accepts AAI proposals each year from the beginning of February to the end of May. For more information, visit <http://www.saskapprenticeship.ca/client-groups/aboriginal-apprenticeship/> or call 1-877-363-0536.



## Introduction to Technical Training

Apprentices beginning technical training often have questions. They have been working on the job for quite some time, and perhaps it has been years since they have been inside a classroom, and may need information on what technical training is all about, what paperwork needs to be completed, and how to apply for various grants and loans.

Currently, on the first day of a technical training class, field consultants visit each classroom to present this information to apprentices. They are all deployed to institutions to present all of the important information to apprentices.

They also take attendance and hand out the necessary forms, making sure they are completed correctly.

Since the number of apprentices in Saskatchewan continues to drastically increase, this means additional classes each year. The number of field consultants, however, remains constant, and additional apprentices mean additional duties in all areas of the field

consultants' role, including apprentice and employer visits.

In other jurisdictions, a video is played on the first day of technical training. These videos provide all of the pertinent information necessary on the first day.

Since the instructor can play the video, the field consultant visit is not required on the first day. They will still, however, be available to apprentices during technical training.



The SATCC is now also producing an introduction to technical training video. The video will feature SATCC staff

and will provide an in-depth guide to filling out the form. Frequently asked questions will also be provided to apprentices, as will all of the important phone numbers.

The video process will be in place for the May intake.

# NEWS BITES

## At the SATCC Tax Season

Saskatchewan tradespersons are reminded about an array of provincial credits as they fill out their returns.

- Graduate Retention Program information; and
- Employees' Tool Tax Credit

In addition, the SATCC mailed out the following forms pertaining to the 2013 Taxation Year:

- T4E 'Statement of Employment Insurance and Other Benefits' forms were mailed out on February 25, 2013
- T2202A 'Tuition, Education and Textbook Amount Certificate' forms were mailed out on February 26, 2013

If you did not receive your forms, please contact the SATCC.

Note, information about Claiming Tuition Amount for Examinations, such as for tradespersons who have paid \$480 to challenge the journeyman examination, can be found at: [www.cra-arc.gc.ca/gncy/bdgt/2011/qa05-eng.html](http://www.cra-arc.gc.ca/gncy/bdgt/2011/qa05-eng.html)

## Growing Social Media

Social media sites, such as YouTube (Sask Apprentice), Twitter (@SKApprentice) and Facebook (Sask Apprenticeship), are

frequented by young and mature people alike who want to communicate, learn something, build something or be entertained. The SATCC is now building on this marketing opportunity with an expanded presence.

Did you notice the new YouTube and Google+ icons on the home page of the apprenticeship website? These icons will take viewers to our branded sites, such as YouTube Sask Apprenticeship (<http://www.youtube.com/skapprenticeship>).

The development of these sites merges the increasing public presence on social media sites with our opportunity to promote careers in the skilled trades. Check out the videos and share them with your family and friends.

## PROVINCIALY Skills Canada Competitions

Skills Canada Saskatchewan hosts the 16th annual Olympic-style skills competitions in Prince Albert at SIAST Woodland Campus on April 10th -11th, 2014.

Provincial Gold medal winners will represent Saskatchewan at the National Skills Competition from June 4 -7, 2014 in Toronto.

Visit [www.skillscanadasask.com/](http://www.skillscanadasask.com/) for more information.

## NATIONALLY New Career Awareness Videos

The Canadian Apprenticeship Forum has just launched four new career awareness videos! Three share the stories of journeypersons and their path to the trades:

- Chef Luis A. Clavel from Nova Scotia
- Ontario's Kayla O'Brien, sheet metal worker
- Joel Michaud from Alberta, carpenter

[Check out their profiles!](#)

A fourth video highlights some of the many great reasons for youth to consider a career in the trades.

## NEW: Red Seal Website

The red-seal.ca website provides all of the information necessary for an apprentice or tradesperson who would like to become Red Seal certified. Some of that information will soon be available in an eye-catching, user-friendly, new website. The new website will be launched at the Canadian Apprenticeship Forum (CAF) conference in June 2014.

# BOARD OF DIRECTORS

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The sponsors of the SYA Industry Scholarship provide many opportunities for Saskatchewan youth. We recognize our donors below.

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