

SATCC
Strategic Plan 2012-17



**Saskatchewan
Apprenticeship and
Trade Certification
Commission**

Introduction

The Saskatchewan Apprenticeship and Trade Certification Commission's (SATCC) 2012-17 Strategic Plan was developed using a Board-led process which identified long-term directions and priorities for the organization. Significant consultations were undertaken with stakeholder organizations as part of the Board's analysis and planning.

The Strategic Plan serves several purposes, including:

- guiding the Board in its leadership role;
- establishing priorities for Management to incorporate into operational plans; and
- providing stakeholders and the general public with a clear statement of the SATCC's priorities and directions.

The Strategic Plan includes:

- a Vision and Mandate that define the SATCC's purpose; and
- Strategies that define the major areas of focus and development the organization is pursuing in order to achieve its Vision and Mandate.
- With each Strategy are goals that serve as measurable outcomes for monitoring the organization's progress in achieving that Strategy.

The Strategic Plan was conceived as applying to a five-year planning horizon, with the intention for the document to be a rolling plan that is reviewed and revised on a regular basis by the Board. The 2012-17 Strategic Plan was revised by the SATCC Board in June 2015.

The review process resulted in several modest adjustments to the 2012-17 Strategic Plan as it was rolled forward a further year. The revisions recognize changes in the environment, risks, opportunities and challenges.

Vision and Mandate

The Vision statement represents the purpose for which the organization exists, and a Mandate statement defines the specific functions the organization undertakes to achieve its Vision.

The Commission's Vision

A skilled and representative trades workforce,
industry trained and certified.

The Commission's Mandate

To develop and execute
a relevant, accessible and responsive
apprenticeship training and certification system
to meet the needs of employers, apprentices,
journeypersons and tradespersons.

Strategies

Strategy #1: Training – Increase the number of individuals successfully moving through the apprenticeship system.

Strategic Goals

1. More apprentices will progress through the system in a normal, appropriate timeframe.
2. 73%-75% of all registered apprentices will receive technical training annually.
3. Completion rates will increase.
4. New training delivery methods will be established.
5. Better utilization of training facilities will be pursued.
6. The new inventory of training resources will be maintained on an ongoing basis.

Strategy #2: Advocacy - Increase the effectiveness of our relationship with government, industry, public, trainers (both in institutions and workplaces), and under-represented groups (especially women, First Nations and Metis, and newcomers).

Strategic Goals

1. Achieve and maintain effective relationships with government.
2. Achieve an improved level of fiscally responsible training.
3. Achieve higher overall completion rates.
4. Achieve higher registration and completion rates among under-represented groups.
5. Increase participation in the apprenticeship model of training.
6. Increase employer engagement in the apprenticeship model of training.

Strategy #3: Funding – Secure sustainable funding from government, stakeholders and apprentices, adequate to support the labour market’s training needs.

Strategic Goals

1. Achieve a balanced SATCC budget that meets labour market demands and delivers SATCC strategies.
2. Explore non-government revenue sources.

Strategy #4: Industry Needs – Identify short-term and long-term industry needs for training, certification, and apprenticeship numbers and skills.

Strategic Goals

1. Develop and manage an inventory of industry needs.
2. Achieve a high level of participation by stakeholders in assembling and maintaining the inventory.
3. Substantively align apprenticeship training systems across Canada.

Strategy #5: Efficiency – Enhance SATCC’s operational efficiency to meet stakeholder needs.

Strategic Goals

1. Maintain a continuous business improvement process which demonstrates annual progress.
2. Acquire resources to initiate and complete a comprehensive IT upgrade.