



Saskatchewan
Apprenticeship and
Trade Certification
Commission



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Sask Apprenticeship

Apprenticeship in ACTION

Fall 2013

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The Apprenticeship Awards took place Oct. 4. It was a celebration of the apprenticeship and certification system.....pg 4



Skilled Trades and Technology Week is ongoing from November 4th to 10th. Find out how you can get involved!pg 5

Ticket to Success

JUSTIN YAWNEY



Justin Yawney always knew he wanted to work in the trades. What he didn't know is how far his interest, certification, and hard work would take him.

His certification began as a goal and later became the launching point for his career as a business owner in his hometown of Yorkton.

From his early days, Yawney knew he wanted to work in a trade. His father had done some work on in-floor heating, which interested Yawney in how things worked. But when he began looking for work

in 1996, there wasn't much available in Saskatchewan. And so he moved to Alberta. For over eight years he worked as an apprentice and then journeyman plumber.

"The first year was a bit of a gut check, getting paid less and doing some tough work," said Yawney. "I always tell my employees now that looking back on it, it was worth it. The end result is going to be much better someday."

Yawney worked on the job for the majority of each year, spending two months in technical training. He enjoyed learning some of the new material in the classroom, but as a "hands-on type of guy," he really appreciated learning while he worked.

Receiving his journeyman certification was an affirmation of all of the hard work that had taken him to that point.

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From the desk of

JEFF RITTER

Saskatchewan Built

Saskatchewan is now the place to be - to work and to live. In this newsletter, we introduce you to Justin Yawney. When Justin graduated high school in 1996, he couldn't find any opportunities to work in Saskatchewan.

Ten years later, he returned home to Yorkton and today is an employer of choice for young people in his hometown, and employs many apprentices in the skilled trades.

These are the stories we are so pleased to be hearing more about. The people who are

building our province are home-grown, and it's refreshing to see the commitment to giving back.

At the Outstanding New Journeyman Awards held in October, one of the award winners was Darryl McMillan. Darryl had the highest mark of all Hydraulic Crane Operators and now owns a company, Highlander Crane. A week before the awards event, he came into the SATCC Regina office and donated to the Saskatchewan Youth Apprenticeship Industry Scholarship - because he wanted to give back to the system that helped him reach his goals.



Thank you to all of our partners that help grow the apprenticeship system. We truly appreciate your support and we look forward to continue to working together on this system of learning that leads to a better province for all.

TradeUp, Saskatchewan!

It's the message being sent to students and people across Saskatchewan who are exploring potential careers.

Trade Up to a career with great financial rewards, an improved working environment, and training on the job. Earn while you learn.

The SATCC is proud to have partnered with 14 other organizations with a vested interest in the construction trades to develop Trade Up Saskatchewan, a website dedicated to providing all information on careers in the construction trades in one place.

Trade Up Saskatchewan takes people from high school to post-secondary to an entire

career. It includes information on apprenticeship, all of the construction trades, related jobs, institutes, and programs available. It uses text, photos and video to provide information on construction in Saskatchewan.

The website also guides people through the steps to take in high school and beyond to find their places in their desired careers. It provides a map of technical training institutes throughout the province.

There is a page dedicated to each construction trade, as well as available jobs links per each trade, information on programs and links to partner websites. Information on grants and tax credits, Helmets to Hardhats, Worksafe Saskatchewan,

Saskatchewan Construction Association programs, and information for Foreign Workers is also included.

The site was launched at the second annual All Nations Job Expo, on Wednesday, September 25th at the Agribition Building at Evraz Place in Regina.

The website is available at www.tradeupsask.ca. We strongly encourage you to visit the site.



justin yawney

continued...

In 2007, Yawney decided it was time to come home, back to a smaller town and away from the hustle and bustle of the big cities.

"I always had it in the back of my mind that I wanted to be my own boss," said Yawney. "I just didn't realize how big (the business) could get."

Yawney opened Yorkton Plumbing & Heating on April 1, 2007. It

was a brand new business, with just him and his truck. It wasn't long before it grew very rapidly, as his timing was right and demand was picking up. In addition, he was eager to take on more projects.

"When you start on your own, you have to realize that it's not going to be easy, and you have to be willing to work more than the eight-to-five day – that doesn't happen if you want to succeed," said Yawney.

The business began as primarily residential work, in service and new houses. As Yorkton Plumbing & Heating grew, Yawney didn't shy away from any type of work. Today – six years later – the company does about 70% of its work in commercial business, and the rest in residential and industrial.

Yorkton Plumbing & Heating today has about 50 employees, working seven service vans in Yorkton and the surrounding areas, 35 commercial projects, and industrial work. The company now has COR certification and is an ISNetworld member company, which allows them greater access to bid on other projects.



Yawney credits willingness to take on any challenge as one of the reasons for his success. The other is the quality of his employees. He has always been a proud supporter of apprenticeship, and his employees have always been very loyal to the company.

"We have two refrigeration mechanic apprentices; six sheet metal worker apprentices, and 14 plumbing apprentices," said Yawney. "We have some of the best apprentices in the province... Most of our younger workers are all local."

When Yawney began Yorkton Plumbing & Heating, he was 28 years old. In 2011, he received the ABEX Young Entrepreneur Award.

Since the business's early days, Yawney's job is day-to-day managing of the company, project managing and bidding. He is the perfect example of how far certification can take someone.

Yawney's advice to others is simple and easy to follow: "Just get into it, start it, and see if you like it. Work hard, show up on time, and do the little things initially – that goes a long way. And be eager to learn."

APPRENTICESHIP AWARDS



Nearly 400 guests gathered at the Conexus Arts Centre in Regina on October 4, 2013 to attend the thirteenth annual Apprenticeship Awards banquet and ceremony. The ceremony recognized the 34 top outstanding new journeypersons of the 1,664 journeypersons who were certified in 47 designated trades and 23 subtrades between July 1, 2012 and June 30, 2013.

"The awards event celebrates what the apprenticeship and certification system is all about," said Garry Kot, Chair of the Commission Board of Directors. "It's about the journey through apprenticeship to certification, and the entire support network that makes the journey possible."

Awards were also presented to those with outstanding achievements.

- The George Pellerin Memorial Scholarship was presented to Blair Knowlton, an Electrician from Warman, who achieved the highest mark of all journeyperson across all trades (*photo right*)
- The Commission Board of Directors Scholarship was awarded to Stacey Cornish, a Cook, for being the highest achieving Aboriginal person.
- The Bruce Pearce Scholarship was awarded to Mandy Lingel, a Plumber, who completed a program at the Regina Trades and Skills Centre, who exemplified excellence and commitment, and who entered into apprenticeship.

- The Artisan Award was presented to Peter Davies, a Trade Board member from Saskatoon, for his exceptional contributions to the Steel Fabricator Trade. The Artisan Award had not been issued since 2009.

The awards were also an opportunity to recognize the gold winners from the Skills Canada Saskatchewan competition. Thirteen industry associations and unions also used the venue to recognize their own recipients with their awards.

"Apprenticeship is critical to the development of local talent to work in the skilled trades in Saskatchewan," said Minister Responsible for the SATCC, Bill Boyd. "Congratulations to all of the newly certified journeypersons in Saskatchewan for their accomplishments and thank you to those who support them."



SKILLED TRADES & TECHNOLOGIES WEEK

Skilled trades and technologies will be on display throughout Saskatchewan from November 4th to 8th, 2013.

The five days have been declared Skilled Trades and Technologies Week in Saskatchewan, in celebration with the rest of the country.

Careers in skilled trades and technologies provide many opportunities for Saskatchewan youth. This week provides a look into the rewarding career options available.

“Skilled Trades and Technologies Week plays an important role in highlighting the opportunities for careers in the designated trades and subtrades,” said Bill Boyd, Minister of the Economy. “It will also celebrate the services provided by skilled tradespeople in Saskatchewan.”

The week begins with a launch event on Monday, November 4th at 1:30 pm at Campus Regina Public. The event will highlight the upcoming activities throughout the week, and the importance of skilled trades and technologies.

Many organizations throughout Saskatchewan will take part in the week. Teachers are encouraged to invite guests into their classrooms to provide youth more information on careers in the skilled trades. Guests could be journeypersons, apprentices, business owners, government, or staff from Skills Canada Saskatchewan, the Saskatchewan Construction Association, SIIT,

or the Saskatchewan Apprenticeship and Trade Certification Commission.

Schools may also host skilled trades and technologies competitions and try-a-trade event days. Students also have the opportunity to take advantage of skilled trades and technologies booths at the See Your Future – Education & Career Fair in Regina on November 4th and Saskatoon on November 5th.

For more information, please visit www.skillscanadasask.com or www.saskapprenticeship.ca.

SKILLED TRADES & TECHNOLOGIES WEEK

November 4th - 8th, 2013



PUT YOUR SKILLS TO WORK!



Saskatchewan
Apprenticeship and
Trade Certification
Commission

Participate:
Ask your career counsellor,
PAA teacher, or see the website
for more details.

www.skillscanadasask.com
www.saskapprenticeship.ca



SkillsCanada
Saskatchewan

COMPLETION RATE STUDY finds apprenticeship is growing Saskatchewan's workforce.

The Saskatchewan apprenticeship system is delivering more journeypersons to the Saskatchewan labour force in part due to sustaining or improving completion rates.

The Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) has undertaken research into Real Completion Rates (RCR) and found there is a positive story to tell in Saskatchewan.

"I'm very pleased to report that the apprenticeship system continues to do its job in growing the number of journeypersons in Saskatchewan," said Garry Kot, Chair of the SATCC Board of Directors. "Through the hard work and partnerships between the SATCC, industry, government, educators, and apprentices, the number of new journeypersons in Saskatchewan each year continues to grow."

The average total RCR for all trades analyzed over an eight-year period is 58%. In 2011-12, this number was 64%, showing the increase in the number of apprentices completing their programs each year.

The average all-year total RCR for compulsory trades as a group was 62%; for non-compulsory trades, the average was 55%.

In 2011-12, the total RCR for compulsory trades as a group was 72%; for non-compulsory trades, it was 62%.

"The statistics are certainly positive and much more accurately reflect the results we expected," said Jeff Ritter, CEO of the SATCC. "We will use this data in strategic and operational planning, and will continue our work towards increasing the completion rate in Saskatchewan."

The need for skilled tradespeople in Saskatchewan has been evident for many years now. The Canadian Sector Council anticipates a peak in construction employment in 2015, at 60 percent above historical levels. According to the Saskatchewan's Non-Residential Construction Sector Economic Indicators Report for the second quarter of 2013, if present trends for this year continue, year over year employment will have increased by 13 percent, meaning 5,000 new jobs.

"Employment opportunities in the skilled trades are abundant in Saskatchewan," said Mark Cooper, President of the Saskatchewan Construction Association. "There is a shortage of workers to fill the labour need in the construction sector. It is important that more people move through Saskatchewan's apprenticeship system and become certified."

In addition, completion rates are

The Real Completion Rate is determined as follows:

$$\begin{aligned} \text{Real Completion Rate (RCR)} = & \\ & \# \text{ of apprentices who achieve JP status} \\ & \text{(within 2 years after expected end of program)} \\ & \div \\ & \# \text{ of apprentices who complete Level 1} \end{aligned}$$

staying constant or are rising slightly during this period of rapid growth and large demand, and most apprentices who complete do so within the expected time of four years. Since 2007, there has been a 52% increase in the number of journeypersons certified in Saskatchewan, from 1,097 to 1,664.

All construction organizations are pleased to see this number growing. Also important to note is that the number of registered apprentices continues to increase as well. The system is becoming more efficient while growing in numbers.

“This is certainly a good news story for skilled trades in Saskatchewan,” said Karen Low, Executive Director of Merit Contractors Saskatchewan. “The SATCC has focused significant efforts on increasing completion rates in the designated trades, which is necessary to fill the skills gap in this province. We are pleased to also now have concrete data to work with as we look to the future.”

“The Saskatchewan Building Trades applaud the SATCC for conducting research on completion rates,” said Terry Parker, Business Manager for the Saskatchewan Building Trades. “Saskatchewan employers are pressed for skilled workers and the Building Trades are interested in working with the SATCC to find ways to increase the number of people successfully completing their trades training. Having reliable information is a good first step to improving our completion rates.”

Completion rates in apprenticeship have often been misunderstood and misinterpreted throughout Canada. With scant research available, some researchers resort to a simplistic “proxy” method, in which they divide completions by new registrations, and do not take into account the length and duration of various apprenticeship programs or differentiation between trades.

The research conducted by the SATCC will be updated each year

when statistics become available.

For more detailed information, please see:
www.saskapprenticeship.ca.



Commission Board of Directors

Leonard Manitoken



Leonard Manitoken's career in the trades began at an early age. "I worked in all areas of construction, from highways to residential to commercial." He achieved his journeyman status as Construction Craft Labourer in 2006, at which time he was also a Level 3 Carpenter.

According to Leonard, these early years laid a great foundation for his current position with the Saskatchewan Indian Institute of Technologies (SIIT).

"I started with SIIT's Construction Careers Saskatoon (CCS) in June of 2003 as a job coach, and played a role in counseling apprentices in their apprenticeship training and toward careers in the construction trades for two and a half years." Leonard later accepted the position as Project Manager of CCS, where he is still employed and now has four job coaches working under him.

Leonard was nominated to represent First Nations people on the SATCC Commission Board in

December 2012. "I am honoured to sit on the Commission Board as it is a well oiled machine. That is most evident in the success we have had to increase the number of apprentices and technical training seats. I am also proud of the great partnership the SATCC has had with the SIIT Joint Training Committee, and especially with the Aboriginal Apprenticeship Initiatives. My goal is to keep building on these successes and to continue increasing representation of Aboriginal people and women in the skilled trades."

Brenda, his wife for over 33 years, and Leonard are proud of their four grown children and six grand children. Leonard enjoys travelling, fishing and watching sports on TV, and most importantly spending a lot of time with the grandchildren.

Roxanne Ecker



Roxanne's interest in the skilled trades began in high school when she took a pilot program called Construction Technology for Women. It led to a summer internship with Sasktel. She enjoyed the problem solving aspect of that kind of work, so she decided to try the electrical trade.

"I spent the first couple of years of my apprenticeship working for Alliance Energy, and moved on to

complete my apprenticeship with the Government of Saskatchewan in the maintenance department, receiving my journeyman certification in January 2009. I maintain and update the electrical systems in all of the provincial buildings in Regina and many throughout the province."

Roxanne became a member of the Commission Board in June 2013. "I am excited to be working with the Board to find solutions and options to encourage women to enter the skilled trades and to view the trades as a valid career option. Many women still find the thought of working in the trades to be intimidating, and I would like to see a shift away from that type of thinking and stereotyping. My vision for apprenticeship would be for the skilled trades to be seen as an equal opportunity career choice for all. We can accomplish this with

work and encouragement as our aging workforce begins to retire and an influx of young people with open minds begins their career journey."

"I am pleased to have seen a recent move towards more summer training opportunities, which opens training seats to allow more apprentices to move through the system in a timely way. It's beneficial to both apprentices and their employers."

Roxanne is just as busy off the job as on the job. She has taught workshops for women considering the trades, or wanting home repair information, through her involvement with Saskatchewan Women in Trades and Technologies (SaskWITT). She is also a busy single mom of three girls, aged 15, 10 and 9. They enjoy camping together and have recently started kickboxing as a family!

NEWS BITES

At the SATCC ED of Apprenticeship

Loreena Spilsted is the successful candidate for the Executive Director of Apprenticeship position. In a national competition, Loreena stood out in a pool of excellent candidates. Loreena has an extensive knowledge of apprenticeship and the skilled trades, as she brings with her years of experience and two Red Seal journeyman certifications, in the industrial and construction electrician trades. Loreena has a strong passion for the apprenticeship system, and a commitment to excellence.

Apprenticeship on the small screen

The SATCC is now on the small screen. The SATCC and City Saskatchewan have partnered to broadcast educational videos on apprenticeship opportunities on the local television channel.

Video segments will educate viewers about apprenticeship and the many opportunities available in the skilled trades. The videos promote various themes, including how apprenticeship works, the Saskatchewan Youth Apprenticeship program, women in predominately male trades, and Aboriginal people working in the trades.

City Saskatchewan will air SATCC videos during the educational hours of 6 a.m. to 3 p.m.

SYA Industry Scholarships

The SATCC is proud of the Saskatchewan Youth Apprenticeship Industry Scholarships - through the increasing number of donations received as well as the opportunities young people are achieving with the additional support.

In previous years, the SATCC has selected schools, who then award the scholarships. For the first time this year, the SATCC welcomes all schools with SYA graduates to submit nomination forms of a student eligible to receive the award. Information will be sent out to all of the schools in January.

Annual Report

The 2012-13 SATCC Annual Report was tabled in the Saskatchewan Legislature on Monday, October 28, 2013 and is now available on the SATCC website at <http://www.saskapprenticeship.ca/publications-resources/annual-report/>.

Noteworthy statistics include:

| | |
|---|--------|
| Newly Registered Apprentices | 299 |
| Completion of Apprenticeship Certificates | 1,521 |
| Journeyman Certificates | 1,664 |
| Registered Apprentices | 10,023 |
| Apprentices Services Provided to | 14,170 |
| Employers with Registered Apprentices | 2,750 |

NATIONALLY Youth Perceptions

The Canadian Apprenticeship Form recently released "Apprenticeship Analysis: Youth perceptions of Careers in the Skilled Trades." The report compares results of a national survey done in the spring of 2013 to a survey from 2004.

Survey results indicate that compared to the past, youth are more open to considering a skilled trades career, are more aware of their options, and have better access to information about these careers.

RED SEAL Strengthening

As part of the Strengthening the Red Seal initiative, the CCDA has begun a pilot project to evolve the current National Occupation Analysis to provide an analysis of the trade and clearly outline the performance required by industry to be certified in a trade.

As part of the pilot, the CCDA is testing a new development process for the standard to allow for greater industry involvement.

The CCDA partnered with the United Association of Steamfitters and Pipefitters and the Mechanical Contractors Association of Canada for the pilot project. Results of the pilot will serve to determine the final format and process for development of standards for all Red Seal trades.

BOARD OF DIRECTORS

As of Nov. 1, 2013:

Commission Board Chairperson

Garry Kot

Commission Board Vice-Chairperson

Doug Christie

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SYA Industry Sponsors

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

Allan Construction

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Alliance Energy

All-Rite Plumbing and Heating Ltd.

Breck Scaffold Solutions (2009)

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Questions? Comments? Suggestions?

Call (306) 787-0187 or email julie.folk@gov.sk.ca

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