



Saskatchewan
Apprenticeship and
Trade Certification
Commission



Apprenticeship in ACTION



Sask Apprenticeship



@SKApprentice

Spring 2015

www.saskapprenticeship.ca

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Tom Rogers



Tom Rogers feels that apprenticeship is a no-brainer – for apprentices and employers.

He would know. He's been both.

"It's a great opportunity for most young people," said Tom.

Tom was born and raised in Moose Jaw. After graduating high school in 1976, he took the pre-employment carpentry class at the Saskatchewan Technical Institute, now known as Sask Polytechnic. He was in class when C&S

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From the desk of JEFF RITTER

Spring Planning

Spring is here and employers are either ramping up for the hectic seasons ahead, or already putting their plans into action.

Presumably, your labour needs are a priority. Apprenticeship should be a serious component of any plan to give your organization a competitive edge.

I know I've passed these messages along before, but recent analysis within the Commission tells me that this message bears repeating, again and again.

Recently, staff researched the numbers and sectors of employers that are currently participating in the apprenticeship system. That is, how many are stepping up to the plate and actively hiring and training apprentices? How many are paying it forward from being an apprentice, a journeyperson and now becoming a mentor to the next generation?

I wish I had better news. Our research confirms that our roughly 10,000 apprentices currently in our system - an all time high - are being trained by only 26% of our sample of employers! Our industry-driven system is strengthened by more employers who are actively involved in the apprenticeship system.

We analyzed nearly 5,000 employers in all our key sectors: automobile dealers, commercial

construction, heavy construction, home builders, manufacturing, and mining. We will look to analyze the service sector in the near future.

To continue to grow in a robust economy, meet our labour market needs and succession plan for an aging population, we must seriously consider our obligations to hire and train apprentices as part of a plan to build a competitive, profitable business. Our system is steeped in history of strong participation from employers, tradespeople and government. All parts of this machine work together to maintain harmony and grow.

Industry currently involved in apprenticeship see great benefits. C&S Builders is a proud supporter of apprenticeship, and Tom Rogers' story in this month's newsletter exemplifies a lifetime of involvement in the apprenticeship system.

I am pleased that the Government of Saskatchewan's 2015-16 Provincial Budget did recognize the significance of their role. While some areas had no or little increase, the SATCC received an additional \$1 million to purchase 300 more seats of technical training, plus an additional \$500,000 for additional



apprentices accessing the Apprenticeship Training Allowance.

This is good news for our young people entering the trades, which as I mentioned, is at an all time high. Our efforts to increase awareness and promote the trades to young people is paying off. Last year, there were 4,036 youth who took the Saskatchewan Youth Apprenticeship program.

So, as you plan and build your business this spring, take a moment to also consider the statistical evidence enclosed on page four of the newsletter. It speaks volumes about the benefits to hiring and training apprentices, both to your bottom line AND to our future pool of skilled labour.

Profile

continued...

Construction came and recruited him.

Tom apprenticed with C&S right away. He learned from mentors like Don McIntyre and Gary Gable, who Tom said was an excellent carpenter and runs a company in Alberta now. Tom became a journeyman in 1980. He's been with C&S ever since.

"As a young person, I was always amazed by the building aspect," he said. "When I saw buildings go up, or saw buildings get renovated, it always amazed me and I thought, 'That's something I'd like to do.' My dad wasn't a carpenter but he was quite handy. He was always renovating around

the house, or helping at the church. I always thought, if my dad had the opportunity that I had, I think that would have been something good for him."

"A good apprentice is one of those people who cannot just do the work, but can figure it out in his or her head."

Tom Rogers

Tom was the lead man on sites for C&S for a number of years. Eventually he became a supervisor and used his growing skills to look after jobs from start to finish.

In 2000, the owners of C&S Construction were looking at retiring. They approached a group of employees to buy shares in the company. Tom was part of the group that did so. They changed the name to C&S Builders Ltd. Tom moved into the office and became a project manager and estimator, the role he is still doing today.

C&S currently has 23 employees, including seven apprentices and two laborers who are interested in apprenticing. The rest of their employees are almost all journeymen – most achieved their certification through C&S.

"They've come and stayed," said Tom. "And that's helped our company be as strong as we are today. If you're good to them, and you apprentice them through, they do become loyal. I feel that with the nucleus we have now, our guys are good, and our carpenters and superintendents train our apprentices well."

C&S Builders has seen the apprenticeship program as a huge benefit for the company. When hiring, Tom said attitude is most important, followed by work ethic. He asks that an employee show up for work every day and puts in an



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Profile continued

honest day's work. The other thing he always asks is if the person is interested in apprenticing. A 'yes' is even more of a green light to hire.

"If they apprentice, they go to school. They increase their own knowledge and skills, which do reflect back on us providing better quality of work and being able to get jobs done in a timely manner. The more you know the better you are. "

Tradespeople can also write the journeyperson exam, and while Tom appreciates the knowledge all carpenters have, he sees those who have taken the apprenticeship program as having something a little extra.

"There's that bit of fine finesse," he said. "A good apprentice is one of those people who cannot just do the work, but can figure it out in his or her head. And I think that's what schooling does. If you can figure out how to build it, then eventually the skill to do it onsite

comes." For example, building a set of stairs. When Tom works on stairs with an apprentice, he can see the light come on when the apprentice sees the link back to what he or she learned in school.

"I always say, why not apprentice? It even opens up more opportunities for them in their own lives. I'm a real believer in trades."

Tom has always seen the trades as a great opportunity for young people. He is proof of how far it can take you. There's steady work, and the pay is usually pretty good. Driving around Moose Jaw, Tom can see the work he's done over the years – everything from new builds to large and small renovations. He recalls three schools in Moose Jaw that C&S completely renovated when he was the site superintendent. The company is currently busy with more renovations around the city and work at the new hospital in Moose Jaw. One of their largest projects on the go right now is the new Moose Jaw Ford dealership.

Training Apprentices is Good Business*

Training an apprentice means a better return on your investment

- For every \$1 an employer invests on an apprentice, the average return is \$1.47 across 21 trades.
- Revenue generated by an apprentice exceeds the total training costs.
- The net benefit of an apprentice in training increases each year over the course of the apprenticeship.

Hiring a local apprentice is less expensive than hiring from abroad

- Temporary foreign workers cost \$5K-\$20K per person, whereas hiring an apprentice would increase net return by the second year (by almost 50%).

Training an apprentice means more productivity and fewer mistakes

- Apprentices are loyal to the company, which increases retention.
- Apprenticeship creates a sustainable workforce cycle (senior employee passing on the knowledge to apprentice).
- Employers estimate a "homegrown" journeyperson is 29% more productive than a journeyperson trained elsewhere.

Available tax credits and government grants makes training an apprentice more affordable

- www.saskapprenticeship.ca/tax-programs/

The SATCC's April 2013 Apprentice and Employer Satisfaction Survey indicated:

- 97% of employers are satisfied with the apprentice's ability to contribute to the success of their company.
- 91% of employers are satisfied with the abilities of an apprentice to perform tasks as expected.

*Sources: Canadian Apprenticeship Forum, and the SATCC.



As a mentor himself, Tom has appreciated the opportunity to work with new tradespeople. He can't remember a bad experience.

There were a couple of times when Tom considered beginning his own business. But he felt comfortable at C&S and really enjoyed working for the company. He's also now part of Saskatchewan Apprenticeship's Carpentry Trade Board. It has given him the opportunity to work on improvements to technical training and to review exams.

"I always say, 'Apprentice – why not?' said Tom. "It has done me very well. I can't say I went wrong becoming a journeyperson.... The apprenticeship program, for our company, it's definitely a benefit."

2015-16 Provincial Budget

The Government of Saskatchewan released its 2015-16 Provincial Budget on Wednesday, March 18, 2015. The overall message from the Budget was that the Government of Saskatchewan remains focussed on keeping the economy strong with a vibrant and growing workforce. This was demonstrated with funding for the SATCC.

"Saskatchewan continues to have the lowest unemployment rate in Canada, and there is strong demand for skilled workers in our province," Minister Responsible for Immigration, Jobs, Skills and Training Jeremy Harrison said. "We are focused on addressing labour demand by investing in skills training programs that address obstacles to employment and efforts to support recruitment from outside the province."

The Ministry of the Economy's 2015-16 Budget for the SATCC included:

- a funding increase of \$1 million to purchase 300 additional technical training seats; and
- an additional \$500,000 for The Apprenticeship Training Allowance.

"This is no question that this was a tight budget," said SATCC CEO Jeff Ritter. "The SATCC Commission Board and I are very pleased to see the commitment to training Saskatchewan's apprentices. We appreciate the Government of Saskatchewan's recognition of industry's need for skilled labour by funding additional technical training seats for apprentices. This budget reinforces the value of the skilled trades in Saskatchewan and that the trades are a first-choice career."

The additional \$1 million brings the total number of seats to 7,000, up 3,203 seats from 2007-08 (84 per cent).

The Budget Day news releases, speech and highlights can be found at <http://finance.gov.sk.ca/budget2015-16>

Links to skills training specifics can be found at <http://www.saskatchewan.ca/government/news-and-media/2015/march/18/budget-economy-lm>

Gasfitter Exams

The process for becoming certified as a Domestic or General Gasfitter will slightly change as of July 1, 2015. Effective July 2015, there will be changes to the Domestic and General Gasfitter Examination Processes.

The process will help apprentices and journeypersons to be successful on the gasfitter exam.

Domestic Gas Exam - Plumber and Steamfitter Apprentices

1. On the last day of level 4 technical training, apprentices will no longer write a gasfitter exam.
2. Once apprentices have received their level 4 transcript indicating they have passed, they can apply to challenge the Domestic Gasfitter examination.
3. The SATCC will assess the application and schedule the exam day.

General Gasfitter Exam - Plumber and Steamfitter Journeypersons

1. Plumbers and steamfitter-pipefitters who achieved their journeyperson certification before October 31, 2014 can challenge their General Gasfitter exam before January 2017.
2. Plumbers and steamfitter-pipefitters who achieved their journeyperson certification after October 31, 2014 can apply to challenge their General Gasfitter exam and the SATCC will advise them which course to take to gather the necessary knowledge. When the journeyperson is eligible, the SATCC will schedule the examination day.

Domestic and General Gasfitter Exams - Refrigeration Mechanics

1. Journeyperson Refrigeration Mechanics can apply to challenge their Domestic and General Gasfitter exams and the SATCC will advise them which courses to take to gather the necessary knowledge. When eligible, the SATCC will schedule the examination day.
2. Interested out-of-province journeypersons will

apply to have their credentials assessed and be advised on which course to take to gather the necessary knowledge. When eligible, the SATCC will schedule the examination day.

More information can be found at saskapprenticeship.ca under the Gasfitter page, or the appropriate Designated Trade.





VOLUNTEER OPPORTUNITIES

21ST SKILLS CANADA NATIONAL COMPETITION
MAY 27-30, 2015 / PRAIRIELAND PARK, SASKATOON

EVENT VOLUNTEERS - Assist with registration (leading up to and during) - Information Booth - Transportation - Direct people to various events - Various date and times between May 25th – May 30th available - Pre-requisite: Administration, Customer Service	CONTEST AREA SUPPORT - Assist with the set-up and tear down of contest area - May 28th to May 29th and May 29th and 30th - Pre-requisite: Physical labour
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ADDITIONAL INFORMATION IS AVAILABLE ON SKILLSCANADA.COM






Employer Website Support

All of the information employers need to hire, register, and train apprentices is now very easy to find.

The Saskatchewan Apprenticeship website has been revised, with a particular focus on employers.

Head to our homepage at www.saskapprenticeship.ca. You'll see an "Employers" tab in the top navigation.

You'll see a menu bar down the side of the page. Navigate through here.

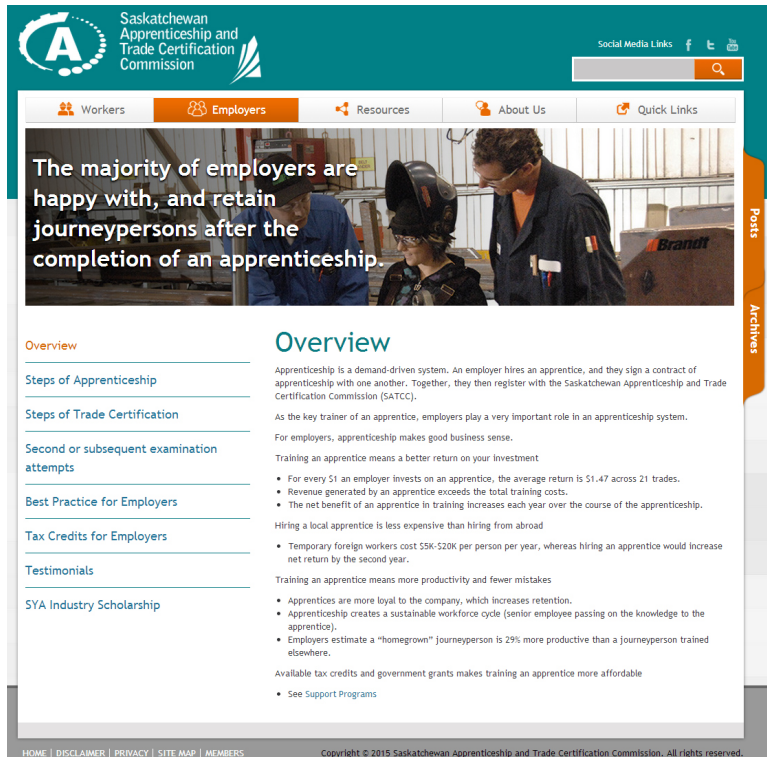
Steps of Apprenticeship, Steps of Trade Certification, and second or subsequent examination attempts

concisely lay out the steps for the employer and apprentice to follow.

Best Practices for Employers includes tips for employers and journeypersons. A Guide to Employers and Journeyperson As Trainer are very helpful documents.

We also provide more information on Tax Credits for Employers, how to get involved with the SYA Industry Scholarship, and why others have become involved with apprenticeship.

Check it out!
saskapprenticeship.ca/employers



YOUR EDGE is Apprenticeship.

"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 Rademaeyer
Recruiter



Pilot: Trades Qualifier Application

The SATCC will be participating in a pilot project organized by the Canadian Council of Directors of Apprenticeship (CCDA).

The CCDA determined that improvements to foreign qualification recognition (FQR) processes are one of its priorities. In September 2013, CCDA launched the FQR Initiative with the intent to create an optimal process and standards framework that is timely, fair, transparent and consistent across all jurisdictions. The intent is to develop a robust and accurate approach to determine the eligibility of domestic or international skilled workers who are trained outside the Canadian apprenticeship system so they can enter the certification process in any one of the Red Seal trades. Once deemed eligible, candidates would write the Red Seal exam as the final step in the process.

A first step in the FQR Project was to develop common application processes. A common application approach was finalized and will be piloted across six jurisdictions in the coming year in three Red Seal trades - **Construction Electrician, Carpenter and Heavy Duty Equipment Technician**. Upon completion of the pilot, the CCDA will assess the outcomes and discuss how implementation can occur on a permanent basis across all jurisdictions.

Between May 1 and July 31, 2015, anyone submitting a Trades Qualifier application in these three trades will be using the revised Trades Qualifier Application package that is being tested. The

pilot will determine if the revised forms increase accuracy, consistency, transparency and fairness across Canadian jurisdictions while respecting differences in standards and legislation related to decision-making regarding eligibility of trades qualifiers to write the Red Seal Examination.

More information will be posted on the SATCC website effective May 1, 2015.

NON-DESIGNATED TRADES IN SASKATCHEWAN

There are a number of skilled trades not offered in Saskatchewan but that are available in the nearby provinces of Alberta and British Columbia. This list is provided as a part of Saskatchewan's commitment to the New West Partnership agreement which supports greater mobility for apprentices between British Columbia, Alberta and Saskatchewan.

<http://www.saskapprenticeship.ca/designated-trades/non-designated-trades-not-offered-saskatchewan/>

GABRIEL DUMONT INSTITUTE ABORIGINAL APPRENTICESHIP PROJECT

On February 13, 2015, Western Economic Diversification Canada announced a \$3.1 million investment in Aboriginal people interested in careers in the skilled trades. The money will support Gabriel Dumont Institute Training and Employment (GDI) to help train 150 new Aboriginal apprentices in trades experiencing a shortage of skilled workers identified by local industry and the SATCC. These trades include boilermakers, bricklayers, construction craft labourers, ironworkers, machinists, automotive technicians, powerline technicians, electricians, plumbers and others.

The Aboriginal Apprenticeship Project matches entry-level Aboriginal workers with employers willing to train them as apprentices.

"The Saskatchewan economy needs trades people and Aboriginal people need access to good jobs that help support their families. THE GDI project helps make that match. It's a win-win situation," said Glenn Lafleur, Vice Chair of GDI Board of Governors.

GDI Apprentices represent nearly 11% of Saskatchewan aboriginal apprentices.

NEWS BITES

at the SATCC Payments at Offices

As of July 1, 2015, the SATCC will no longer be taking cash from clients in any office outside of Regina. Field Consultants will no longer be accepting payments when at the institutes.

This ensures that we are open to our clients through our regular hours in our regional offices. It also minimizes the risk of client funds being lost.

Please pay your fees through one of the following methods:

- Clients anywhere in the province may fax forms with VISA, MasterCard or Discover credit cards, VISA Debit Cards or MasterCard Debit Cards to the Regina office at 306-787-5105.
- If paying in Moose Jaw, Prince Albert or Saskatoon, please pay by cheque, money order, VISA, MasterCard or Discover credit cards, Interac, VISA Debit Cards or MasterCard Debit Cards.
- In Regina, all of the above payment methods and cash are acceptable.

Online Math

Online math is available for all apprentices at no cost. The program provides open access for all apprentices to enhance their math skills prior to technical training through an online program. Various courses are available to everyone – from those looking for a brief refresher in one area to those

interested in sharpening their skills in multiple math units. <http://www.saskapprenticeship.ca/wp-content/uploads/2012/06/Online-Math-Log-In-Instructions.pdf>

PROVINCIALY Skills Canada

The Skills Canada provincial competition is April 16-17, 2015 in Moose Jaw. Volunteers are always needed. Apprentices, high school students, and post-secondary students are encouraged to participate in the competitions.

Gold medal winners compete at the Skills Canada national competition held May 27-29, 2015 in Saskatoon. In addition to the competitions, there will be try-a-trade opportunities.

Congratulations SCSA!

Congratulations to our partner, the Saskatchewan Construction Safety Association, on their 20th anniversary! The work they do greatly improves the lives of tradespeople and the productivity of the organizations they work for.

NATIONALLY Harmonization

The Canadian Council of Directors

of Apprenticeship are working with industry to align apprenticeship systems across Canada by making apprenticeship training and certification requirements more consistent. Ten Red Seal trades have been identified for harmonization at this time. Consultations with Saskatchewan stakeholders were held for: Carpenter, Heavy Duty Equipment Technician, Ironworker (Structural/Ornamental), Ironworker (Reinforcing), Metal Fabricator (Fitter), and Welder. Stakeholders provided feedback on training hours, training levels, and the sequencing of training. Consultations will follow for Mobile Crane Operator, Mobile Crane Operator (Hydraulic), and Tower Crane Operator. The Ironworker (Generalist) trade is not designated in Saskatchewan.

CAF Survey

The Canadian Apprenticeship Forum needs apprentices for a 10 minute survey to understand the experiences of apprentices that moved, or attempted to move, for work. The results are anonymous and will help them to understand labour mobility barriers and to develop potential solutions. Please complete the survey if you are, or recently were, an apprentice registered in an apprenticeship program. Or, pass it to someone who was. <http://www.prismsurveys.com/surveys/CAFApprenticeSurvey/CAFApprenticeSurvey.htm>

BOARD OF DIRECTORS

As of April 1, 2015:

Commission Board Chairperson

Garry Kot

Commission Board Vice-Chairperson

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Roxanne Ecker - Women in Trades

Frank Burnouf - Northern Saskatchewan

Terry Parker - Saskatchewan Polytechnic

Alastair MacFadden - Ministry of the Economy

Julie Lemire - Ministry of Education

SYA Industry Scholarship Sponsors

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

Allan Construction

AIM Electric Ltd.

Alliance Energy

All-Rite Plumbing and Heating Ltd.

Breck Scaffold Solutions (2009)

CAF-FCA Conference

Canada West Equipment Dealers Association

Canadian Welding Association - Regina Chapter

Christie Mechanical Ltd.

CLR Construction Labour Relations of
Saskatchewan Inc.

EECOL Electric

Ensign Energy Service Inc.

General Contractors Association of Saskatchewan
Inc.

GESCAN Division of Sonepar Canada Inc.

Highlander Crane

Husky Energy Ltd.

K+S Potash Canada GP

Korpan Tractor and Parts

Merit Contractors Association Inc.

Moose Jaw Construction Association

Mosaic Canada ULC

Pagnotta Industries Inc.

PCL Construction Management Inc.

Peak Mechanical Partnership

Potash Corporation of Saskatchewan Inc.

Prairie Mines & Royalty Ltd.

Prince Albert Construction Association

Pro-Western Mechanical Ltd.

RNF Ventures Ltd.

Saskatchewan Construction Association

Saskatchewan Provincial Building Trades &
Construction Trades Council

Sheet Metal Workers Local 296 Saskatchewan

South Country Equipment

The Taylor Automotive Group

Thyssen Mining Construction of Canada Ltd.

United Association of Plumbers & Pipefitters
Local #179

Wallace Construction Specialties Ltd.

Westridge Construction Ltd.

W. Hunter Electric (2005) Ltd.

Wright Construction Western Inc.

Yara Belle Plaine Inc.

Questions? Comments? Suggestions?

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

Become a sponsor! Email julie.woldu@gov.sk.ca