

**60th  
Anniversary  
Edition**

# Apprenticeship in Action

**1944-2004**

**Training and  
Certification**



**Saskatchewan  
Apprenticeship and  
Trade Certification  
Commission**

## **Apprenticeship in Saskatchewan: Building Skilled Careers for Sixty Years**

### **INSIDE THIS ISSUE:**

<b>The Apprenticeship Act 1944</b>	<b>2</b>
<b>Changes to The Act</b>	<b>3</b>
<b>Dates of Trade Designation</b>	<b>4</b>
<b>History of Apprenticeship in Saskatchewan</b>	<b>5</b>
<b>Significant ATC Events</b>	<b>6</b>
<b>Commission Board</b>	<b>7</b>
<b>2003 Statistics</b>	<b>8</b>

Apprenticeship as a system of training, has had a long and dignified tradition in Canada and around the world. Trades have stood the test of time, evolving to meet an ever changing environment.

The work of apprentices and tradespeople is visible throughout the community. Skilled workers help us to enjoy a high standard of living. For example, they build and maintain our homes and communities; they keep our cars in proper running order, and they ensure that going out to eat is a pleasing and delectable experience!

Apprenticeship is a unique and recognized system of training. The system we use in Saskatchewan today, a combination of on-the-job training reinforced with periods of technical theoretical training, was initi-

ated in 1944. At that time 13 trades were designated. Today, there are 49 designated trades in the province.

Historically, the skilled trades have been viewed as physically demanding and labour intensive. With the advances in technology and global marketing systems, the trades today are very involved with computerized systems, robotics, and meeting the demands of a just-in-time society.

The technological changes have increased workplace efficiency and raised consumer expectations. To address the challenges brought about by this evolution in the market place, the apprenticeship system has: designated new trades and sub-trades; reviewed and maintained relevant curricula; developed innova-

tive and flexible training delivery; and broadened its partnerships in training and certification, provincially and nationally.

Apprenticeship and skilled trades training contribute to the development of a skilled labour force. Building that skilled labour force requires the commitment of industry, both business and labour, education and training institutions, governments, and labour market partners. As the demographics of Saskatchewan's population changes, the apprenticeship program will also evolve to meet the needs of the changing labour force.

### **VISION STATEMENT**

A skilled and representative trades workforce,

- industry trained, and
- industry certified.



**ApprenticeshipWorks**  
SASKATCHEWAN

1944 - 2004

# An Act Respecting Apprenticeship

1944

## CHAPTER 81

### An Act respecting Apprenticeship in Certain Trades

[Assented to April 1, 1944.]

HIS Majesty, by and with the advice and consent of the Legislative Assembly of Saskatchewan, enacts as follows:

- Short title** 1. This Act may be cited as *The Apprenticeship Act, 1944*.
- Interpretation** 2. In this Act the expression:
- "apprentice"** 1. "apprentice" means a person at least sixteen years of age who enters into a written agreement with an employer to learn a skilled trade requiring a minimum of four thousand hours of reasonably continuous employment and which provides a program of practical experience and related technical instruction for such person; ...
- Coming into force** 24. This Act shall come into force on a date to be named by proclamation of the Lieutenant Governor.

#### SCHEDULE

Section 2, par. 4)

#### DESIGNATED TRADES

1. Bricklayer.
2. Carpenter.
3. Electrician.
4. Mason.
5. Plumber.
6. Steamfitter.
7. Painter and decorator.
8. Plasterer.
9. Sheet metal worker.
10. Motor mechanic.
11. Motor vehicle repairer.
12. Watchmaker.
13. Blacksmith.

## 65 BILLS PASSED IN HOUSE SESSION

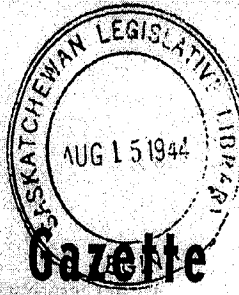
Clippings Hansard Vol. 49  
March 31, 1944

Six bills given first reading by the Saskatchewan legislative assembly Wednesday brought the total number of bills introduced at the present session up to 100. Of that total 65 have been given third reading and passed.

The house spent practically the entire Wednesday afternoon sitting in committee of the whole considering proposed new legislative amendments. It gave third reading to nine bills. Amendments introduced in the committee to four other bills were given first and third reading.

Outstanding among the acts passed during the afternoon were the Apprenticeship act, an act to amend the Child Welfare act, an Agents act and an act to amend the Saskatchewan Marriage act.

The Apprenticeship act makes possible an apprenticeship system for Saskatchewan. Under the provisions of that act the province in co-operation with the Dominion government can provide apprenticeship training in vocational schools and with employers in 13 designated trades.



# The Saskatchewan Gazette

XL PUBLISHED BY AUTHORITY No. 15  
REGINA, TUESDAY, AUGUST 15, 1944

## PROCLAMATION

A. P. McNAB,  
*Lieutenant Governor.*  
[L.S.]  
CANADA  
PROVINCE OF SASKATCHEWAN  
GEORGE THE SIXTH, by the Grace of God, of Great Britain, Ireland and the British Dominions beyond the Seas, KING, Defender of the Faith, Emperor of India.  
To all to whom these presents shall come.  
GREETING:

## A PROCLAMATION

ALEX. BLACKWOOD,  
*Deputy Attorney General*  
WHEREAS Section 24 of The Apprenticeship Act, 1944, being Chapter 81 of the Statutes of 1944, provides that the said Act shall come into force on a date to be named by proclamation of the Lieutenant Governor.

WHEREAS it is expedient to name a date on which the said Act shall come into force.

NOW KNOW YE, that by and with the advice of Our Executive Council of Our Province, We do by these Presents proclaim that The Apprenticeship Act, 1944 shall come into force on the First day of August, 1944.

OF ALL OF WHICH PRESENTS Our Loving Subjects of Our said Province and all others whom they may concern are hereby required to take notice and govern themselves accordingly.

IN TESTIMONY WHEREOF we have caused the Great Seal of Our Province of Saskatchewan to be hereunto affixed.

WITNESS: Our right and trusty and well beloved THE HONOURABLE ARCHIBALD PETER McNAB, Lieutenant Governor of Our Province of Saskatchewan.

AT OUR GOVERNMENT HOUSE, in Our City of Regina, in Our said Province, this first day of August, in the year of Our Lord one thousand nine hundred and forty four, and in the Eighth year of Our Reign.  
By Command,  
J. W. McLeod,  
*Deputy Provincial Secretary.*

K-62

## Changes to The Apprenticeship Act

### The Apprenticeship Act 1944

- The province was required to have a director and young people were to enroll in courses to augment their practical experience in the trade.
- Thirteen trades were designated.

### The Apprenticeship and Tradesmen's Qualification Act 1950

- Initiated the Apprenticeship and Tradesmen's Qualification Program in 1951.
- Established the Provincial Apprenticeship Board and the Trade Boards.

### The Apprenticeship and Trade Certification Act being Chapter A-22.1 of The Statutes of Saskatchewan, and

### Regulations being Chapter A-22.1 Reg 1 of the Revised Regulations of Saskatchewan

- effective September 2, 1986
- Amendments included changes in eligibility for apprenticeship, verification of trade experience, appeal processes and a provision for updating courses.

### The Apprenticeship and Trade Certification Act, 1999 being Chapter A-22.2 of the Statutes of Saskatchewan, 1999

- Established the Saskatchewan Apprenticeship and Trade Certification Commission.
- Effective October 1, 1999



# Designation Dates

1944	Blacksmith Bricklayer Carpenter Electrician Mason Motor Mechanic Motor Vehicle Repairer Painter and Decorator Plasterer Plumber Sheet Metal Worker Steamfitter Watchmaker	1983	Power Lineperson	1991	Aircraft Maintenance Technician Crane and Hoist Operator <b>Sub-Trades:</b> Boom Truck Operator "A" Boom Truck Operator "B" Ironworker Fabricator Ironworker Reinforcing Rebar Ironworker Structural Motor Vehicle Body Refinisher (Proficiency) Partsperson
1951	Autobody Repairer Electric Arc Welder Oxyacetylene Welding Barbering Beauty Culture Motor Vehicle Mechanics Repairer	1985	Agriculture Machinery Technician Drywall and Acoustical Mechanic Cement Finisher Insulator	1995	Floorcovering Installer Horticulture Technician Pork Production Technician Automotive Service Technician Steel Fabricator
1953	Motor Vehicle Body Repairer Pipefitting	1986	Barber-Stylist Boilermaker Cosmetologist Heavy-Duty Equipment Mechanic Crane and Hoist Operator <b>Sub-Trades:</b> Conventional Crane Operator Hoist Operator Hydraulic Crane Operator Tower Crane Operator	1996	Food and Beverage Person Guest Services Representative Locksmith Water Well Driller
1957	Radio and Television Electronics		Industrial instrument Mechanic Sprinkler Systems Installer Steamfitter-Pipefitter Tilsetter	1997	Production Line Welder
1963	Refrigeration and Air Conditioning Machinist			1999	Custom Harvester Electronics Assembler Concrete Finisher
1964	Cook			2001	Pipeline Equipment Operator
1966	Glassworker Heavy Duty Repair	1986	Truck and Transport Mechanic	2003	Cabinetmaker Construction Craft Labourer
1967	Tile Setting Industrial Mechanic (Millwright)	1988	Electronics Technician (Consumer Products) Welder Refrigeration Mechanic		
1973	Roofer				
1975	Lineman (Electrical Power)				

**CHRONOLOGY OF THE  
DESIGNATED TRADES  
IN SASKATCHEWAN**

# A Brief History of Apprenticeship in Saskatchewan

Apprenticeship has been in existence in various forms throughout the world for hundreds of years. The formal system of apprenticeship training that is used in Canada today was legislated by the federal government in 1944.

At the end of the Second World War, the federal government established the concept of apprenticeship training in Canada to provide skill training to workers by initiating the Rehabilitation program that covered the cost of training WWII veterans. Until that time, federal involvement in training was limited to providing funding to the provinces for education that met social or economic and employment needs. Immigration was the source for skilled workers.

In 1942, the Vocational Training Coordination Act provided opportunity for federal and provincial governments to cooperate in vocational training initiatives. The Apprenticeship Training Agreement in 1944 saw the federal government sharing the costs of training programs for registered apprentices with the provinces. Each province was required to have a director and young people were to enrol in courses that augmented their practical experience in the trades.

As a result of the *Apprenticeship Training Agreement*, the Government of Saskatchewan passed the *Apprenticeship Act* on April 1, 1944. The Act designated thirteen trades for apprenticeship training. The Apprenticeship Branch was formed on April 14, 1945 under the Saskatchewan Department of Labour.

On February 1, 1951, the *Apprenticeship and Tradesmen's Qualification Act (1950)* was revised to increase the number of tradespeople in Saskatchewan; provide residents with higher standards of workmanship; and protect tradespeople from unfair competition. The Provincial Apprenticeship Board (PAB) was established pursuant to the new Act. The PAB reviewed the progress of the branch, and advised in general terms as to future activities in apprenticeship training. Trade Advisory and Examining Boards, with equivalent numbers of employer and employee representatives, were also established and given the authority to make regulations for their respective trades.

On April 1, 1983, Saskatchewan's Apprenticeship and Tradesmen's Qualification Program was transferred from the Department of Labour to the Department of Advanced Education and Manpower. Through consultation with industry, the Provincial Apprenticeship Board and the Trade Advisory Boards, amendments were made to *The Act* and regulations to improve the apprenticeship and trade certification program in Saskatchewan. Amendments included changes in eligibility for apprenticeship, verification of trade experience, appeal processes, and a provision for updating courses. *The Apprenticeship and Trade Certification Act* and regulations came into effect on September 2, 1986.

The decision in 1996 by the federal government to withdraw all funding from apprenticeship training by June 30, 1999 led industry to take action to develop recommendations to government for the renewal of the apprenticeship system in Saskatche-

wan. The PAB, with the support of the Minister, embarked on a renewal process. Following extensive consultations during 1996 and 1997, the PAB identified an industry-led model as the preferred option for the future of the apprenticeship system.

Representatives of all Trade Advisory Boards unanimously endorsed the PAB's recommendation in June 1997. The Chair of PAB formally communicated industry's recommendation for the future structure of apprenticeship to the Minister of Post-Secondary Education and Skills Training in June 1997. Cabinet approved the establishment of a new Apprenticeship Commission in May 1998.

In May 1999, the new *Apprenticeship and Trade Certification Act 1999* was passed. It created an industry-led apprenticeship system that is more responsive to the needs of employers and employees. Industry and government share the authority for managing the commission. It puts resources and operational decision-making in the Commission that is governed by a board with a majority of industry (business and labour) representation.

This includes responsibility for the day-to-day operations of the apprenticeship system. The new Act provides authority to the Commission to make regulations respecting operational matters while maintaining authority through Lieutenant Governor in Council regulations for strategic policy matters. This approach, within a comprehensive accountability framework, results in an increased industry commitment to training and certification.

Apprenticeship:  
Building Skilled Careers,  
Enterprises and Communities  
1944—2004

# Significant Events in Apprenticeship During the Past 60 Years

- 1944 *The first provincial Apprenticeship Act designated 13 trades*
- 1945 *The Apprenticeship Branch was formed (Department of Labour)  
49 contracts were registered*
- 1946 *303 contracts were registered*
- 1951 *The Apprenticeship and Trademen's Qualification program was initiated;  
Provincial Apprenticeship Board and Trade Advisory Boards were established*
- 1958 *Certificate of Status was in force*
- 1964 *The Interprovincial Standards 'Red Seal' Program was introduced in Saskatchewan*
- 1965 *18 designated trades*
- 1983 *The Apprenticeship Branch moved to the Department of Advanced Education and Manpower (later known as Saskatchewan Education; Saskatchewan Education, Training and Employment; Post-Secondary Education and Skills Training; and Saskatchewan Learning)*
- 1987 *The Apprenticeable Trades Coordinating Group (ATCoG) was established by the Provincial Apprenticeship Board in response to an initiative taken by the Canada Employment and Immigration Commission. In conjunction with Saskatchewan Education, they identified updating training needs of journeypersons in the designated trades and purchased training on their behalf.*
- 1994 *50<sup>th</sup> Anniversary of apprenticeship in Saskatchewan  
37 designated trades; 3500 apprentices*
- 1999 *Saskatchewan Apprenticeship and Trade Certification Commission was proclaimed on October 1  
46 designated trades; 5300+ apprentices  
\*approximately 8000 employers have been involved in some aspect of the program*
- 2001 *The Commission moved to its own facility at 2140 Hamilton Street in Regina*

- 2002 *Tuition fees were implemented  
47 designated trades*
- 2003 *49 designated trades*

## Directors of Apprenticeship in Saskatchewan Since 1944

1944-1953	J.S. (Stanley Dornan)
1953-1972	Frank Ellis
1972-1978	Art Evans
1978-1979	Gerry Meier
1979-1981	Tom Needham
1981	Ken Werner (Acting)
1982-1989	Dan Roberts
1989-Present	Doug Muir

# Saskatchewan Apprenticeship and Trade Certification Commission

## Commission Board of Directors

### Agriculture, Tourism and Service Sector

Employees	Marla Benell Marion Schultz
Employers	Keith Johns Claude Marcotte

### Construction Sector

Employees	Garth Ivey Garry Kot Paul McLellan Brent Waldo
Employers	

### Production and Maintenance Sector

Employees	Mervin Roncin
Employers	Allen E. Kotzer

### Motive Repair Sector

Employees	Helmut Sieh
Employers	Don Jones

### First Nations People

Danette Starr-Spaeth

### Métis People

Geordy McCaffrey

### Northern Saskatchewan

Stew Mayotte

### Visible Minorities

Baraza Kilobi

### Women

Marral Eberts

### SIAST

Morris Onyskevitch

### Government

Dr. Margaret Lipp

G. Wayne McElree

**Chairperson** Paul McLellan

**Vice-Chairperson** Garth Ivey

## Commission Board Role and Responsibilities

Saskatchewan's *Apprenticeship and Trade Certification Act 1999* establishes the Commission as an Agent of the Crown reporting to the Minister of Saskatchewan Learning, with an industry-led board. The Commission Board also has representation from trainers, under-represented groups and government.

The *Apprenticeship and Trade Certification Act 1999* authorizes the Commission to manage the Apprenticeship and Trade Certification system.

### The Commission:

- designates trades for apprenticeship training and certification;
- generates, retains and expends revenues;
- registers apprentices and journey-people, monitoring their training and providing certification of skill levels achieved;
- determines and charges fees for products and services;
- enters into agreements for training delivery; and
- represents Saskatchewan on interprovincial initiatives.

The Act gives the Commission the authority to make regulations to ensure the efficient and effective operation of the apprenticeship system to meet the needs of industry in a timely manner.

The Act also ensures accountability to both industry and government.

Apprenticeship 2004:  
Sixty Years of Leadership in  
Industry Training and Certification  
1944-2004



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**60TH ANNIVERSARY  
EDITION**

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led Training and Certification*

Toll Free:

1-877-363-0536

## Did you know...

### **Journeyman certification in**

**Saskatchewan** requires individuals to have a broad and in-depth range of work experience and to have successfully passed an examination. Criteria for the work experience and the development of examinations are based on standards developed and validated by industry.

Between 1945 and 1957, journeyman certificates needed to be renewed every two years. Since 1958, journeyman certificates have been permanent.

## Program Highlights

as of June 30, 2003

- In Saskatchewan, there are 48 designated trades. Four of the trades require compulsory apprenticeship.
- On June 30, 2003, there were 5108 apprentices registered in the system: 4444 male and 664 female apprentices.
- 567 persons of Aboriginal ancestry were registered as apprentices during the year.
- Dedicated funding of \$400,000 was received from the province for Aboriginal apprenticeship initiatives.
- 60% of registered Saskatchewan apprentices live outside the major urban centres of Regina and Saskatoon.
- 2811 apprentices accessed technical training during 2002-2003.
- 152 individuals attended upgrading courses; 489 individuals attended updating and special courses addressing technological change and processes.
- The following certificates were issued in Saskatchewan between July 1, 2002 and June 30, 2003:
 

Journeyman	1043
Proficiency	59
Completion of Apprenticeship	773
Learners	217
Course Completion	489
Apprentice Year Cards	3432
- **Industry plays a primary role in the delivery of the apprenticeship program.**
  - Employers hire and register apprentices, and provide journeyman supervision to apprentices.
  - Apprentices spend approximately 80% of their training time working on the job, learning the knowledge and skills of the trade from a certified journeyman.