

SASKATCHEWAN YOUTH APPRENTICESHIP PROGRAM

BUILDING ON STRENGTH

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Saskatchewan Youth Apprenticeship

Appendix II a): Educator Survey

Results March 2, 2009

This survey was distributed to educators attending the Saskatchewan Teachers Applied Technology (STAT) Conference, in Moose Jaw, on November 28, 2008. As well, the survey was mailed-out to all secondary schools in Saskatchewan, to be completed by educator representative(s).

There were **111** responses received and tabulated educator representative(s), from a total of **79** schools and **10** School Divisions/Organizations. This survey was mailed to a total of **280** schools.

Percentages have been calculated based upon total number of responses for each question.

Survey Questions

1. Which, in your opinion, has more value for students?

	No. of Responses	% of Total Responses
a) Academic Career Path	3	3%
b) Skilled Trades Career Path	18	16%
c) Both have equal value	90	81%

2. As part of your school's curriculum or school activities, does your school incorporate awareness of skilled trades

In Grades 6-9?

	No. of Responses	% of Total Responses
a) YES	70	80%
b) NO	17	20%

In Grades 10-12?

	No. of Responses	% of Total Responses
a) YES	101	94%
b) NO	6	6%

3. Are you aware of the SYA Program?

	No. of Responses	% of Total Responses
a) YES	100	89%
b) NO	12	11%

4. Does your school use the SYA Program?

	No. of Responses	% of Total Responses
a) YES	74	66%
b) NO	37	34%

74 respondents answered **Yes**, therefore were asked to go to **Question 5**. If the respondents answered **No**, they were asked to go to **Question 11**.

5. What are/were the biggest barriers to implementing the SYA program in your school?

- We have multiple pure courses so the SYA program gets repeated for many students.
- Student Interest.
- Too many kids entered and the paper trail getting them registered.
- Getting started; once we get started, its going very well.
- Students seeing the value of doing the work (extra work that they do not get marks for).
- Getting the students to do the work.
- It is time consuming.
- Choosing what class to implement it in. We often hit the same students twice.
- No barriers.
- Getting the information to all students.
- Students will not take on the task to do the work to get the credit.
- Time to implement and time for someone to organize passports and paper work.
- Completing all the tasks in the booklet.
- Increase work load in terms of paper work as I have incorporated it into my curriculum.
- None, we are in and going good.
- Students slow to bring in completed sheets.
- Time to implement and work it into our schedule.
- Time to implement program.
- Marginal interest from academic teachers and admin.
- Time to implement the program.
- We did not encounter any barriers.
- Getting the program set up.
- It was established when I was hired.
- The biggest barrier seemed to be students registering for the program. They thought it was an interesting presentation, but we were surprised how few students registered.
- Most students do not see themselves in an apprenticeship setting within the time limit.
- Time to implement and tracking.
- Student's realization they need to do some work in order to meet some requirements.
- Students are given materials but don't really understand the real value it has.
- Kids don't like the extra book work.
- Time to implement. The students have a complete load of assignments, it is hard to fit more in.
- Finding a journey person to come in and interview.

- Understanding how the program works myself so as to explain to my students.
- No barriers.
- Generating student interest and awareness.
- Getting teachers and guidance councillors excited about it.
- Attitude of administration.
- Students unable/unprepared to keep track of the passports (storing passports at school)..
- School teacher support, another added responsibility
- Fitting into Sask curriculum.
- High quality, professional in our school w/ PAA background.
- Having a staff member to stay on top of the information, marketing and presentation of the program.
- Teaching time dedicated to SYA, Career & Work Exploration courses and teacher guidance time.
- Fitting SYA content into my program and creating the assignments.
- This program is very laid out and user friendly. That being said, it came out during a time of significant change in our school division and we are trying to work it effectively into our plans.
- As this program is to be completed on students own time, for the most part, they did not put the time into completing the activities.
- I offer it as part of my General Math 30 course but wish others could participate.
- Went smooth, no barriers.
- The time needed to promote the program and give students the knowledge they need.
- Getting timely assistance in starting up.
- Making the time.
- Tracking/encouraging students and finding time to meet with student.
- None, it fits into lots of classes.
- Finding the time/person to organize it.
- Making students aware of the program and what it involves.
- Having enough free time to get things started.
- Our students all hold jobs and parents do not help us encourage the trades.
- Finding a staff owner to take ownership.
- Having teachers track student progress ensuring that they complete the activities in their passport.
- The SYA Program is only promoted and facilitated in PAA classes with no support/time given to student by other teachers.
- Time, we don't have it implemented into a class. It is sometimes hard to get good follow-up time with participants.

6. What are the biggest barriers to student participation in the SYA Program in your school?

- Motivating Students to finish the entire program.
- Having teacher not allowing them to do it.
- Unmotivated students.
- Students seeing the value of doing the work (extra work that they do not get marks for).
- They have part time jobs so they don't want to do the jobs.
- They do not take advantage of the program.
- Many students quit at the interview in level 1.
- No barriers.

- Time to do it.
- Not motivated.
- Lack of interest for some.
- Students think that they won't be a trades person so feel they don't need to complete it, however, we try to explain they don't know what they will be doing for certain in the future.
- Kids don't really understand apprenticeship or the value of it until grade 11 or 12. I start in gr. 9 - If I didn't incorporate it into the curriculum I would have only a handful of kids involved. They are generally not motivated enough to do it on their own.
- Current Curriculum does not include the SYA.
- Student information - lack of vision.
- Time to implement and work it into our schedule.
- Time table.
- Time to do assignments.
- Laziness.
- Apathy - the belief that there are plenty of jobs with any training. False belief.
- Work schedules.
- We did not have any student's barriers encounters.
- Students wanting to dedicate their time.
- Time, student effort.
- Students weren't interested in the activities (essay, interview), etc).
- Workload.
- Commitment to do it.
- Kids don't like the extra book work.
- So far, there is not a perceived relevance and no immediate reward (i.e.: integrating the assignments into the course content is essential).
- The students were quite interested and I did not find that there were any barriers.
- Having enough teacher time to track the students and make sure passports are complete.
- No one knows what they want to do at this point.
- Identification of trades as an option at a earlier grade.
- If the students don't know about it, it won't happen.
- Getting teachers on board.
- The time-frame involved with receiving YAP passports.
- Commitment.
- Since we are a border school (Lloydminster) we also can register students under the Alberta RAP program.
- Hear about the program but not taking steps to complete.
- Lack of exposure and opportunity to the following barriers; Teaching time dedicated to SYA, Career & Work Exploration courses and teacher guidance time.
- I have attended a workshop on the SYA Program and believe that it is a valuable program. I just have not had any students buy into the program..
- Participation was mandatory in my class. In-class assignments went well, homework assignments not as successful.
- There are so many options available to students (sports, academic, work, extra0currucular, etc.) that sometimes they have to decide what to become involved with. Plus I think as a school division, there is still room to improve in marketing the valuable program to students.
- When Apprenticeship is incorporated into the curriculum, so I can incorporate into any Construction class and provide the students with the time to research and complete the activities required. Then SYA will be a successful program in the school.

- Students do not want to give up their time to complete this program.
- Students who don't take PAA are difficult to enrol and keep on track.
- Their uncertainty about post secondary choices and overcoming perceived myths about the program.
- Ability level. This is an alternate program so our students typically face a number of challenges to their academic/social/work development.
- Lack of interest.
- Time - contact in order to progress.
- Our school division has 15 hours spent with grade 10's relating to career development and I have all students complete level 1 within that. For level 2 if they take CWEX, I incorporate it there. If they do not take CWEX and still want it then they meet with me and complete the assignments.
- Awareness. Completing requirements in a timely fashion.
- Some students believe that because they don't enjoy school they will not like a trade program as it involves more school.
- Students may not have decided on a course of action about the purpose of SYA, or are too lazy to get involved..
- No interest. No Foresight. No parental involvement.
- We are a very small school and some groups are bound for university, not trades.
- Most were very interested but they required self-motivation to sustain their efforts.
- We have implemented this in our Career Education program.
- Having staff time to assist and track student.

7. Do you lead/guide your students through the SYA activities?

	No. of Responses	% of Total Responses
a) YES	56	82%
b) NO	12	18%

8. Do you have any recommendations for improving/strengthening the SYA Program? (e.g., content, materials, administration, communications, etc.)

- Take a look at registration form. Maybe combine two things that are similar and add resume writing, applying for apprenticeship.
- I think it is very straight forward and user friendly.
- More rewards.
- I think it is very good.
- A reward to a student who completes 1st level at the end of grade 10 and so on, grade 11 and grade 12.
- Removal of poster assignment.
- a simplified form that lists the benefits and criteria or steps for successful completion, i.e.: example of a completed book assignment.
- I find it somewhat repetitive but I guess that's how kids retain information.
- Maybe once I have had some students go through (none yet).
- Some assignments almost overlap.
- More communication, In-Service day.
- Removal of the poster assignment.
- Materials are well done & simple it just needs more "student initiative".
- Allow the to earn some sort of high school credits if they complete the SYA program.
- Online asynchronous modules to implement in program.
- Teachers that currently have students enrolled in SYA should work together and

- create a binder of materials for teachers to use (like the ready for work program with the Ministry and Sask learning).
- Cresting assignments that teachers can print and hand-out directly to the students.
 - There are solid supports in place. I think the key is for us to make better use of them.
 - When Apprenticeship is incorporated into the curriculum, so I can incorporate into any Construction class and provide the students with the time to research and complete the activities required. Then SYA will be a successful program in the school.
 - There is a lot of repetition in the activities.
 - Send list/update every September showing which students are enrolled, examples of completed challenges (i.e.: career pathway).
 - SYA has been doing a great job.
 - Needs to be more independent.
 - Good record-keeping ideas for teachers.
 - More detailed instructions for both the students and myself would be helpful.
 - Not Yet. Give me Time.
 - All of the above. Getting parents to partake.
 - It is best to incorporate SYA into a class or two; Career Education and English (this becomes a very practical writing activity).
 - More teacher awareness outside the Practical and Applied Arts departments.

9. Do you feel that work experience should be a larger part of the SYA Program?

	No. of Responses	% of Total Responses
a) YES	41	61%
b) NO	26	39%

10. Would it be useful for you to attend a SYA Program workshop with staff from the Apprenticeship and Trade Certification Commission to discuss how the SYA program could be strengthened/improved?

	No. of Responses	% of Total Responses
a) YES	40	63%
b) NO	24	37%

11. At what grade level do you feel skilled trades career education should begin?

	No. of Responses	% of Total Responses
a) Grades K-5	20	17%
b) Grades 6-9	59	51%
c) Grades 10-12	37	32%

12. Do you feel that high school students should have an opportunity for work experience as part of their career education program?

	No. of Responses	% of Total Responses
a) YES	106	96%
b) NO	4	4%

13. Does your school currently provide work experience opportunities for students as a part of their career education program?

	No. of Responses	% of Total Responses
a) YES	89	83%
b) NO	18	17%

If yes, what is the name of the initiative? (e.g., Career and Work Exploration, PAA)

- S.A.W. - School at work
- Work exploration, PAA
- Career & work exploration
- Work exploration, PAA
- Career & work exploration
- Career & work exploration
- Worked 20, 30
- CWEX 10, 20, 30
- High School Carpentry Apprenticeship Program (HCAP)
- Career & work exploration
- Career & work exploration
- Career & work exploration
- PAA, Career and work exploration
- Work experience
- Career Work experience
- CWE 10/20/30A/30B - PAA work study modules
- Career & work exploration
- Career & work exploration
- Career & work exploration
- PAA, Career and work exploration
- CWE
- Work experience
- PAA, pure trade's courses
- Residential construction/Skilled trades
- Career & work exploration
- CWEX
- PAA, Career and work exploration
- Work Experience
- Local industry has work placements
- CWE - aviation, maintenance, hospitality
- Career & work exploration
- Career & work exploration
- Work Experience
- Career & work exploration
- Work Ed
- PAA, Career and work exploration
- PAA, Career and work exploration
- Career & work exploration
- PAA, Career and work exploration
- PAA, Career and work exploration
- Career & work exploration
- CWE - we have 4 credits available

- PAA, Career and work exploration
- Career & work exploration
- Career & work exploration
- CWE
- Entrepreneurship
- CWX 10, 20, A30, B30
- Career and Work Exploration
- Work experience 30A 30B
- Career and work exploration class 10, 20, 30
- Career and work exploration
- Career and work exploration, PAA
- PAA, Career and work exploration 20-30
- Career and work exploration
- Career and work exploration & Admin guides program
- We provide CWEX to high school students and PAA for students in grades 7-12
- Work experience20/30
- Career and work exploration
- CWE
- Career and work exploration 10, 20, 30
- Career and work exploration 10, 20, A30, B30
- Career and work exploration
- CWEX
- PAA
- CWEX Programming
- Career and work exploration
- Career and work exploration (student go to businesses and work one on one with people in the areas they are interested in)
- Career and work, PAA pure classes, job shadows
- Career and work exploration
- Career and work exploration
- Career and work exploration
- Career and work exploration
- Career and work exploration 10.20, 30A/B
- CWEX 10/20/30A/30/B
- Career and work Ed/PAA
- Career and work exploration 10-12/ PAA 7-9
- Career and work exploration
- Career and work exploration and PAA are both offered
- Career and work exploration
- CWEX
- PAA - survey courses @ 10-30 levels including Carpentry & Construction, Welding, Auto body, etc.
- CWE, Job Shadowing (linked to ELA portfolios and COPES testing in GR: 11)
- Career and work Exploration as part of our 14 shop programs
- Work exploration
- Career and work exploration 10 and 20
- We offer CWE 30 to our grade 11-12. Each get 2 credits by grade 12.

14. What do you think are the biggest challenges in implementing a work experience initiative as part of school curricula/activities?

	No. of Responses	% of Total Responses
a) lack of employer interest		
b) lack of employers		
c) lack of support from senior administration		
d) lack of student interest		
e) lack of a province wide template		
f) lack of institution time		
g) lack of administrative capacity		
h) scheduling issues		
i) inability for students to receive a wage		

15. Would you support a K-12/industry/Post-secondary partnership to provide accelerated trades training for Grades 10-12 students who are interested in a skilled trade career path?

	No. of Responses	% of Total Responses
a) YES	97	92%
b) NO	8	8%

Educators Survey - Question 14								
lack of employer interest	lack of employers	lack of support from senior admin.	lack of student interest	lack of prov. wide template	lack of institution time	lack of admin capacity	scheduling issues	inability for students to rec. wages
					3		2	1
	3				2			1
1						2		1
3	2						1	
			2		1		3	
				1	3	2		
	1				3		2	
					1	3	2	
					2		1	3
		1						
					2	1	3	
					1	2	3	
1	2	3						
2	1						3	
		2					1	3
	1			2		3		
				3			2	
					1		2	
					2		2	

Educators Survey - Question 14

lack of employer interest	lack of employers	lack of support from senior admin.	lack of student interest	lack of prov. wide template	lack of institution time	lack of admin capacity	scheduling issues	inability for students to rec. wages
	1				2		3	
						2	1	
			2	3			1	
		3	1					2
				2	3		1	
	1				1		3	
1	2		3					
		1	2				3	
3		1			2			
					1		2	3
1	2						3	
				1	3		1	2
		2				3	2	3
				1			1	
			3				2	3
			2				1	2
3	1				1	3		
	1				2	3	2	
				2			3	1
					1	3	2	
3				1	2			
		1		3	2			
			2				1	3
		1			3	2		
3					1		2	
	2					1		3
3					2	1		
			3		2		1	
			3				2	1
	2							1
	1				2		3	
2	1						3	
							1	
	1		2				3	
	1				2		3	
	1				2			
2	1							3
							2	
					1		2	
	2				3		1	
	1						3	2

Educators Survey - Question 14

lack of employer interest	lack of employers	lack of support from senior admin.	lack of student interest	lack of prov. wide template	lack of institution time	lack of admin capacity	scheduling issues	inability for students to rec. wages
3	1						2	
					3		2	
	2		3		1			
	1		3				2	
					1	3	2	
							1	
	1				2		3	
		1						
2	1			3				
1	2						3	
1			3				2	
			1		2		3	
1	2							
				3	2		1	
					2		1	
							1	
				1	2		3	
	1						2	
	2						1	3
	1			3			2	
			3		1		2	
			1				2	3
					1		3	2
	2				3		1	
							1	
		3			2		1	
1	1							
	1		3				2	
	2						1	

Saskatchewan Youth Apprenticeship

Educator Survey - Urban

Results March 2, 2009

This survey was distributed to educators attending the Saskatchewan Teachers Applied Technology (STAT) Conference, in Moose Jaw, on November 28, 2008. As well, the survey was mailed-out to all secondary schools in Saskatchewan, to be completed by educator representative(s).

There were **49** responses received and tabulated educator representative(s), from a total of **27** schools and **5** School Divisions/Organizations. This survey was mailed to a total of **280** schools.

Percentages have been calculated based upon total number of responses for each question.

Survey Questions

1. Which, in your opinion, has more value for students?

	No. of Responses	% of Total Responses
a) Academic Career Path	0	0%
b) Skilled Trades Career Path	10	21%
c) Both have equal value	38	79%

2. As part of your school's curriculum or school activities, does your school incorporate awareness of skilled trades

In Grades 6-9?

	No. of Responses	% of Total Responses
a) YES	29	88%
b) NO	4	12%

In Grades 10-12?

	No. of Responses	% of Total Responses
a) YES	43	93%
b) NO	3	7%

3. Are you aware of the SYA Program?

	No. of Responses	% of Total Responses
a) YES	45	92%
b) NO	4	8%

4. Does your school use the SYA Program?

	No. of Responses	% of Total Responses
a) YES	38	79%
b) NO	10	21%

If respondents answered **Yes**, they were asked to go to **Question 5**. If respondents answered **No**, they were asked to go to Question **11**.

5. What are/were the biggest barriers to implementing the SYA program in your school?

- No barriers.
- Getting the information to all of the students.
- Completing all the tasks in the booklet.
- Increase work load in terms of paper work as I have incorporated it into my curriculum.
- None, we are in and going good.
- Time to implement program.
- Marginal interest from academic teachers and admin.
- Time to implement the program.
- It was established when I was hired.
- Most students do not see themselves in an apprenticeship setting within the time limit.
- Student's realization they need to do some work in order to meet some requirements.
- Kids don't like the extra book work.
- Time to implement. The students have a complete load of assignments; it is hard to fit more in.
- Finding a journeyperson to come in and interview.
- None, good.
- Generating student interest and awareness.
- Getting teachers and guidance councillors excited about it.
- Attitude of administration.
- Students unable/unprepared to keep track of the passports (storing passports at school).
- Fitting into Sask curriculum.
- Fitting SYA content into my program and creating the assignments.
- Having enough free time to get things started.
- Time, we don't have it implemented into a class. It is sometimes hard to get good follow-up time with participants.

6. What are the biggest barriers to student participation in the SYA Program in your school?

- Motivating Students to finish the entire program.
- Having teacher not allowing them to do it.
- Students seeing the value of doing the work (extra work that they do not get marks for).
- They have part time jobs so they don't want to do the jobs.
- Many students quit at the interview in level 1.

- Time to do it.
- Students think that they won't be a trades person so feel they don't need to complete it, however, we try to explain they don't know what they will be doing for certain in the future.
- Kids don't really understand apprenticeship or the value of it until grade 11 or 12. I start in Gr. 9 - If I didn't incorporate it into the curriculum I would have only a handful of kids involved. They are generally not motivated enough to do it on their own.
- Current Curriculum does not include the SYA.
- Time to do assignments.
- Laziness.
- Apathy - the belief that there are plenty of jobs with any training. False belief.
- Work schedules.
- Time, student effort.
- Kids don't like the extra book work.
- So far, there is not a perceived relevance and no immediate reward (i.e.: integrating the assignments into the course content is essential).
- The students were quite interested and I did not find that there were any barriers.
- None, good.
- Identification of trades as an option at an earlier grade.
- If the students don't know about it, it won't happen.
- Getting teachers on board.
- The time-frame involved with receiving YAP passports.
- Since we are a border school (Lloydminster) we also can register students under the Alberta RAP program.
- Participation was mandatory in my class. In-class assignments went well, homework assignments not as successful.
- Students may not have decided on a course of action about the purpose of SYA, or are too lazy to get involved.
- Having teachers track student progress ensuring that they complete the activities in their passport.
- We have implemented this in our Career Education program.

7. Do you lead/guide your students through the SYA activities?

	No. of Responses	% of Total Responses
a) YES	29	85%
b) NO	5	15%

8. Do you have any recommendations for improving/strengthening the SYA Program? (e.g., content, materials, administration, communications, etc.)

- Take a look at registration form. Maybe combine two things that are similar and add resume writing, applying for apprenticeship.
- More rewards.
- I think it is very good.
- A reward to a student who completes 1st level at the end of grade 10 and so on, grade 11 and grade 12.
- A simplified form that lists the benefits and criteria or steps for successful completion, i.e.: example of a completed book assignment.
- I find it somewhat repetitive but I guess that's how kids retain information.
- Some assignments almost overlap.

- More communication, In-Service day.
- Allow them to earn some sort of high school credits if they complete the SYA program.
- Creating assignments that teachers can print and hand-out directly to the students.
- Not Yet. Give me Time.
- It is best to incorporate SYA into a class or two; Career Education and English (this becomes a very practical writing activity).

9. Do you feel that work experience should be a larger part of the SYA Program?

	No. of Responses	% of Total Responses
a) YES	21	64%
b) NO	13	36%

10. Would it be useful for you to attend a SYA Program workshop with staff from the apprenticeship and Trade Certification Commission to discuss how the SYA program could be strengthened/improved?

	No. of Responses	% of Total Responses
a) YES	17	55%
b) NO	14	45%

11. At what grade level do you feel skilled trades career education should begin?

	No. of Responses	% of Total Responses
a) Grades K-5	12	24%
b) Grades 6-9	26	52%
c) Grades 10-12	12	24%

12. Do you feel that high school students should have an opportunity for work experience as part of their career education program?

	No. of Responses	% of Total Responses
a) YES	45	96%
b) NO	2	4%

13. Does your school currently provide work experience opportunities for students as a part of their career education program?

	No. of Responses	% of Total Responses
a) YES	36	78%
b) NO	10	22%

If Yes, what is the name of the initiative? (e.g., Career and Work Exploration, PAA)

- S.A.W. - School at work
- Work exploration, PAA
- Work exploration, PAA
- Career & work exploration

- Worked 20, 30
- CWEX 10, 20, 30
- High School Carpentry Apprenticeship Program (HCAP)
- Career & work exploration
- Career & work exploration
- PAA, Career and work exploration
- Work experience
- CWE
- Work experience
- PAA, pure trade's courses
- Residential construction/Skilled trades
- Career & work exploration
- Work Experience
- CWE - aviation, maintenance, hospitality
- Career & work exploration
- PAA, Career and work exploration
- PAA, Career and work exploration
- PAA, Career and work exploration
- PAA, Career and work exploration
- Career & work exploration
- Career & work exploration
- Career & work exploration
- CWE
- Entrepreneurship
- Work experience 30A 30B
- Career and work exploration class 10, 20, 30
- PAA
- Career and work exploration
- Career and work Ed/PAA
- Career and work exploration
- Career and work Exploration as part of our 14 shop programs

14. What do you think are the biggest challenges in implementing a work experience initiative as part of school curricula/activities?

	No. of Responses	% of Total Responses
a) lack of employer interest		
b) lack of employers		
c) lack of support from senior administration		
d) lack of student interest		
e) lack of a province wide template		
f) lack of a province wide template		
g) lack of administrative capacity		
h) scheduling issues		
i) inability for students to receive a wage		

15. Would you support a K-12/industry/Post-secondary partnership to provide accelerated trades training for Grades 10-12 students who are interested in a skilled trade career path?

	No. of Responses	% of Total Responses
a) YES	40	91%
b) NO	4	9%

Educator Survey - Urban - Question 14								
lack of employer interest	lack of employers	lack of support from senior admin.	lack of student interest	lack of prov. wide template	lack of institution time	lack of admin capacity	scheduling issues	inability for students to rec. wages
					3		2	1
	3				2			1
1						2		1
			2		1		3	
					1	3	2	
					2		1	3
					2	1	3	
					1	2	3	
1	2	3						
2	1						3	
	1				2		3	
						2	1	
			2	3			1	
		3	1					2
				2	3		1	
1	2		3					
		1	2				3	
					1		2	3
				1			2	3
		2				3	1	
				1			2	3
			3				1	2
			2		1	3		
	1				2	3		
				2			3	1
		1		3	2			
			2				1	3
		1			3	2		
			3				2	1
	2							1
					3		2	
	1		3				2	
					1	3	2	
			1		2		3	

Educator Survey - Urban - Question 14

lack of employer interest	lack of employers	lack of support from senior admin.	lack of student interest	lack of prov. wide template	lack of institution time	lack of admin capacity	scheduling issues	inability for students to rec. wages
				1	2		3	
			3		1		2	
		3			2		1	

Saskatchewan Youth Apprenticeship

Educator Survey - Rural

Results March 2, 2009

This survey was distributed to educators attending the Saskatchewan Teachers Applied Technology (STAT) Conference, in Moose Jaw, on November 28, 2008. As well, the survey was mailed-out to all secondary schools in Saskatchewan, to be completed by educator representative(s).

There were **61** responses received and tabulated educator representative(s), from a total of **51** schools and **4** School Divisions. This survey was mailed to a total of **280** schools.

Percentages have been calculated based upon total number of responses for each question.

Survey Questions

1. Which, in your opinion, has more value for students?

	No. of Responses	% of Total Responses
a) Academic Career Path	3	5%
b) Skilled Trades Career Path	8	13%
c) Both have equal value	50	82%

2. As part of your school's curriculum or school activities, does your school incorporate awareness of skilled trades

In Grades 6-9?

	No. of Responses	% of Total Responses
a) YES	40	77%
b) NO	12	23%

In Grades 10-12?

	No. of Responses	% of Total Responses
a) YES	56	95%
b) NO	3	5%

3. Are you aware of the SYA Program?

	No. of Responses	% of Total Responses
a) YES	53	87%

b) NO	8	13%
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4. Does your school use the SYA Program?

	No. of Responses	% of Total Responses
a) YES	34	57%
b) NO	26	43%

If respondents answered **yes**, they were asked to go to **Question 5**. If respondents answered **No**, they were asked to go to **Question 11**.

5. What are/were the biggest barriers to implementing the SYA program in your school?

- Getting started; once we get started, it's going very well.
- It is time consuming.
- Students will not take on the task to do the work to get the credit.
- Time to implement and time for someone to organize passports and paper work.
- Students slow to bring in completed sheets.
- Time to implement and work it into our schedule.
- We did not encounter any barriers.
- Getting the program set up.
- The biggest barrier seemed to be students registering for the program. They thought it was an interesting presentation, but we were surprised how few students registered.
- Time to implement and tracking.
- Students are given materials but don't really understand the real value it has.
- Understanding how the program works myself so as to explain to my students.
- School teacher support, another added responsibility.
- High quality, professional in our school w/ PAA background.
- Having a staff member to stay on top of the information, marketing and presentation of the program.
- Teaching time dedicated to SYA, Career & Work Exploration courses and teacher guidance time.
- This program is very laid out and user friendly. That being said, it came out during a time of significant change in our school division and we are trying to work it effectively into our plans
- As this program is to be completed on students own time, for the most part, they did not put the time into completing the activities
- I offer it as part of my General Math 30 course but wish others could participate
- Went smooth, no barriers
- The time needed to promote the program and give students the knowledge they need
- Getting timely assistance in starting up
- Making the time
- Tracking/encouraging students and finding time to meet with student
- None, it fits into lots of classes
- Finding the time/person to organize it
- Making students aware of the program and what it involves
- Our students all hold jobs and parents do not help us encourage the trades.
- Too many kids entered and the paper trail getting them registered.
- Getting started; once we get started, it's going very well.

- Students seeing the value of doing the work (extra work that they do not get marks for).
- Finding a staff owner to take ownership.

6. What are the biggest barriers to student participation in the SYA Program in your school?

- Unmotivated students
- They do not take advantage of the program
- Not motivated
- Lack of interest for some
- Student information - lack of vision
- Time to implement and work it into our schedule
- Time table
- We did not have any student's barriers encounters
- Students wanting to dedicate their time
- Students weren't interested in the activities (essay, interview), etc)
- Workload
- Commitment to do it
- Having enough teacher time to track the students and make sure passports are complete
- No one knows what they want to do at this point
- Commitment
- Hear about the program but not taking steps to complete
- Lack of exposure and opportunity to the following barriers; Teaching time dedicated to SYA, Career & Work Exploration courses and teacher guidance time
- I have attended a workshop on the SYA Program and believe that it is a valuable program. I just have not had any students buy into the program.
- There are so many options available to students (sports, academic, work, extra-curricular, etc.) that sometimes they have to decide what to become involved with. Plus I think as a school division, there is still room to improve in marketing the valuable program to students
- When Apprenticeship is incorporated into the curriculum, so I can incorporate into any Construction class and provide the students with the time to research and complete the activities required. Then SYA will be a successful program in the school
- Students do not want to give up their time to complete this program
- Students who don't take PAA are difficult to enrol and keep on track
- Their uncertainty about post secondary choices and overcoming perceived myths about the program
- Ability level. This is an alternate program so our students typically face a number of challenges to their academic/social/work development
- Lack of interest
- Time - contact in order to progress
- Our school division has 15 hours spent with grade 10's relating to career development and I have all students complete level 1 within that. For level 2 if they take CWEX, I incorporate it there; if they do not take CWEX and still want it then they meet with me and complete the assignments
- Awareness. Completing requirements in a timely fashion
- Some students believe that because they don't enjoy school they will not like a trade program as it involves more school
- No interest. No Foresight. No parental involvement.

- We are a very small school and some groups are bound for university, not trades.
- Most were very interested but they required self-motivation to sustain their efforts.

7. Do you lead/guide your students through the SYA activities?

	No. of Responses	% of Total Responses
a) YES	26	79%
b) NO	7	21%

8. Do you have any recommendations for improving/strengthening the SYA Program? (e.g., content, materials, administration, communications, etc.)

- I think it is very straight forward and user friendly
- removal of poster assignment
- Maybe once I have had some students go through (none yet)
- removal of the poster assignment
- Materials are well done & simple it just needs more "student initiative"
- Online asynchronous modules to implement in program
- Teachers that currently have students enrolled in SYA should work together and create a binder of materials for teachers to use (like the ready for work program with the Ministry and Sask learning)
- There are solid supports in place. I think the key is for us to make better use of them
- When Apprenticeship is incorporated into the curriculum, so I can incorporate into any Construction class and provide the students with the time to research and complete the activities required. Then SYA will be a successful program in the school
- There is a lot of repetition in the activities
- Send list/update every September showing which students are enrolled, examples of completed challenges (i.e.: career pathway)
- SYA has been doing a great job
- Needs to be more independent
- Good record-keeping ideas for teachers
- More detailed instructions for both the students and myself would be helpful
- All of the above. Getting parents to partake.

9. Do you feel that work experience should be a larger part of the SYA Program?

	No. of Responses	% of Total Responses
a) YES	20	63%
b) NO	12	37%

10. Would it be useful for you to attend a SYA Program workshop with staff from the Apprenticeship and Trade Certification Commission to discuss how the SYA program could be strengthened/improved?

	No. of Responses	% of Total Responses
a) YES	23	72%
b) NO	9	28%

11. At what grade level do you feel skilled trades career education should begin?

	No. of Responses	% of Total Responses
a) Grades K-5	7	11%
b) Grades 6-9	32	50%
c) Grades 10-12	25	39%

12. Do you feel that high school students should have an opportunity for work experience as part of their career education program?

	No. of Responses	% of Total Responses
a) YES	59	97%
b) NO	2	3%

13. Does your school currently provide work experience opportunities for students as a part of their career education program?

	No. of Responses	% of Total Responses
a) YES	51	86%
b) NO	8	14%

If Yes, what is the name of the initiative? (e.g., Career and Work Exploration, PAA)

- Career & work exploration
- Career & work exploration
- Career Work experience
- CWE 10/20/30A/30B - PAA work study modules
- Career & work exploration
- Career & work exploration
- Career & work exploration
- PAA, Career and work exploration
- CWEX
- PAA, Career and work exploration
- Local industry has work placements
- Career & work exploration
- Career & work exploration
- Work Experience
- Work Ed
- Career & work exploration
- CWE - we have 4 credits available
- PAA, Career and work exploration
- Career And Work Exploration
- Career and work exploration
- Career and work exploration, PAA
- PAA, Career and work exploration 20-30
- Career and work exploration
- Career and work exploration & Admin guides program
- We provide CWEX to high school students and PAA for students in grades 7-12
- Work experience20/30

- Career and work exploration
- CWE
- Career and work exploration 10, 20, 30
- Career and work exploration 10, 20, A30, B30
- Career and work exploration
- CWEX
- CWEX Programming
- Career and work exploration
- Career and work exploration (student go to businesses and work one on one with people in the areas they are interested in
- Career and work, PAA pure classes, job shadows
- Career and work exploration
- Career and work exploration
- Career and work exploration
- Career and work exploration 10.20, 30A/B
- CWEX 10/20/30A/30/B
- Career and work exploration 10-12/ PAA 7-9
- Career and work exploration
- Career and work exploration and PAA are both offered
- CWEX
- Career & work exploration
- CWX 10, 20, A30, B30
- PAA - survey courses @ 10-30 levels including Carpentry & Construction, Welding, Auto body, etc.
- CWE, Job Shadowing (linked to ELA portfolios and COPES testing in GR: 11).
- We offer CWE 30 to our grade 11-12. Each get 2 credits by grade 12.

14. What do you think are the biggest challenges in implementing a work experience initiative as part of school curricula/activities?

	No. of Responses	% of Total Responses
a) lack of employer interest		
b) lack of employers		
c) lack of support from senior administration		
d) lack of student interest		
e) lack of a province wide template		
f) lack of a province wide template		
g) lack of administrative capacity		
h) scheduling issues		
i) inability for students to receive a wage		

15. Would you support a K-12/industry/Post-secondary partnership to provide accelerated trades training for Grades 10-12 students who are interested in a skilled trade career path?

	No. of Responses	% of Total Responses
a) YES	55	93%
b) NO	4	7%

Educator Survey - Rural - Question 14

lack of employer interest	lack of employers	lack of support from senior admin.	lack of student interest	lack of prov. wide template	lack of institution time	lack of admin capacity	scheduling issues	inability for students to rec. wages
				1	3	2		
	1				3		2	
		1						
		2					1	3
	1			2		3		
				3	1	4	2	
					2		2	
	1				1		3	
3		1			2			
1	2						3	
					3		1	2
3	1						2	
					1	3	2	
3				1	2			
					1	3	2	
	2					1		3
3					2	1		
			3		2		1	
	1				2		3	
2	1						3	
							1	
	1		2				3	
	1				2		3	
	1				2			
2	1							3
							2	
					1		2	
	2				3		1	
	1						3	2
3	1						2	
	2		3		1			
							1	
	1				2		3	
		1						
2	1			3				
1	2						3	
1			3				2	
1	2							
				3	2		1	
					2		1	
							1	
	1						2	
	2						1	3

Educator Survey - Rural - Question 14

lack of employer interest	lack of employers	lack of support from senior admin.	lack of student interest	lack of prov. wide template	lack of institution time	lack of admin capacity	scheduling issues	inability for students to rec. wages
	1			3			2	
			1				2	3
					1		3	2
3	2						1	
3					1		2	
	2				3		1	
							1	
	2						1	

Saskatchewan Youth Apprenticeship

Educator Survey – Northern

Results March 2, 2009

This survey was distributed to educators attending the Saskatchewan Teachers Applied Technology (STAT) Conference, in Moose Jaw, on November 28, 2008. As well, the survey was mailed-out to all secondary schools in Saskatchewan, to be completed by educator representative(s).

There was **1** response received and tabulated from educator representative(s), from a total of **1** school. and **1** School Division.

Percentages have been calculated based upon total number of responses for each question.

Survey Questions

1. Which, in your opinion, has more value for students?

	No. of Responses	% of Total Responses
a) Academic Career Path	0	0%
b) Skilled Trades Career Path	0	0%
c) Both have equal value	1	100%

2. As part of your school's curriculum or school activities, does your school incorporate awareness of skilled trades

In Grades 6-9?

	No. of Responses	% of Total Responses
a) YES	0	0%
b) NO	1	100%

In Grades 10-12?

	No. of Responses	% of Total Responses
a) YES	1	100%
b) NO	0	0%

3. Are you aware of the SYA Program?

	No. of Responses	% of Total Responses
a) YES	1	100%
b) NO	0	0%

4. Does your school use the SYA Program?

	No. of Responses	% of Total Responses
a) YES	1	100%
b) NO	0	0%

If respondents answered **Yes**, they were asked to go to **Question 5**. If respondents answered **No**, they were asked to go to Question **11**.

5. What are/were the biggest barriers to implementing the SYA program in your school?

- The SYA Program is only promoted and facilitated in PAA classes with no support/time given to student by other teachers.

6. What are the biggest barriers to student participation in the SYA Program in your school?

- Having staff time to assist and track student.

7. Do you lead/guide your students through the SYA activities?

	No. of Responses	% of Total Responses
a) YES	1	100%
b) NO	0	0%

8. Do you have any recommendations for improving/strengthening the SYA Program? (e.g., content, materials, administration, communications, etc.)

- More teacher awareness outside the Practical and Applied Arts departments.

9. Do you feel that work experience should be a larger part of the SYA Program?

	No. of Responses	% of Total Responses
a) YES	0	0%
b) NO	1	100%

10. Would it be useful for you to attend a SYA Program workshop with staff from the Apprenticeship and Trade Certification Commission to discuss how the SYA program could be strengthened/improved?

	No. of Responses	% of Total Responses
a) YES	0	0%
b) NO	1	100%

11. At what grade level do you feel skilled trades career education should begin?

	No. of Responses	% of Total Responses
a) Grades K-5	1	100%
b) Grades 6-9	0	0%
c) Grades 10-12	0	0%

12. Do you feel that high school students should have an opportunity for work experience as part of their career education program?

	No. of Responses	% of Total Responses
a) YES	1	100%
b) NO	0	0%

13. Does your school currently provide work experience opportunities for students as a part of their career education program?

	No. of Responses	% of Total Responses
a) YES	1	100%
b) NO	0	0%

If Yes, what is the name of the initiative? (e.g., Career and Work Exploration, PAA)

- Career and work exploration 10 and 20

14. What do you think are the biggest challenges in implementing a work experience initiative as part of school curricula/activities?

Ranked 1-3

	No. of Responses	% of Total Responses
a) lack of employer interest		
b) lack of employers	1	
c) lack of support from senior administration		
d) lack of student interest	3	
e) lack of a province wide template		
f) lack of a province wide template		
g) lack of administrative capacity		
h) scheduling issues	2	
i) inability for students to receive a wage		

15. Would you support a K-12/industry/Post-secondary partnership to provide accelerated trades training for Grades 10-12 students who are interested in a skilled trade career path?

	No. of Responses	% of Total Responses
a) YES	1	100%
b) NO	0	0%

Saskatchewan Youth Apprenticeship

Appendix II b): Student Survey

Results March 2, 2009

This survey was distributed to educators attending the Saskatchewan Teachers Applied Technology (STAT) Conference, in Moose Jaw, on November 28, 2008, and mailed-out to all secondary schools in Saskatchewan. The educators who received this survey were asked to distribute it to their students, and have them complete it.

There were **279** responses received and tabulated from students, from a total of **28** high schools. This survey was mailed to a total of **280** schools.

Percentages have been calculated based upon total number of responses for each question.

Survey Questions

Are you currently participating in the SYA program?

	No. of Responses	% of Total Responses
a) YES	124	44%
b) NO	155	56%

If respondents answered **Yes**, they were to complete the survey starting with **Section A**. If respondents answered **No**, they were to complete **Section B**.

Section A

1. At what SYA Level are you?

	No. of Responses	% of Total Responses
a) Introductory	36	29%
b) Intermediate	26	20%
c) Senior	32	26%
d) Unknown	31	25%

2. How did you learn hear about the Saskatchewan Youth Apprenticeship(SYA) Program?

	No. of Responses	% of Total Responses
a) from your school	116	86%
b) from a friend or brother/sister	2	2%
c) from your parents/guardian	1	1%
d) School presentation by Sask	15	11%

Apprenticeship and Trade Certification Commission		
d) Other (please explain)	0	0%

3. Were you interested in a skilled trades career before participating in the SYA

	No. of Responses	% of Total Responses
a) YES	95	76%
b) NO	9	7%
c) Undecided	20	17%

4. Now that you are involved in the SYA Program, are you interested in the possibility of a career in the skilled trades?

	No. of Responses	% of Total Responses
a) YES	100	81%
b) NO	4	3%
c) Undecided	20	16%

5. Do your parents/guardians support the possibility of you having a career in the skilled trades?

	No. of Responses	% of Total Responses
a) YES	118	94%
b) NO	2	2%
c) Unknown	5	4%

6. Do you have any interest in pursuing post-secondary education in a skilled trade area?

	No. of Responses	% of Total Responses
a) YES	88	72%
b) NO	7	6%
c) Undecided	27	22%

7. As a SYA Program participant, do/will you have an opportunity to participate in a work experience of more than one day?

	No. of Responses	% of Total Responses
a) YES	97	79%
b) NO	2	1%
c) Don't know	24	20%

8. Do you believe that work experience should be a large(r) part of the SYA Program?

	No. of Responses	% of Total Responses
a) YES	105	88%
b) NO	14	12%

9. Have you worked in a skilled trade?

	No. of Responses	% of Total Responses
a) YES	69	58%
b) NO	51	42%

If Yes, which trade?

Construction	4 students
Carpentry	14 students
Heavy-Duty Mechanic	7 students
Electrician	6 students
Flooring	2 students
Welding	11 students
Roofer	3 students
Auto-body/Technician	5 students
Plumber	1 student
Parts	1 student
Meat Cutter	1 student
Sheet Metal	1 student
Lineman	1 student
Cook	1 student
Piping	1 student
Hairstylist	1 student
Glazer	1 student
Waitress	1 student
In-stitches	1 student

	No. of Responses	% of Total Responses
a) Summer	44	56%
b) Part-time	33	43%
c) Full-time	1	1%

10. Is there enough time to complete SYA activities in class?

	No. of Responses	% of Total Responses
a) YES	75	64%
b) NO	43	36%

11. Do you have to do SYA activities on your own time?

	No. of Responses	% of Total Responses
a) YES	76	64%
b) NO	43	36%

12. Do your teachers guide you through your SYA activities?

	No. of Responses	% of Total Responses
a) YES	107	91%

b) NO	11	9%
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13. Would you like to do more activities in SYA levels?

	No. of Responses	% of Total Responses
a) YES	55	47%
b) NO	62	53%

14. Are the SYA challenges/activities too basic?

	No. of Responses	% of Total Responses
a) YES	16	14%
b) NO	95	86%

15. Do you have any recommendations for how to improve/strengthen the SYA Program for high school students?

	No. of Responses	% of Total Responses
a) YES	14	12%
b) NO	100	88%

Describe:

- Maybe get a little more work experience so the kids will know for sure that they're interested in that field
- A minimal wage to show other students how to manage money and earn a living
- Less questions
- Too many questions
- More class time to work on questions
- More time spent with trades people
- Give class time to go through questions and to learn hands-on instead of just in a book
- No recommendations, it is pretty good already
- More practical, less book work
- It is good, how it is
- Develop a job bank and determine what trades are in high demand on a yearly basis
- Pretty good.
- I'd say the SYA program for High School students is pretty darn good
- Talk to people. No one knows about this yet.
- More hands on activities.
- More hands on activities.

16. Would you be interested in participating in an advanced trades training program beyond your current school offering--e.g., plumbing, carpentry, auto mechanics, culinary arts, etc.-- as a part of your regular high school credit program if available locally?

	No. of Responses	% of Total Responses
a) YES	100	84%
b) NO	19	16%

17. Would you be interested in participating in a focus group to express your views on the Saskatchewan Youth Apprenticeship Program and opportunities in the skilled trades?

	No. of Responses	% of Total Responses
a) YES	34	26%
b) NO	96	74%

Section B

1. Are you interested in learning more about skilled trades careers?

	No. of Responses	% of Total Responses
a) YES	132	82%
b) NO	29	18%

2. Are you aware of the SYA Program?

	No. of Responses	% of Total Responses
a) YES	106	68%
b) NO	51	32%

If Yes, why are you not participating in it?

	No. of Responses	% of Total Responses
a) lack of time	33	26%
b) schedule is too full	29	23%
c) not aware of opportunity in time to participate	18	14%
d) not offered at my school	14	11%
e) other (please explain)	32	26%

3. Do your parents/guardians support the possibility of a career in the skilled trades for you?

	No. of Responses	% of Total Responses
a) YES	114	72%
b) NO	6	4%
c) Unknown	39	24%

4. Do you have any interest in pursuing post-secondary education in a skilled trade area?

	No. of Responses	% of Total Responses
a) YES	85	53%
b) NO	22	14%
c) Undecided	52	33%

5. Have you had or will you have an opportunity to participate in a work experience as part of your career education program?

	No. of Responses	% of Total Responses
a) YES	71	45%
b) NO	15	9%
c) Don't know	73	46%

6. Do you believe that work experience should be a larger part of your high school program?

	No. of Responses	% of Total Responses
a) YES	136	86%
b) NO	22	14%

7. Would you be interested in participating in an advanced trades training program beyond your current school offering--e.g., plumbing, carpentry, auto mechanics, culinary arts, etc.-- as part of your regular high school credit program if available locally?

	No. of Responses	% of Total Responses
a) YES	126	79%
b) NO	33	21%

8. Would you be interested in participating in a focus group to express your views on the Saskatchewan Youth Apprenticeship Program and opportunities in the skilled trades?

	No. of Responses	% of Total Responses
a) YES	66	42%
b) NO	92	58%

Saskatchewan Youth Apprenticeship

Student Survey - Urban

Results February 19, 2009

This survey was distributed to educators attending the Saskatchewan Teachers Applied Technology (STAT) Conference, in Moose Jaw, on November 28, 2008, and mailed-out to all secondary schools in Saskatchewan. The educators who received this survey were asked to distribute it to their students, and have them complete it.

There were **142** responses received and tabulated from students in an urban area, from a total of **9** high schools. This survey was mailed to a total of **280** schools.

Percentages have been calculated based upon total number of responses for each question.

Survey Questions

Are you currently participating in the SYA program?

	No. of Responses	% of Total Responses
a) YES	71	50%
b) NO	71	50%

For those that answered **Yes**, they were to complete the survey starting with **Section A**. For those that answered **No**, they were to complete **Section B**.

Section A

1. At what SYA Level are you?

	No. of Responses	% of Total Responses
a) Introductory	24	33%
b) Intermediate	9	13%
c) Senior	21	29%
d) Unknown	18	25%

2. How did you learn hear about the Saskatchewan Youth Apprenticeship (SYA) Program?

	No. of Responses	% of Total Responses
a) from your school	69	90%
b) from a friend or brother/sister	1	1%
c) from your parents/guardian	1	1%
d) School presentation by Sask Apprenticeship and Trade Certification Commission	6	8%
d) Other (please explain)	0	0%

3. Were you interested in a skilled trades career before participating in the SYA

	No. of Responses	% of Total Responses
a) YES	53	75%
b) NO	5	7%
c) Undecided	13	18%

4. Now that you are involved in the SYA Program, are you interested in the possibility of a career in the skilled trades?

	No. of Responses	% of Total Responses
a) YES	57	80%
b) NO	2	3%
c) Undecided	12	17%

5. Do your parents/guardians support the possibility of you having a career in the skilled trades?

	No. of Responses	% of Total Responses
a) YES	67	93%
b) NO	2	3%
c) Unknown	3	4%

6. Do you have any interest in pursuing post-secondary education in a skilled trade area?

	No. of Responses	% of Total Responses
a) YES	47	67%
b) NO	5	7%
c) Undecided	18	26%

7. As a SYA Program participant, do/will you have an opportunity to participate in a work experience of more than one day?

	No. of Responses	% of Total Responses
a) YES	56	80%
b) NO	1	1%
c) Don't know	13	19%

8. Do you believe that work experience should be a large(r) part of the SYA Program?

	No. of Responses	% of Total Responses
a) YES	61	90%
b) NO	7	10%

9. Have you worked in a skilled trade?

	No. of Responses	% of Total Responses
a) YES	34	49%
b) NO	35	51%

If Yes, which trade?

Welding	7 students
Heavy-Duty Mechanic	4 students
Electrician	4 students
Flooring	2 students
Construction	2 student
Carpentry	1 student
Sheet Metal	1 student
Machining	1 student
Parts	1 student
Plumbing	1 student
Hairstylist	1 student
Cook	1 student
Piping	1 student
Maintenance	1 student
Glazer	1 student

	No. of Responses	% of Total Responses
a) Summer	20	51%
b) Part-time	19	49%
c) Full-time	0	0%

10. Is there enough time to complete SYA activities in class?

	No. of Responses	% of Total Responses
a) YES	45	67%
b) NO	22	33%

11. Do you have to do SYA activities on your own time?

	No. of Responses	% of Total Responses
a) YES	37	54%
b) NO	31	46%

12. Do your teachers guide you through your SYA activities?

	No. of Responses	% of Total Responses
a) YES	66	96%
b) NO	3	4%

13. Would you like to do more activities in SYA levels?

	No. of Responses	% of Total Responses
a) YES	35	53%
b) NO	31	47%

14. Are the SYA challenges/activities too basic?

	No. of Responses	% of Total Responses
a) YES	8	13%
b) NO	54	87%

15. Do you have any recommendations for how to improve/strengthen the SYA Program for high school students?

	No. of Responses	% of Total Responses
a) YES	10	16%
b) NO	54	84%

Describe:

- A minimal wage to show other students how to manage money and earn a living
- Less questions
- Too many questions
- More class time to work on questions
- More time spent with trades people
- Give class time to go through questions and to learn hands-on instead of just in a book
- No recommendations, it is pretty good already
- More practical, less book work
- More hands on activities.
- More hands on activities.

16. Would you be interested in participating in an advanced trades training program beyond your current school offering--e.g., plumbing, carpentry, auto mechanics, culinary arts, etc.-- as a part of your regular high school credit program if available locally?

	No. of Responses	% of Total Responses
a) YES	56	82%
b) NO	12	18%

17. Would you be interested in participating in a focus group to express your views on the Saskatchewan Youth Apprenticeship Program and opportunities in the skilled trades?

	No. of Responses	% of Total Responses
a) YES	20	29%
b) NO	49	71%

Section B

1. Are you interested in learning more about skilled trade's careers?

	No. of Responses	% of Total Responses
a) YES	54	78%
b) NO	15	22%

2. Are you aware of the SYA Program?

	No. of Responses	% of Total Responses
a) YES	50	72%
b) NO	19	28%

If Yes, why are you not participating in it?

	No. of Responses	% of Total Responses
a) lack of time	22	36%
b) schedule is too full	19	31%
c) not aware of opportunity in time to participate	6	10%
d) not offered at my school	0	0%
e) other (please explain)	14	23%

3. Do your parents/guardians support the possibility of a career in the skilled trades for you?

	No. of Responses	% of Total Responses
a) YES	38	55%
b) NO	5	7%
c) Unknown	26	38%

4. Do you have any interest in pursuing post-secondary education in a skilled trade area?

	No. of Responses	% of Total Responses
a) YES	36	52%
b) NO	10	14%
c) Undecided	23	33%

5. Have you had or will you have an opportunity to participate in a work experience as part of your career education program?

	No. of Responses	% of Total Responses
a) YES	28	41%
b) NO	6	9%
c) Don't know	35	51%

6. Do you believe that work experience should be a larger part of your high school program?

	No. of Responses	% of Total Responses
a) YES	57	84%
b) NO	11	16%

7. Would you be interested in participating in an advanced trades training program beyond your current school offering--e.g., plumbing, carpentry, auto mechanics, culinary arts, etc.-- as part of your regular high school credit program if available locally?

	No. of Responses	% of Total Responses
a) YES	51	74%
b) NO	18	26%

8. Would you be interested in participating in a focus group to express your views on the Saskatchewan Youth Apprenticeship Program and opportunities in the skilled trades?

	No. of Responses	% of Total Responses
a) YES	24	35%
b) NO	44	65%

Saskatchewan Youth Apprenticeship

Student Survey - Rural

Results February 19, 2009

This survey was distributed to educators attending the Saskatchewan Teachers Applied Technology (STAT) Conference, in Moose Jaw, on November 28, 2008, and mailed-out to all secondary schools in Saskatchewan. The educators who received this survey were asked to distribute it to their students, and have them complete it.

There were **136** responses received and tabulated from students in a rural area, from a total of **18** high schools. This survey was mailed to a total of **280** schools.

Percentages have been calculated based upon total number of responses for each question.

Survey Questions

Are you currently participating in the SYA program?

	No. of Responses	% of Total Responses
a) YES	52	38%
b) NO	84	62%

For those that answered **Yes**, they were to complete the survey starting with **Section A**. For those that answered **No**, they were to complete **Section B**.

Section A

1. At what SYA Level are you?

	No. of Responses	% of Total Responses
a) Introductory	12	23%
b) Intermediate	17	33%
c) Senior	10	19%
d) Unknown	13	25%

2. How did you learn hear about the Saskatchewan Youth Apprenticeship (SYA) Program?

	No. of Responses	% of Total Responses
a) from your school	46	83%
b) from a friend or brother/sister	1	2%
c) from your parents/guardian	0	0%
d) School presentation by Sask Apprenticeship and Trade Certification Commission	8	15%
d) Other (please explain)	0	0%

3. Were you interested in a skilled trades career before participating in the SYA

	No. of Responses	% of Total Responses
a) YES	41	79%
b) NO	4	8%
c) Undecided	7	13%

4. Now that you are involved in the SYA Program, are you interested in the possibility of a career in the skilled trades?

	No. of Responses	% of Total Responses
a) YES	42	81%
b) NO	2	4%
c) Undecided	8	15%

5. Do your parents/guardians support the possibility of you having a career in the skilled trades?

	No. of Responses	% of Total Responses
a) YES	50	96%
b) NO	0	0%
c) Unknown	2	4%

6. Do you have any interest in pursuing post-secondary education in a skilled trade area?

	No. of Responses	% of Total Responses
a) YES	40	78%
b) NO	2	4%
c) Undecided	9	18%

7. As a SYA Program participant, do/will you have an opportunity to participate in a work experience of more than one day?

	No. of Responses	% of Total Responses
a) YES	40	77%
b) NO	1	2%
c) Don't know	11	21%

8. Do you believe that work experience should be a large(r) part of the SYA Program?

	No. of Responses	% of Total Responses
a) YES	43	86%
b) NO	7	14%

9. Have you worked in a skilled trade?

	No. of Responses	% of Total Responses
a) YES	34	68%
b) NO	16	32%

If Yes, which trade?

Carpentry	13 students
Welding	5 students
Mechanic	3 students
Roofer	3 students
Auto-body/Technician	2 students
Electrician	2 students
Construction	2 students
Lineman	1 student
Meat Cutter	1 student
Waitress	1 student
In-stitches	1 student

	No. of Responses	% of Total Responses
a) Summer	24	63%
b) Part-time	13	34%
c) Full-time	1	1%

10. Is there enough time to complete SYA activities in class?

	No. of Responses	% of Total Responses
a) YES	30	60%
b) NO	20	40%

11. Do you have to do SYA activities on your own time?

	No. of Responses	% of Total Responses
a) YES	38	76%
b) NO	12	24%

12. Do your teachers guide you through your SYA activities?

	No. of Responses	% of Total Responses
a) YES	40	83%
b) NO	8	17%

13. Would you like to do more activities in SYA levels?

	No. of Responses	% of Total Responses
a) YES	20	40%
b) NO	30	60%

14. Are the SYA challenges/activities too basic?

	No. of Responses	% of Total Responses
a) YES	8	16%
b) NO	41	84%

15. Do you have any recommendations for how to improve/strengthen the SYA Program for high school students?

	No. of Responses	% of Total Responses
a) YES	4	8%
b) NO	45	92%

Describe:

- Maybe get a little more work experience so the kids will know for sure that they're interested in that field.
- It is good, how it is.
- Develop a job bank and determine what trades are in high demand on a yearly basis.
- Pretty good.
- I'd say the SYA program for High School students is pretty darn good.
- Talk to people. No one knows about this yet.

16. Would you be interested in participating in an advanced trades training program beyond your current school offering--e.g., plumbing, carpentry, auto mechanics, culinary arts, etc.-- as a part of your regular high school credit program if available locally?

	No. of Responses	% of Total Responses
a) YES	43	86%
b) NO	7	14%

17. Would you be interested in participating in a focus group to express your views on the Saskatchewan Youth Apprenticeship Program and opportunities in the skilled trades?

	No. of Responses	% of Total Responses
a) YES	13	26%
b) NO	37	74%

Section B

1. Are you interested in learning more about skilled trade's careers?

	No. of Responses	% of Total Responses
a) YES	78	85%
b) NO	14	15%

2. Are you aware of the SYA Program?

	No. of Responses	% of Total Responses
a) YES	56	64%
b) NO	32	36%

If Yes, why are you not participating in it?

	No. of Responses	% of Total Responses
a) lack of time	11	17%
b) schedule is too full	10	15%
c) not aware of opportunity in time to participate	12	18%
d) not offered at my school	14	22%
e) other (please explain)	18	28%

3. Do your parents/guardians support the possibility of a career in the skilled trades for you?

	No. of Responses	% of Total Responses
a) YES	76	84%
b) NO	1	1%
c) Unknown	13	15%

4. Do you have any interest in pursuing post-secondary education in a skilled trade area?

	No. of Responses	% of Total Responses
a) YES	49	54%
b) NO	12	13%
c) Undecided	29	32%

5. Have you had or will you have an opportunity to participate in a work experience as part of your career education program?

	No. of Responses	% of Total Responses
a) YES	43	48%
b) NO	9	10%
c) Don't know	38	42%

6. Do you believe that work experience should be a larger part of your high school program?

	No. of Responses	% of Total Responses
a) YES	79	88%
b) NO	11	12%

7. Would you be interested in participating in an advanced trades training program beyond your current school offering--e.g., plumbing, carpentry, auto mechanics, culinary arts, etc.-- as part of your regular high school credit program if available locally?

	No. of Responses	% of Total Responses
a) YES	75	83%
b) NO	15	17%

8. Would you be interested in participating in a focus group to express your views on the Saskatchewan Youth Apprenticeship Program and opportunities in the skilled trades?

	No. of Responses	% of Total Responses
a) YES	42	47%
b) NO	48	53%

Saskatchewan Youth Apprenticeship

Student Survey - Northern

Results March 2, 2009

This survey was distributed to educators attending the Saskatchewan Teachers Applied Technology (STAT) Conference, in Moose Jaw, on November 28, 2008, and mailed-out to all secondary schools in Saskatchewan. The educators who received this survey were asked to distribute it to their students, and have them complete it.

There was **1** response received and tabulated from students, from a total of **1** high school. This survey was mailed to a total of **280** schools.

Percentages have been calculated based upon total number of responses for each question.

Survey Questions

Are you currently participating in the SYA program?

	No. of Responses	% of Total Responses
a) YES	1	100%
b) NO	0	0%

For those that answered **Yes**, they were to complete the survey starting with **Section A**. For those that answered **No**, they were to complete **Section B**.

Section A

1. At what SYA Level are you?

	No. of Responses	% of Total Responses
a) Introductory	0	0%
b) Intermediate	0	0%
c) Senior	1	100%
d) Unknown	0	0%

2. How did you learn hear about the Saskatchewan Youth Apprenticeship(SYA) Program?

	No. of Responses	% of Total Responses
a) from your school	1	100%
b) from a friend or brother/sister	0	0%
c) from your parents/guardian	0	0%
d) School presentation by Sask Apprenticeship and Trade Certification Commission	1	100%

d) Other (please explain)	0	0%
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3. Were you interested in a skilled trades career before participating in the SYA

	No. of Responses	% of Total Responses
a) YES	1	100%
b) NO	0	0%
c) Undecided	0	0%

4. Now that you are involved in the SYA Program, are you interested in the possibility of a career in the skilled trades?

	No. of Responses	% of Total Responses
a) YES	1	100%
b) NO	0	0%
c) Undecided	0	0%

5. Do your parents/guardians support the possibility of you having a career in the skilled trades?

	No. of Responses	% of Total Responses
a) YES	1	100%
b) NO	0	0%
c) Unknown	0	0%

6. Do you have any interest in pursuing post-secondary education in a skilled trade area?

	No. of Responses	% of Total Responses
a) YES	1	100%
b) NO	0	0%
c) Undecided	0	0%

7. As a SYA Program participant, do/will you have an opportunity to participate in a work experience of more than one day?

	No. of Responses	% of Total Responses
a) YES	1	100%
b) NO	0	0%
c) Don't know	0	0%

8. Do you believe that work experience should be a large(r) part of the SYA Program?

	No. of Responses	% of Total Responses
a) YES	1	100%
b) NO	0	0%

9. Have you worked in a skilled trade?

	No. of Responses	% of Total Responses
a) YES	1	100%
b) NO	0	0%

If Yes, which trade?

Auto-body/Technician 1 student

	No. of Responses	% of Total Responses
a) Summer	0	0%
b) Part-time	1	100%
c) Full-time	0	0%

10. Is there enough time to complete SYA activities in class?

	No. of Responses	% of Total Responses
a) YES	0	0%
b) NO	1	100%

11. Do you have to do SYA activities on your own time?

	No. of Responses	% of Total Responses
a) YES	1	100%
b) NO	0	0%

12. Do your teachers guide you through your SYA activities?

	No. of Responses	% of Total Responses
a) YES	1	100%
b) NO	0	0%

13. Would you like to do more activities in SYA levels?

	No. of Responses	% of Total Responses
a) YES	0	0%
b) NO	1	100%

14. Are the SYA challenges/activities too basic?

	No. of Responses	% of Total Responses
a) YES	0	0%
b) NO	1	100%

15. Do you have any recommendations for how to improve/strengthen the SYA Program for high school students?

	No. of Responses	% of Total Responses
a) YES	0	0%
b) NO	1	100%

Describe:

16. Would you be interested in participating in an advanced trades training program beyond your current school offering--e.g., plumbing, carpentry, auto mechanics, culinary arts, etc.-- as a part of your regular high school credit program if available locally?

	No. of Responses	% of Total Responses
a) YES	1	100%
b) NO	0	0%

17. Would you be interested in participating in a focus group to express your views on the Saskatchewan Youth Apprenticeship Program and opportunities in the skilled trades?

	No. of Responses	% of Total Responses
a) YES	1	100%
b) NO	0	0%

Section B

1. Are you interested in learning more about skilled trades careers?

	No. of Responses	% of Total Responses
a) YES	0	0%
b) NO	0	0%

2. Are you aware of the SYA Program?

	No. of Responses	% of Total Responses
a) YES	0	0%
b) NO	0	0%

If Yes, why are you not participating in it?

	No. of Responses	% of Total Responses
a) lack of time	0	0%
b) schedule is too full	0	0%
c) not aware of opportunity in time to participate	0	0%
d) not offered at my school	0	0%

e) other (please explain)	0	0%
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3. Do your parents/guardians support the possibility of a career in the skilled trades for you?

	No. of Responses	% of Total Responses
a) YES	0	0%
b) NO	0	0%
c) Unknown	0	0%

4. Do you have any interest in pursuing post-secondary education in a skilled trade area?

	No. of Responses	% of Total Responses
a) YES	0	0%
b) NO	0	0%
c) Undecided	0	0%

5. Have you had or will you have an opportunity to participate in a work experience as part of your career education program?

	No. of Responses	% of Total Responses
a) YES	0	0%
b) NO	0	0%
c) Don't know	0	0%

6. Do you believe that work experience should be a larger part of your high school program?

	No. of Responses	% of Total Responses
a) YES	0	0%
b) NO	0	0%

7. Would you be interested in participating in an advanced trades training program beyond your current school offering--e.g., plumbing, carpentry, auto mechanics, culinary arts, etc.-- as part of your regular high school credit program if available locally?

	No. of Responses	% of Total Responses
a) YES	0	0%
b) NO	0	0%

8. Would you be interested in participating in a focus group to express your views on the Saskatchewan Youth Apprenticeship Program and opportunities in the skilled trades?

	No. of Responses	% of Total Responses
a) YES	0	0%
b) NO	0	0%

Saskatchewan Youth Apprenticeship

Appendix II c): Parent/Guardian Survey

Results February 10, 2009

This survey was distributed to the parents/guardians of students who are currently, or have participated in the Saskatchewan Youth Apprenticeship program.

There were **16** responses received and tabulated. A total of **110** surveys were mailed out across Saskatchewan.

Percentages have been calculated based upon total number of responses for each question.

Survey Questions

1. Prior to this survey, were you aware of the SYA Program?

	No. of Responses	% of Total Responses
a) YES	12	75%
b) NO	4	25%

2. For those who answered yes to Question 1:

a) What is the most common positive comment you hear from your children about the Program?

- Gives them an opportunity to get credited with hours of trade.
- To get a good job when school is finished
- The chance to work in the field
- He often comments that he won't have any debt when he is done his education, because eh can earn money while he is in his apprenticeship.
- Expedited entry into the workforce
- It's great - wish there were more classes of SYA
- To gain experience before graduation is a huge asset to all students, to help them to make a career choice
- It helps high school kids get involved in skilled trades
- The money is good and it gives you on the job experience
- Get a head start on their career. Validates whether or not that is what they really want to do.
- Trades are being recognized as a worthy and much needed career choice

b) What is the most common negative comment you hear from your children about the Program?

- Math at Cochrane did not prepare for SIAST math
- Pay

- He often wonders where he will find an apprenticeship
- I have not heard negative comments about the program
- None
- Some kids are just lazy and really are not interested in working and make it tough for the ones that are
- None
- Limited areas for females
- The most common negative comment we heard from our child about the program is that the teacher not promoting the program
- Can't get a job placement in the field/trade of their choice. WHMIS and job fairs were not available for first term.
- To job shadow for one day does not really give a clear understanding of what the trade actually involves

3. Do you feel that the SYA Program can make a difference in a high school student's awareness and interest in skilled trades careers?

	No. of Responses	% of Total Responses
a) YES	16	100%
b) NO	0	0%

4. In what grades do you feel students should be introduced to skilled trades careers?

	No. of Responses	% of Total Responses
a) Grades K-5	1	6%
b) Grades 6-9	5	31%
c) Grades 10-12	10	63%

5. Which, in your opinion, has more value for students?

	No. of Responses	% of Total Responses
a) Academic Career Path	0	0%
b) Skilled Trades Career Path	1	6%
c) Both have equal value	15	94%

6. Work experience is currently a minor part of the SYA Program. Do you believe that it should be a larger component?

	No. of Responses	% of Total Responses
a) YES	15	94%
b) NO	1	6%

7. Would you support your high school participating in an accelerated skilled trades training program as part of the regular credit program for high school students interested in a career in the skilled trades, if available locally?

	No. of Responses	% of Total Responses
a) YES	13	87%
b) NO	2	13%

Saskatchewan Youth Apprenticeship

Appendix II d): Industry Survey – Employer & Employer Associations

Results March 2, 2009

This survey was distributed to Industry partners and businesses working in the trades, within Saskatchewan.

There were **53** responses received and tabulated. This survey was mailed to **400** Businesses and 6 Employer Associations, within the Trades, in Saskatchewan.

Percentages have been calculated based upon total number of responses for each question.

Survey Questions

1. At what grade level do you feel skilled trades career education should begin?

	No. of Responses	% of Total Responses
a) Grades K-5	0	0%
b) Grades 6-9	23	43%
c) Grades 10-12	31	57%

2. a) Prior to this survey, were you aware of the SYA program?

	No. of Responses	% of Total Responses
a) YES	26	49%
b) NO	27	51%

b) Did you know that some credit for trade time is granted for participation in SYA and that Apprenticeship Registration Fees, as well as first year tuition fees for technical training are waived?

	No. of Responses	% of Total Responses
a) YES	12	23%
b) NO	41	77%

3. Do you have any apprentices who have gone through the SYA program?

	No. of Responses	% of Total Responses
a) YES	3	6%
b) NO	33	62%
c) Don't Know	17	32%

4. In addition to the SYA program, other approaches to increasing students' awareness about skilled trades careers include:

- Work experience opportunities with employers
- Journeyman visits to the schools
- Class visits to work sites
- Job fairs
- Parent and student awareness sessions

What challenges and opportunities do you see with each of these additional approaches? Please describe:

- 1) Real hands-on would be the best way of intro 2) Not very effective, but might break the ices 3) would be an excellent way to intro 4) Never had any dealings, sounds good. 5) Very good.
- The industry finding time to become involved.
- Work experience is one of the best ways for a student to see first hand what the trade is about. Class visits might also be a good way for students to see the work environment. We currently have work experience students through various programs in Meadow Lake (High School).
- Many trades require specialized training before any real work can take place. Because of a low level of skill the students are often giving meaningless tasks like sweeping floors and then they get bored and get a bad taste. Parents should also be a part of work place visits.
- The safety of the students to work sites.
- Including industry in the graduation process provides opportunity for all parties to learn the challenge is commitment.
- Those all seem like good ideas to help promote awareness. I would question whether or not they are all happening. To my knowledge we have never been approached to have a journeyman visit the school, class visit to the shop, etc. Are, or do all schools have someone responsible for these programs?
- Challenge: Finding employers with the ability to participate -- Opportunity: Increased Awareness can help student determine if right path for them.
- Challenges for us would be work location as we only employ Journeyman positions (Auto Mechanic & industrial Mechanic - Millwright) at Gardiner Dam. Opportunities to expose students to the trades including; on-site visits to increase awareness of occupational opportunities is a very good idea.
- Opportunities for students to learn a specific trade and opportunity for trade to acquire qualified people.
- All of the above would be beneficial to the students.
- School career counsellors are still not making trades awareness and student interest available.
- With proper organization, work experience in specific areas can make book learning very real. Journeymen being involved in training sessions in class help both parties to realize that work can be enjoyable.
- Students that do work experience then know if they want to pursue in the field, they did work experience.
- Work experience - very difficult when we are very busy.
- Bringing students to a job site would raise many safety issues and would likely

- involve shutting down all work while the tour was on. The majority of our job sites have a minimum age of 18 required as per a CHSC regulation.
- NRHL has participated in the work experience program and fully believe it is the best way to show what a trade has to offer. The parent and student awareness sessions would also be very beneficial. The other three are just supporting tools for the other two.
 - Work experience is a challenge because employers/apprentices are busy and students will either do grunt labour or hardly learn because they are so busy.
 - Any way to reach students is of benefit. I think one of the most important approaches is the parent and student awareness sessions.
 - Work experiences are valuable as they give a student first hand visual understanding of a job however present challenges with proper time for supervision and instruction. The key is that an electrician is just that, an electrician. For a work experience he/she needs to be an instructor as well and there has to be a match with the right employee as not all are interested or able to fill the role of instructor. We also need to be sure of safety for any students and instruction on areas of safety are extensive. Journeyperson visits can be arranged. A Day in the Life is a good way of showing a job's dynamics in a safe environment and allows for questions and answers. Visual aids are helpful to provide perspective on the workplace (PowerPoint/slides). We do many mine tours so a class visit is a valuable tool that can be easily arranged. Job fairs are also a good opportunity. It gives a student access to a lot of different employers in a short period of time to ask some valuable questions and get the various companies perspective on jobs etc. As these students are still in high school, parent awareness is very important. If you do not work in the mining industry or a certain trade, a parent may have a certain mindset of the work or workplace. For instance, the parent may feel mining is too dangerous and it is important to review our safety records and stats on safety with them. Children are, or at least should be, guided by there parents.
 - Work experience may be difficult due to our work sites being located in Northern Saskatchewan and work schedules are on a 2 week-in, 1 week-out rotation.
 - Work experience with employers to give the potential employee a chance to see what actual job is about would be good.
 - These are all great ideas. The challenge will be the organization needed to co-ordinate each of these steps and to be aware of possibility of liability due to accident or injury. The opportunity is exciting. We can finally alert the public to the benefits of entering trades vs. university education.
 - Great opportunities exist with all approaches, the only challenge is organizing.
 - I think what ever exposure to the trades that a student can get can only help students make decisions on their future.
 - Challenges - Scheduling. Opportunities - change the image of the blue collar employment.
 - They can see how hardworking hairstylists really do work. Starting out the hours it takes to get a cliental.
 - 1) to place a student in the direction of what trade they would be best suited for. 2) to pick and to find a journeyperson capable of going to school environment. 3) I've been to job fairs where all students go through it for some students it's only a day off from classes (not really mature enough yet to focus on a career).
 - It is great to have students on site to have first hand experience.
 - Challenges - Nil. Opportunities - a good way to see all that is offered.
 - Work experience gives a hands-on approach to young workers and is a better way for them to decide whether the trades are right for them than the 3 months probation.
 - Funding employees to participate

- Having the time.
- 1) Work experience - getting the proper work 2) Journey person - the market is very tight 3) Visits - insurance concerns 4) Job Fairs - fairs that contain the right employers 5) Awareness Sessions – engagement.
- Some of our Dealer Members involve themselves with local high schools to provide work experience. This seems to work very well for both the dealer and the students. However, there is still a lot of knowledge lacking about programs on our members' part. Journey person visits to the school are good, as long as it is the right Journey person who can communicate well with the students. Class visits to worksites are also good, as long as those attending are truly interested. Sometimes it is hard to coordinate visit times that are convenient for our members. Job Fairs - 50/50 in success rate. Majority of students attending are only doing so to get out of school work. However, if it was a Parent & Student Job Fair, I see that working better - which would tie into the Parent/Student Awareness Sessions.
- I see only opportunities in all of the above.
- I like all the approaches being offered. I think parent and student awareness sessions is excellent to get rid of any preconceived notions about the industry that may be relayed to students

5. Do you believe that there would be support in your company/industry for any or all of the above approaches?

	No. of Responses	% of Total Responses
a) YES	50	96%
b) NO	2	4%

6. With what you know of the SYA program, what are your recommendations for improving/strengthening the program? Please describe.

- Listen to the people in the industry. Recruit and try to weed out ones that do not show any sign of positive ambition. Employers get frustrated with being supplied people with no ambition. This is a very difficult challenge, but implementing at 10-12 would attract people that are new to the work force, not last chance.
- Making sure the students have an awareness of the field of work they want to go in, so as not to waste their time or the place of employment. This is why job site visits would be beneficial.
- I think each trade needs to be specifically defined so our youth know what they are getting into. Instructors need to be very skilled in the trades they teach.
- Involve students at an early age, by grade 7-8. Most kids have a good idea whether they have strengths in trades. They would already be showing the natural aptitude needed to be successful in trades. If you can get some exposure.
- Information packages to the businesses/Industry about the program.
- Not knowledgeable enough to comment.
- I would hope that you all speaking with grade 8 and 9's as how well they do and what they choose to take in High School can greatly affect what they will be able to take in the future.
- My knowledge of the program is limited to what I have read in the attached survey. I am unable to provide and recommendation for improving the program.
- Programs in schools need to be on board. At present I know of no schools in our area who participate in the program which is unfortunate as young people and trades could both be benefiting.

- More advertising, we lack trades people and it will only get worse with our dependence on foreign products and manpower.
- We already provide work experience opportunities and have attended job fairs.
- Build it up like Alberta's RAP program and you'll do great.
- Getting students and their parents to accept that trades are not second class work.
- I know very little so perhaps a greater awareness within industry would help SYA.
- If all of the approaches listed were readily accessible to people everywhere (i.e.: reserves) then it would be easier to recruit.
- Stakeholder awareness is always key to having a successful program. Our company fully supports approaching young adults early on regarding their possible career choices and trades, is definitely a solid choice.
- Information presented to students should include and specify length of program, averages, grade point average, etc.
- More contact.
- I know that even students that are finishing grade 12 now have very little or no experience to the concept of trades. They are not made aware that you get paid to learn a trade and when you are done for 5 years you are making \$60,000 per year with no education loans. University usually results in paying for education trying to find a job at \$40,000/year and paying back \$50,000 of debt.
- Stronger outline of what students want to get out of the program training plan.
- Don't know enough about it yet, to say.
- Higher community awareness. Television and advertisements.
- Requirement before getting an opportunity to go to a business and train, not just everybody gets it given to them.
- Possible screening program or aptitude test to see who is really interested. Some students aren't showing as much maturity and responsibility yet in their life.
- Have students on site and have students return one year later to share their experience with classes.
- Encourage students to want to get into the trade.
- That students be able to do some hands on work while training (very minimum) but watching and getting your hands on something are very different.
- Don't lead them to believe that once they're done high school training that they will jump into an immediate role of responsibilities. Everyone starts at the bottom. I've had bad luck with pre-employment workers thinking that they should be higher on the totem pole.
- I know very little other than it is important now and will be even more so in the future
- I believe that students have a fundamental knowledge of what is available (or at least have access to assistance in the school i.e.: Counsellor). In our industry, we believe that the majority of employers do not know enough about these educational programs and need to understand what is expected of them. With the shortage of employees, our association is going to be providing 2 employer workshops to explain the programs available, and involve Apprenticeship and SIAST, as well as what changes need to take place in our industry to attract and retain employees, especially in the trades. The automotive industry is way below the wage scale when compared to other trades. We need to improve this in order to attract the student to our trade.
- High School teachers/councillors would normally know how many grade 12 graduates are looking for a career in blue collar work. It would benefit our companies and the students to have some means of communicating those numbers. I am sure that many companies would participate in SIAST (or other recognized training facility) training costs is they had a guarantee that the student would stay with the company for a negotiated period. The key s for the companies to know that there

are X amount of young people who are interested in welding, plumbing, electrical, etc, and they could pursue those individuals. A common method of communication is the key and the companies and students must be made aware of whatever method you choose. To avoid confusion, the same method should be used throughout the Province - perhaps a Government sponsored web site.

- As I understand the program, it is available to all schools that want to use the program. I would make the program compulsory.
- I'm not familiar enough with the program to be comfortable suggesting improvements

7. Currently, work experience is not part of the SYA program. Do you feel that a work experience opportunity would strengthen the SYA program?

	No. of Responses	% of Total Responses
a) YES	50	98%
b) NO	1	2%

8. What do you believe would be the practical length of work experience opportunity in your company/industry for a student?

	No. of Responses	% of Total Responses
a) 1-2 hours	4	8%
b) one day	7	13%
c) one week	14	26%
d) afternoons (2 hours a day) over a three month semester	23	43%
e) summer work (6 weeks)	25	47%

Results based on total number of surveys received

9. What do you believe is the biggest challenge in implementing a work experience program for high school students at a work site? Please describe.

- I don not believe it would be a challenge. One would have to deal with OHS to see what special regulations we would have to deal with.
- Date for students to work. Safety concerns and safety for employee.
- As we already have students going through this, it is not a challenge. We are able to work one on one with the student and they seem to respond to this. This is the biggest challenge at the work site.
- Specialized safety requirements. Lack of experience can lead to serious injury. Therefore almost one-on-one supervision is required. Today's youth or much of it seems very lazy and uninterested.
- Feeling comfortable enough to take the job on as there own.
- The High Schools commitment encouraging and promoting trades. Everything is pointed towards University and the attitude that you're not successful unless you have a degree.
- Need to have a journeyman "buy in" to take the student under their wing and ensure they are learning not just sweeping the floor. Also need students that are interested in the trade, not just an easy credit.
- Union cooperation, maturity of students, acceptance of program with workforce.
- Ensuring the students have some previous knowledge/understanding of the type of work being done - accommodations/transportation-issues of liability.
- Accommodating the student's time to coordinate with work experience.

- Getting work for a student to do and the downtime from the tech that the student is working with.
- Timing of amount of work going on at the time.
- Dedicating the time to the student, takes away from productive work. Safety issues.
- The toughest problem will be trying to schedule so as not to conflict with other classes. There is also the problem of only being able to accept a limited number of students at any time. Safety issues are also a concern; need WHMIS, Training, Orientation, etc.
- For the employer to at his expense and hassle have someone work with them.
- Trying to calculate them as to what they have the ability to do on their own. The other thing is to try to make they're work experience likeable and rewarding.
- Too busy right now.
- Age concerns, 90% of our sites require workers to be 18 years of age or over.
- Safety issues and lost productivity.
- Employers are busy, they need people now. Also, they need to believe the students actually want to learn and want to make a career of it. They (apprentices and employers) see plenty of turnover and tend to be a little pessimistic and that belief needs to be dispelled.
- The biggest challenges seem to be the actual co-ordination of a work experience. I've been involved in some which were not well co-ordinated and as a result, did not provide that best experience for the student.
- Parental concerns of safety. They are young and their safety must be studiously observed and ensured.
- As described in other responses.
- Location of work site. Timing of student being able to be away from school for a minimum of 2 weeks in order to work. Availability of journey person and amount of time he or she could devote to a student while onsite.
- Time.
- Timing, it has to be full days.
- Finding a student with a work ethics that actually wants to learn and is not just there to collect a cheque, call in sick or just not show up.
- Liability of accident or injury. It must be established with the building owner, the contractor, the school and the students very clearly what the protocol is as to on-site conduct, who is responsible for what, etc.
- Often too short. The student learns how to do the tasks required and then has to leave. Support and sometimes leadership is lacking.
- Coordination, students starting at given times.
- Availability of students as to when they can work. Safety.
- Safety programs.
- Making sure they know what is involved earning the chance to come to my business and putting in the full time of a week work not school hours.
- To schedule and determine what would be an area to keep the student safe, interested and able to work with others.
- Safety of the student on the job site.
- Safety.
- None. We are involved with several schools that have had many students placed with us over the past several years.
- Safety training requirements. Transportation.
- Not being able to allow the students to have more hands on.
- Keep them motivated enough to show up everyday because they won't be earning a pay check.
- Training to what you need done and how you want it done.

- Insurance and the time commitment.
- The biggest challenge I see is finding a good employer mentor to pair up with the student, so that the student can learn meaningful work, but in return, the student can offer assistance back.
- The student should know what companies in what locations are participating. A Regina student might wish to work in Estevan, etc.
- The biggest challenge would be the availability of the workers to supervise the students which may cause safety concerns

10. Would your company/industry be interested in participating in a province-wide accelerated trades and skills training initiative which would include a work experience program as part of the high school credit program for high school students interested in pursuing careers in the skilled trades?

	No. of Responses	% of Total Responses
a) YES	36	73%
b) NO	13	27%

11. How would your company/industry be able to participate in the SYA program designed to accelerate students' awareness of skilled trade's careers?

	No. of Responses	% of Total Responses
a) advice on local high demand trades	24	45%
b) advice on curriculum	19	36%
c) provide work experience	32	60%
d) participation on local industry/education advisory committees	18	34%
e) in-kind contributions	3	6%
f) cash contributions	0	0%
g) attendance at job fairs	17	32%
h) school visits	19	36%
i) class visits to your work site(s)	22	42%

Results based on total number of surveys received

Saskatchewan Youth Apprenticeship

Industry Survey - Employers

Results March 2, 2009

This survey was distributed to Industry partners and businesses working in the trades, within Saskatchewan.

There were **48** responses received and tabulated. This survey was mailed to **400** Businesses within Saskatchewan.

Percentages have been calculated based upon total number of responses for each question.

Survey Questions

1. At what grade level do you feel skilled trades career education should begin?

	No. of Responses	% of Total Responses
a) Grades K-5	0	0%
b) Grades 6-9	20	41%
c) Grades 10-12	29	59%

2. a) Prior to this survey, were you aware of the SYA program?

	No. of Responses	% of Total Responses
a) YES	23	48%
b) NO	25	52%

b) Did you know that some credit for trade time is granted for participation in SYA and that Apprenticeship Registration Fees, as well as first year tuition fees for technical training are waived?

	No. of Responses	% of Total Responses
a) YES	10	21%
b) NO	38	79%

3. Do you have any apprentices who have gone through the SYA program?

	No. of Responses	% of Total Responses
a) YES	3	6%
b) NO	31	63%
c) Don't Know	15	31%

4. In addition to the SYA program, other approaches to increasing students' awareness about skilled trades careers include:

- Work experience opportunities with employers
- Journeyman visits to the schools
- Class visits to work sites
- Job fairs
- Parent and student awareness sessions

What challenges and opportunities do you see with each of these additional approaches? Please describe:

- 1) Real hands-on would be the best way of intro 2) Not very effective, but might break the ices 3) would be an excellent way to intro 4) Never had any dealings, sounds good. 5) Very good.
- The industry finding time to become involved.
- Work experience is one of the best ways for a student to see first hand what the trade is about. Class visits might also be a good way for students to see the work environment. We currently have work experience students through various programs in Meadow Lake (High School).
- Many trades require specialized training before any real work can take place. Because of a low level of skill the students are often giving meaningless tasks like sweeping floors and then they get bored and get a bad taste. Parents should also be a part of work place visits.
- The safety of the students to work sites.
- Including industry in the graduation process provides opportunity for all parties to learn the challenge is commitment.
- Those all seem like good ideas to help promote awareness. I would question whether or not they are all happening. To my knowledge we have never been approached to have a journeyman visit the school, class visit to the shop, etc. Are, or do all schools have someone responsible for these programs?
- Challenge: Finding employers with the ability to participate -- Opportunity: Increased Awareness can help student determine if right path for them.
- Challenges for us would be work location as we only employ Journeyman positions (Auto Mechanic & industrial Mechanic - Millwright) at Gardiner Dam. Opportunities to expose students to the trades including; on-site visits to increase awareness of occupational opportunities is a very good idea.
- Opportunities for students to learn a specific trade and opportunity for trade to acquire qualified people.
- All of the above would be beneficial to the students.
- School career counsellors are still not making trades awareness and student interest available.
- With proper organization, work experience in specific areas can make book learning very real. Journeymen being involved in training sessions in class help both parties to realize that work can be enjoyable.
- Students that do work experience then know if they want to pursue in the field, they did work experience.
- Work experience - very difficult when we are very busy.
- Bringing students to a job site would raise many safety issues and would likely involve shutting down all work while the tour was on. The majority of our job sites

- have a minimum age of 18 required as per a CHSC regulation.
- NRHL has participated in the work experience program and fully believe it is the best way to show what a trade has to offer. The parent and student awareness sessions would also be very beneficial. The other three are just supporting tools for the other two.
- Work experience is a challenge because employers/apprentices are busy and students will either do grunt labour or hardly learn because they are so busy.
- Any way to reach students is of benefit. I think one of the most important approaches is the parent and student awareness sessions.
- Work experiences are valuable as they give a student first hand visual understanding of a job however present challenges with proper time for supervision and instruction. The key is that an electrician is just that, an electrician. For a work experience he/she needs to be an instructor as well and there has to be a match with the right employee as not all are interested or able to fill the role of instructor. We also need to be sure of safety for any students and instruction on areas of safety are extensive. Journeyperson visits can be arranged. A Day in the Life is a good way of showing a job's dynamics in a safe environment and allows for questions and answers. Visual aids are helpful to provide perspective on the workplace (PowerPoint/slides). We do many mine tours so a class visit is a valuable tool that can be easily arranged. Job fairs are also a good opportunity. It gives a student access to a lot of different employers in a short period of time to ask some valuable questions and get the various companies perspective on jobs etc. As these students are still in high school, parent awareness is very important. If you do not work in the mining industry or a certain trade, a parent may have a certain mindset of the work or workplace. For instance, the parent may feel mining is too dangerous and it is important to review our safety records and stats on safety with them. Children are, or at least should be, guided by there parents.
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- It is great to have students on site to have first hand experience.
- Challenges - Nil. Opportunities - a good way to see all that is offered.
- Work experience gives a hands-on approach to young workers and is a better way for them to decide whether the trades are right for them than the 3 months probation.
- Funding employees to participate
- Having the time.

5. Do you believe that there would be support in your company/industry for any or all of the above approaches?

	No. of Responses	% of Total Responses
a) YES	46	98%
b) NO	1	2%

6. With what you know of the SYA program, what are your recommendations for improving/strengthening the program? Please describe.

- Listen to the people in the industry. Recruit and try to weed out ones that do not show any sign of positive ambition. Employers get frustrated with being supplied people with no ambition. This is a very difficult challenge, but implementing at 10-12 would attract people that are new to the work force, not last chance.
- Making sure the students have an awareness of the field of work they want to go in, so as not to waste their time or the place of employment. This is why job site visits would be beneficial.
- I think each trade needs to be specifically defined so our youth know what they are getting into. Instructors need to be very skilled in the trades they teach.
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- More advertising, we lack trades people and it will only get worse with our dependence on foreign products and manpower.
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- find a job at \$40,000/year and paying back \$50,000 of debt.
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- Encourage students to want to get into the trade.
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7. Currently, work experience is not part of the SYA program. Do you feel that a work experience opportunity would strengthen the SYA program?

	No. of Responses	% of Total Responses
a) YES	45	98%
b) NO	1	2%

8. What do you believe would be the practical length of work experience opportunity in your company/industry for a student?

	No. of Responses	% of Total Responses
a) 1-2 hours	4	8%
b) one day	6	13%
c) one week	14	29%
d) afternoons (2 hours a day) over a three month semester	21	44%
e) summer work (6 weeks)	24	50%

Results based on total number of surveys received

9. What do you believe is the biggest challenge in implementing a work experience program for high school students at a work site? Please describe.

- I don not believe it would be a challenge. One would have to deal with OHS to see what special regulations we would have to deal with.
- Date for students to work. Safety concerns and safety for employee.
- As we already have students going through this, it is not a challenge. We are able to work one on one with the student and they seem to respond to this. This is the biggest challenge at the work site.
- Specialized safety requirements. Lack of experience can lead to serious injury. Therefore almost one-on-one supervision is required. Today's youth or much of it seems very lazy and uninterested.
- Feeling comfortable enough to take the job on as there own.
- The High Schools commitment encouraging and promoting trades. Everything is

- pointed towards University and the attitude that you're not successful unless you have a degree.
- Need to have a journeyman "buy in" to take the student under their wing and ensure they are learning not just sweeping the floor. Also need students that are interested in the trade, not just an easy credit.
 - Union cooperation, maturity of students, acceptance of program with workforce.
 - Ensuring the students have some previous knowledge/understanding of the type of work being done - accommodations/transportation-issues of liability.
 - Accommodating the student's time to coordinate with work experience.
 - Getting work for a student to do and the downtime from the tech that the student is working with.
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 - Timing, it has to be full days.
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 - To schedule and determine what would be an area to keep the student safe, interested and able to work with others.

- Safety of the student on the job site.
- Safety.
- None. We are involved with several schools that have had many students placed with us over the past several years.
- Safety training requirements. Transportation.
- Not being able to allow the students to have more hands on.
- Keep them motivated enough to show up everyday because they won't be earning a pay check.
- Training to what you need done and how you want it done.

10. Would your company/industry be interested in participating in a province-wide accelerated trades and skills training initiative which would include a work experience program as part of the high school credit program for high school students interested in pursuing careers in the skilled trades?

	No. of Responses	% of Total Responses
a) YES	33	73%
b) NO	12	27%

11. How would your company/industry be able to participate in the SYA program designed to accelerate students' awareness of skilled trade's careers?

	No. of Responses	% of Total Responses
a) advice on local high demand trades	22	46%
b) advice on curriculum	17	35%
c) provide work experience	30	63%
d) participation on local industry/education advisory committees	15	31%
e) in-kind contributions	3	7%
f) cash contributions	0	0%
g) attendance at job fairs	16	33%
h) school visits	18	38%
i) class visits to your work site(s)	21	44%

Results based on total number of surveys received

Saskatchewan Youth Apprenticeship

Industry Survey – Employer Associations

Results February 10, 2009

This survey was distributed to Employer Associations with the Trades Industry, throughout Saskatchewan.

There were **5** responses received and tabulated. This survey was e-mailed to **6** Employer Associations within the Trades.

Percentages have been calculated based upon total number of responses for each question.

Survey Questions

1. At what grade level do you feel skilled trades career education should begin?

	No. of Responses	% of Total Responses
a) Grades K-5	0	0%
b) Grades 6-9	3	60%
c) Grades 10-12	2	40%

2. a) Prior to this survey, were you aware of the SYA program?

	No. of Responses	% of Total Responses
a) YES	3	60%
b) NO	2	40%

b) Did you know that some credit for trade time is granted for participation in SYA and that Apprenticeship Registration Fees, as well as first year tuition fees for technical training are waived?

	No. of Responses	% of Total Responses
a) YES	2	40%
b) NO	3	60%

3. Do you have any apprentices who have gone through the SYA program?

	No. of Responses	% of Total Responses
a) YES	0	0%
b) NO	2	50%
c) Don't Know	2	50%

4. In addition to the SYA program, other approaches to increasing students' awareness about skilled trades careers include:

- Work experience opportunities with employers

- Journeyperson visits to the schools
- Class visits to work sites
- Job fairs
- Parent and student awareness sessions

What challenges and opportunities do you see with each of these additional approaches? Please describe:

- 1) Work experience - getting the proper work 2) Journeyperson - the market is very tight 3) Visits - insurance concerns 4) Job Fairs - fairs that contain the right employers 5) Awareness Sessions – engagement.
- Some of our Dealer Members involve themselves with local high schools to provide work experience. This seems to work very well for both the dealer and the students. However, there is still a lot of knowledge lacking about programs on our members' part. Journeyperson visits to the school are good, as long as it is the right Journeyperson who can communicate well with the students. Class visits to worksites are also good, as long as those attending are truly interested. Sometimes it is hard to coordinate visit times that are convenient for our members. Job Fairs - 50/50 in success rate. Majority of students attending are only doing so to get out of school work. However, if it was a Parent & Student Job Fair, I see that working better - which would tie into the Parent/Student Awareness Sessions.
- I see only opportunities in all of the above.
- I like all the approaches being offered. I think parent and student awareness sessions is excellent to get rid of any preconceived notions about the industry that may be relayed to students

5. Do you believe that there would be support in your company/industry for any or all of the above approaches?

	No. of Responses	% of Total Responses
a) YES	4	83%
b) NO	1	17%

6. With what you know of the SYA program, what are your recommendations for improving/strengthening the program? Please describe.

- I know very little other than it is important now and will be even more so in the future
- I believe that students have a fundamental knowledge of what is available (or at least have access to assistance in the school i.e.: Counsellor). In our industry, we believe that the majority of employers do not know enough about these educational programs and need to understand what is expected of them. With the shortage of employees, our association is going to be providing 2 employer workshops to explain the programs available, and involve Apprenticeship and SIAST, as well as what changes need to take place in our industry to attract and retain employees, especially in the trades. The automotive industry is way below the wage scale when compared to other trades. We need to improve this in order to attract the student to our trade.
- High School teachers/councillors would normally know how many grade 12 graduates are looking for a career in blue collar work. It would benefit our companies and the students to have some means of communicating those numbers. I am sure that many companies would participate in SIAST (or other recognized training

facility) training costs is they had a guarantee that the student would stay with the company for a negotiated period. The key s for the companies to know that there are X amount of young people who are interested in welding, plumbing, electrical, etc, and they could pursue those individuals. A common method of communication is the key and the companies and students must be made aware of whatever method you choose. To avoid confusion, the same method should be used throughout the Province - perhaps a Government sponsored web site.

- As I understand the program, it is available to all schools that want to use the program. I would make the program compulsory.
- I'm not familiar enough with the program to be comfortable suggesting improvements

7. Currently, work experience is not part of the SYA program. Do you feel that a work experience opportunity would strengthen the SYA program?

	No. of Responses	% of Total Responses
a) YES	5	100%
b) NO	0	0%

8. What do you believe would be the practical length of work experience opportunity in your company/industry for a student?

	No. of Responses	% of Total Responses
a) 1-2 hours	0	0%
b) one day	1	20%
c) one week	0	0%
d) afternoons (2 hours a day) over a three month semester	2	40%
e) summer work (6 weeks)	1	20%

9. What do you believe is the biggest challenge in implementing a work experience program for high school students at a work site? Please describe.

- Insurance and the time commitment.
- The biggest challenge I see is finding a good employer mentor to pair up with the student, so that the student can learn meaningful work, but in return, the student can offer assistance back.
- The student should know what companies in what locations are participating. A Regina student might wish to work in Estevan, etc.
- The biggest challenge would be the availability of the workers to supervise the students which may cause safety concerns

10. Would your company/industry be interested in participating in a province-wide accelerated trades and skills training initiative which would include a work experience program as part of the high school credit program for high school students interested in pursuing careers in the skilled trades?

	No. of Responses	% of Total Responses
a) YES	3	75%
b) NO	1	25%

11. How would your company/industry be able to participate in the SYA program designed to accelerate students' awareness of skilled trade's careers?

	No. of Responses	% of Total Responses
a) advice on local high demand trades	2	40%
b) advice on curriculum	2	40%
c) provide work experience	2	40%
d) participation on local industry/education advisory committees	3	60%
e) in-kind contributions	0	0%
f) cash contributions	0	0%
g) attendance at job fairs	1	20%
h) school visits	1	20%
i) class visits to your work site(s)	1	20%

Saskatchewan Youth Apprenticeship

Appendix II e): Industry Survey – Unions

Results February 10, 2009

This survey was distributed to Unions in the Trades Industry, within Saskatchewan.

There were **5** responses received and tabulated. This survey was e-mailed to **6** Unions.

Percentages have been calculated based upon total number of responses for each question.

Survey Questions

1. At what grade level do you feel skilled trades career education should begin?

	No. of Responses	% of Total Responses
a) Grades K-5	0	0%
b) Grades 6-9	2	40%
c) Grades 10-12	3	60%

2. a) Prior to this survey, were you aware of the SYA program?

	No. of Responses	% of Total Responses
a) YES	2	40%
b) NO	3	60%

b) Did you know that some credit for trade time is granted for participation in SYA and that Apprenticeship Registration Fees, as well as first year tuition fees for technical training are waived?

	No. of Responses	% of Total Responses
a) YES	1	20%
b) NO	4	80%

3. Do you have any apprentices who have gone through the SYA program?

	No. of Responses	% of Total Responses
a) YES	0	0%
b) NO	3	60%
c) Don't Know	2	40%

4. In addition to the SYA program, other approaches to increasing students' awareness about skilled trades careers include:

- work experience opportunities with employers
- Journey person visits to the schools

- Class visits to work sites
- Job fairs
- Parent and student awareness sessions

What challenges and opportunities do you see with each of these additional approaches? Please describe:

- Providing a safe environment for work experience and keeping students in High School.
- 1) Safety at the work sites 2) Liability of an unskilled person on jobsite 3) Job Fairs are good idea 4) Sask Power used to have power lineman staff attend class room and give presentation on lineman and what actually do.
- I do not believe that there will be many challenges. The program will have benefits to the students in that they will start to get the needed information on the trades, the teachers have in the past had little knowledge on apprenticeship and the should be an asset for them as well. Employers will be the winners in getting access to young workers with some skills training and the general public will benefit from a future skilled work force for their needs.
- Has to be a high priority.
- It is a great idea to have the student(s) participate in work experience opportunities. It gives them an opportunity to view the trade and make further decisions on their future within the trade.

5. Do you believe that there would be support in your company/industry for any or all of the above approaches?

	No. of Responses	% of Total Responses
a) YES	5	100%
b) NO	0	0%

6. With what you know of the SYA program, what are your recommendations for improving/strengthening the program? Please describe.

- Use Government facilities that are available within Ministries such as Highways and Environment and other Crowns such as SaskPower to support programs by sponsoring scholastic awards and employment opportunities.
- Need to have Sask Government to direct the crown utilities to participate in these programs.
- I have not been directly involved in the program, which makes me hesitant to make my recommendations to improving it at this time.
- With the students.
- None.

7. Currently, work experience is not part of the SYA program. Do you feel that a work experience opportunity would strengthen the SYA program?

	No. of Responses	% of Total Responses
a) YES	3	75%
b) NO	1	25%

8. What do you believe would be the practical length of work experience opportunity in your company/industry for a student?

	No. of Responses	% of Total Responses
a) 1-2 hours	0	0%
b) one day	1	20%
c) one week	1	20%
d) afternoons (2 hours a day) over a three month semester	1	20%
e) summer work (6 weeks)	2	40%

9. What do you believe is the biggest challenge in implementing a work experience program for high school students at a work site? Please describe.

- Safety and ensuring that the employer is not just taking advantage of free labour.
- Safety and Liability for companies.
- The construction industry can be high risk area to work in and it is the young workers that are traditionally injured on the jobs. The need for safety training is essential, having the students take the computer safety programs called C.S.T.S and the Rights and Responsibilities, prior to be placed on the job sites, followed up with close supervision once on the site would be the way to go.
- Safety of the students and in some maturity level of the students.
- Having journeypersons available to monitor the student's safety at a work site.

10. Would your company/industry be interested in participating in a province-wide accelerated trades and skills training initiative which would include a work experience program as part of the high school credit program for high school students interested in pursuing careers in the skilled trades?

	No. of Responses	% of Total Responses
a) YES	2	67%
b) NO	1	33%

11. How would your company/industry be able to participate in the SYA program designed to accelerate students' awareness of skilled trade's careers?

	No. of Responses	% of Total Responses
a) advice on local high demand trades	2	40%
b) advice on curriculum	3	60%
c) provide work experience	1	20%
d) participation on local industry/education advisory committees	3	60%
e) in-kind contributions	1	20%
f) cash contributions	0	0%
g) attendance at job fairs	2	40%
h) school visits	2	40%
i) class visits to your work site(s)	0	0%

Saskatchewan Youth Apprenticeship

Appendix II f): Commission Board Survey

Results February 10, 2009

This survey was distributed to the Saskatchewan Apprenticeship Commission Board members.

There were **4** responses received and tabulated. A total of **20** surveys were e-mailed to the Saskatchewan Apprenticeship Commission Board members.

Percentages have been calculated based upon total number of responses for each question.

Survey Questions

1. At what grade level do you feel skilled trades career education should begin?

	No. of Responses	% of Total Responses
a) Grades K-5	0	0%
b) Grades 6-9	3	75%
c) Grades 10-12	1	25%

2. Before this survey were you aware of the SYA program?

	No. of Responses	% of Total Responses
a) YES	3	75%
b) NO	1	25%

3. Do you have any apprentices who have gone through the SYA program?

	No. of Responses	% of Total Responses
a) YES	2	50%
b) NO	1	25%
c) DON'T KNOW	1	25%

4. In addition to the SYA program, other approaches to increasing students' awareness about skilled trades careers include:

- work experience opportunities with employers
- Journey person visits to the schools
- Class visits to work sites
- Job fairs
- Parent and student awareness sessions

What challenges and opportunities do you see with each of these additional approaches? Please describe:

- It is hard to get someone to work with a student and spend the time with them especially when they are working piece work.
- A consistent message that is clearly understood by those receiving it.
- Work experience opportunities would have to be preceded with Safety training - CODC and Rights & Responsibilities.
- 1) Work experience opportunities - Schools are doing this right now. As an employer, I use it as a recruitment device which seems at the moment to be very successful. 2) Journeyperson visits to school - This might provide info directly to the kids and show them employment is not just university related. Note that universities do exactly this for recruitment 3) Class visits to work sites - huge safety concerns for high school and younger students 4) Job Fairs - Good, but may be too late to make impact on student 5) Parent and Student Awareness Sessions - Getting the parents on board before kids hit high school would be good

5. Do you believe that there would be support in your company/industry for any or all of the above approaches?

	No. of Responses	% of Total Responses
a) YES	4	100%
b) NO	0	0%

6. With what you know of the SYA program what are your recommendations for improving/strengthening the program? Please describe.

- I think it needs to be compulsory taught program, at least in Grades 9 and 10, in all high schools.
- We have to ensure it is not a "gimmie" -- that there is some work involved. I am very pleased with what has happened so far and would note we might become victims of our own success that we may not have enough people to present/execute the program effectively. We may have to limit the schools accordingly.

7. Currently work experience is not part of the SYA program. Do you feel that a work experience opportunity would strengthen the SYA program?

	No. of Responses	% of Total Responses
a) YES	3	75%
b) NO	1	25%

8. What do you believe would be the practical length of work experience opportunity in your company/industry for a student?

	No. of Responses	% of Total Responses
a) 1-2 Hours	0	0%
b) One Day	0	0%
c) One Week	1	25%
d) Afternoons (2 hours a day) over a	1	25%

three month semester		
e) Summer work (6 weeks)	2	50%

9. What do you believe is the biggest challenge in implementing a work experience program for high school students at a work site? Please describe.

- Work places are very busy and it is hard to make the time to have someone spend time with them, especially in smaller companies. A lot of the workers are on a flat rate.
- Finding work placements is always a challenge.
- Safety training and ensuring safety of student.
- Youth. Inexperience. Safety is a huge concern. Ensuring company will take the time to train the student. In our company students/new hires don't get to the site until they have received about 6 to 8 hours of orientation depending how they do with computer training.

10. Would your company/industry be interested in participating in a province-wide accelerated trades and skills training which would include a work experience program as part of the high school credit program for high school students interested in pursuing careers in the trades?

	No. of Responses	% of Total Responses
a) YES	3	100%
b) NO	0	0%

11. How would your company/industry be able to participate in the SYA program designed to accelerate students' awareness of skilled trade's careers?

	No. of Responses	% of Total Responses
a) Advice on local high demand trades	3	75%
b) Advice on curriculum	3	75%
c) Provide work experience	2	50%
d) Participation on local industry/education advisory committees	3	75%
e) In-kind contributions	2	50%
f) Cash contributions	2	50%
g) Attendance at job fairs	3	75%
h) School visits	4	100%
i) class visits to your work site(s)	2	50%