



## MESSAGE FROM COMMISSION BOARD CHAIR - GARRY KOT



Garry Kot, Commission Board Chair

I am honoured to present the inaugural Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) "Commission Board Bulletin." Board members believe this annual newsletter will be an important mechanism to keep our stakeholders informed about Board plans, priorities, and decisions pertaining to the skilled trades in Saskatchewan.

I want to thank Commission Board members for their time and commitment to shaping and maintaining the high quality standards

for service delivery and certification that are the core of apprenticeship training and trade certification in Saskatchewan.

At this time, I'd like to recognize the input and participation of the following outgoing Board members, whose terms recently ended:

- Hazel Hack - Agriculture, Tourism and Service Sector Employees
- Tom Mullin - Agriculture, Tourism and Service Sector Employers
- Mervin Roncin - Production and Maintenance Sector Employees
- Walter Wilkinson - Motive Repair Sector Employers

Welcome to the incoming members, whose fresh perspectives and participation will be critical to the continued success of the apprenticeship program:

- Teresa Hards - Agriculture, Tourism and Service Sector Employees
- Linda Turta - Agriculture, Tourism and Service Sector Employers
- Clarence George - Production and Maintenance Sector Employees
- Bryan Leier - Motive Repair Sector Employers

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A complete roster of the 2010-11 Commission Board is listed below.

On behalf of the Board, I look forward to continued strong partnerships with industry, government and training providers to ensure a bright future for apprenticeship and trade certification in Saskatchewan.

## 2010-11 COMMISSION BOARD MEMBERS

(effective September 30, 2010)

### *Agriculture, Tourism and Service Sector*

Employees - Teresa Hards  
Employers - Linda Turta

### *Construction Sector*

Employees - Garry Kot (Commission Board Chair), Randy Nichols and Gregory Gaudet

Employers - Doug Christie (Commission Board Vice-Chair), Monte Allan and Brent Waldo

### *Production and Maintenance Sector*

Employees - Clarence George  
Employers - Jim Deck

### *Motive Repair Sector*

Employees - Tim Earing  
Employers - Bryan Leier

*Persons with Disabilities/  
Racialized Canadians/Working Poor*  
Doug Mitchell

*First Nations* - Vince Morrissette

*Métis* - Brett Vandale

*Northern Saskatchewan* - Frank Burnouf

*Women In Trades* - Marral Thomson

*SIAST* - Brent Waldo

*Ministry of Advanced Education,  
Employment and Immigration* -  
Reg Urbanowski

*Ministry of Education* - Gerry Craswell



# COMMISSION BOARD PROFILES



Garry Kot, SATCC Board Chair

**G**arry Kot was elected as the new Commission Board Chair on January 28, 2009. Prior to that, he served as Vice-Chair from July 2008 to January 2009. He has represented construction sector employees since 2003.

Aside from these roles, Garry also represented industry employees as Business Manager and Financial Secretary for the Sheet Metal Workers International Association, Local 296 from 1988 to 2009. In June 2009, he became the International Representative for the Sheet Metal Workers International Association with areas covering Saskatchewan, Manitoba and Alberta.

His career began as a Sheet Metal Worker apprentice in 1973, obtaining his Sheet Metal Red

Seal Journeyman Certification in 1977. During this time he worked in residential, commercial and industrial facets, both in shop fabricating and on the construction site. Garry also spent a number of years servicing and maintaining HVAC equipment.

What significant changes has he seen in apprenticeship while sitting on the Board? According to Garry, "I'm honoured to have been involved in the creation of the SATCC in 1999. We are now light years ahead in how we deliver apprenticeship training to support employees and employers. More recently, I'm proud to see the creation of the new governance committee. My vision for the future is to keep building momentum to ensure we always deliver up-to-date training that matches a dynamic economic climate."

Garry and his wife, Dawn, have four children and six grandchildren. In their spare time, they own and operate the family farm near Weyburn. [A](#)



Doug Christie, SATCC Board Vice-Chair

**D**oug Christie was indentured as a Plumber Apprentice in 1972, and received his Plumber Red Seal Journeyman Certification in 1977. He went on to get his Pipefitter Journeyman Certification in 1985.

Doug worked in the commercial construction sector from 1972 to 1987, at which time he established Christie Mechanical Ltd., which currently employs approximately 40 tradespeople, 14 of which are apprentices.

He was elected to the SATCC Board in January 2004, representing construction sector employers, and was elected to the position of Vice-Chair in January 2009.

"While serving on the Board of the SATCC, I have seen unprecedented interest and participation in apprenticeship training and trade certification with an increase in apprentices of over 68% since 2004-05," said Doug. "Since we expect this trend to continue, it will be important for the SATCC to continue to position itself to meet current and future demands."

Doug, and his wife, Marilyn, have three children and live in Regina, enjoying two grandsons in their spare time. [A](#)

# COMMISSION BOARD PROFILES



Tim Earing  
Motive Repair Sector  
Employee Representative

Tim Earing was elected to the Commission Board in January 2004 to represent motive repair sector employees.

His career in the skilled trades began as a Heavy Duty Equipment Mechanic apprentice in 1999, attaining his Red Seal Journeyperson

Certification in 2003. As with many trades people, Tim's career branched off to become shop supervisor with the Ministry of Highways and Infrastructure in Prince Albert where he has been working for the last 21 years. His trades and mentoring skills serve him well as he now oversees a shop of 22 journeypersons and 13 apprentices.

"I am interested in the work of the Commission Board because I am actively involved in an industry-led apprenticeship system that benefits both employers and apprentices," said Tim. "I have seen a number of changes in apprenticeship training over the years. In particular, I am pleased to see that more people - especially teachers, parents and youth - are recognizing the well-paying and fulfilling career opportunities the skilled trades offer. The number of apprentices registering in the skilled trades is increasing and this growth will continue with the province's aging demographics."

Tim and his wife, Carolyn, live on a farm north of Prince Albert with their three children, Ryan, Taylor and Troy.

"In my opinion, apprenticeship is the best way to teach and learn."



Marral Thomson  
Representing Women in  
Trades

Marral Thomson was appointed to the Commission Board in October 2000 to represent women in skilled trades.

As a Machinist, Marral recalls that her love to work with her hands, solve problems and be creative started at an early age. Her

parents owned and operated a greenhouse and market garden at Craven, Saskatchewan, long before the town made it on the country jamboree map. Actively involved in the family business, she preferred to help with building maintenance and machinery repair as opposed to planting and weeding!

Her love for the skilled trades grew as she grew into adulthood. In 1993, Marral became the first female in Saskatchewan to earn her Machinist Red Seal Journeyperson Certificate. She now works for Brandt Engineered Products Ltd. where she has moved from machinist to quality inspector to her current position as machine shop production planner.

Marral's passion for the trades continues in her role on the Commission Board. "We have done a lot of work over the last decade to change perceptions about work in skilled trades," said Marral. "I want to continue raising awareness, especially to young girls, that work in the trades is incredibly fulfilling and that it is as academically challenging as other educational options. You need to be good with math, sciences and computers. I also envision a fully accessible apprenticeship system that is respected and desired by all employers."

Marral is actively involved with Saskatchewan Women in Trades and Technology (SaskWITT). She recently became Chair of the "*Women in Skilled Trades and Technologies Working Group*" that is currently organizing a women's summit for May 6, 2011 to better engage employers to hire, train and retain women in skilled trades and bridge the labour shortage gap. ([See page 8 for summit details.](#))

Marral resides in Craven with her son, Nicholas. Her daughter, Richelle, lives in Regina and will be taking her journeyperson hairstylist exam this year.

# COMMISSION BOARD PROFILES



Brett Vandale  
Métis Representative


**B**rett Vandale was appointed to the Commission Board in January 2004 to represent Métis people. As the Director of Dumont Technical Institute (DTI), he is interested in promoting the skilled trades. His vision and hope for apprenticeship training is that under-represented groups achieve greater representation within the apprenticeship system and that more participants complete the process and become journeypersons.

According to Brett, "I want the trades to be looked upon and valued by people in the same light as university training. It is important that people are made aware of the current success that the SATCC has accomplished and, in moving forward, it is my hope that the SATCC be the best model for apprenticeship training within Canada and the world."

Brett enjoys his role on the Board because he has the opportunity to build upon the many successes

of the Commission, set strategic direction and implement policy changes that will further strengthen the apprenticeship system in Canada. "I have been privileged to see some significant changes in apprenticeship during my tenure," said Brett. "One achievement that is significant was the apprentices to journeypersons ratio change. The other important achievement was prioritizing good governance for the Commission Board and adopting best practices to make our system more effective and accountable to the Saskatchewan people by operating at a strategic and policy level."

Born and raised in Saskatoon, Brett continues to reside there with his wife, Maureen, and their three children, Trey, Ayshia and Rylan. He has two undergraduate degrees - Bachelor of Arts and Bachelor of Social Work - and is currently enrolled in a part-time MBA program.

"My professional and personal goals are to help my Métis community build brighter futures for themselves and their families through formal and informal education. I plan to support these goals by providing sound leadership at DTI and being a coach and mentor in children and youth activities." 



Brent Waldo  
Construction Sector  
Employer Representative

**B**rent Waldo was elected to the Commission Board in October 2000 to represent construction sector employers. While he considers construction a "hobby," his "day job" is the General Manager for Cardinal Construction in Moose Jaw where he's been for over 25 years.


"I have always had a vested interest in apprenticeable trades," said Brent. "And, I have always promoted the trades as a valuable post-secondary choice." With an education in civil and professional engineering, Brent has a long list of associations in Moose Jaw and in Saskatchewan that he gets involved in. He is currently the President of the Moose Jaw Construction Association and a Director on the SIAST Board of Directors.

What interests him about the SATCC Board? "I work

with great people from all sorts of industries. We take on challenges from certification to tuition to ensuring apprenticeship programming is available throughout the entire province."

"The biggest change in apprenticeship in the last 10 years has been participation. Registration has soared. Employers are hiring apprentices, and the education system is more conducive to promoting trades as a career option. In addition, the paying public is also demanding top performers in the skilled trades."

"I believe apprentice training will stay strong and will move to more online products as technical and computer skills will be in demand by more trades. Saskatchewan will continue to be a national leader because the Commission is well run."

Brent and his wife, Randee, have three children, Brauck, Morgan and Jeri. Sharing his passion for skiing, Brent proudly cheered on Morgan skiing for Saskatchewan at the recent Canada Winter Games! 

# COMMISSION BOARD HIGHLIGHTS

## A LOOK BACK AND AHEAD

The SATCC, governed by an industry-led Board, is responsible to develop and execute a relevant, accessible and responsive apprenticeship training and certification system to meet the needs of employers, apprentices, journeypersons and tradespersons. Key Board activities achieved over the last six months include:

- sending four Board members to the Canadian Apprenticeship Forum (CAF) Conference in St. John's Newfoundland in June 2010 to represent the SATCC;
- reviewing and approving the 2009-10 Audited Financial Statements and the SATCC Annual Report tabled in the Saskatchewan Legislature on October 26, 2010. See [www.saskapprenticeship.ca](http://www.saskapprenticeship.ca) under Publications for a copy.

- engaging Board Dynamics to assist with Board governance initiatives, including a formal CEO assessment and Board appraisal. The results of the Board evaluation were used in the September 2010 Board orientation and governance planning session;
- approving a revised Board Committee structure to include the following:
  - electing the SATCC Board Chair and Vice-Chair for the term September 2010 to September 2011; and,
  - participating in the Outstanding New Journeyperson Awards celebration on November 19, 2010.

Over the next six months, the Board has identified the following priorities:

- undertake a comprehensive review of the current 32 Board policies with the support of the Governance Committee;
- discuss and refine the process to refresh the SATCC Strategic Plan in 2012; and,
- recommend the best way to deliver Board orientation to new members and identify ongoing training opportunities for all Board members. 

- approving an initiative to review the Terms of Reference for each Board committee by spring 2011;

### Standing Committees:

- Audit and Finance
- Executive
- Governance
- Inclusion and Program Innovation

### Ad Hoc Committees:

- Standards
- Trade Board Appointments

## KEY SATCC STATISTICS

The following statistics are based on the SATCC July 1-June 30 Annual Reports.

	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
<b>Registered Apprentices</b>	5,436	5,915	6,779	8,130	8,924	9,136
<b>Apprentices in Technical Training</b>	2,911	3,037	3,296	3,797	5,011	5,374
<b>Journeyperson Certificates</b>	1,096	1,164	1,151	1,150	1,235	1,258
<b>SYA participants*</b>	n/a	n/a	2,045	3,022	4,027	4,464
<b>Women in Non-traditional Trades</b>	343	299	202	278	285	228
<b>People of Aboriginal Ancestry</b>	989	1,108	1,028	1,243	1,174	1,216

\* The Saskatchewan Youth Apprenticeship (SYA) Program was introduced in high schools during the 2006-07 school year. 

# COMMISSION HIGHLIGHTS

## NEW AND EXCITING TO SASKATCHEWAN - THE BLUE SEAL PROGRAM!

The Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) and Alberta Apprenticeship and Industry Training (AIT) are partnering in the Blue Seal Program – a business competencies program. The program encourages journeypersons to continue learning after they achieve journeyperson status, and promotes an entrepreneurship and business-oriented focus.

The Blue Seal Program has existed in Alberta for several years, with a number of

Saskatchewan residents achieving certification through Alberta Apprenticeship and Industry Training.

Journeypersons complete a variety of courses on their own, based on a wide selection of pre-approved training providers and programs. Upon completion of at least 150 hours of training, the journeyperson applies to the SATCC for a Blue Seal Certificate. All approved courses, fees and other materials are common with Alberta's program.

Approval to proceed with the partnership was granted by the SATCC Board in the spring of 2010, and by the Alberta AIT

Board in November 2010. The Commission is now undertaking the development work needed to administer the program and hopes to move to implementation by the summer of 2011.

Information on the application process, including links to the approved training providers and courses, will be posted on the SATCC website ([www.saskapprenticeship.ca](http://www.saskapprenticeship.ca)) when preparations are complete. The SATCC is very excited about this new partnership, which further enhances the relationship with our western neighbour and supports the economic growth of Saskatchewan. [A](#)

## 2010 CLIENT SATISFACTION SURVEY

In June 2010, the SATCC conducted a client satisfaction survey to gauge apprentice satisfaction with technical training and the apprenticeship program, as well as employer satisfaction with apprentice quality.

The survey was conducted with a sample representative of the population (386 apprentices and 351 employers). Apprentice demographics (8% female and 92% male) covered a wide variety of trades and levels of apprenticeship. Of the employer demographics (22% female and 78% male), 44% had 1-10 employees, 34% had 11-49 employees and 22% had 50+ employees.

### Apprentice results indicated:

- Most (76%) apprentices have

not had any difficulty registering for technical training.

- The majority of apprentices are satisfied with the quality of their workplace training (84%); the supervisory, teaching and mentoring abilities of their journeyperson (82%); the technical knowledge and skills of their journeyperson(s) (88%); that the facilities and equipment at their worksite give them broad exposure to the trade (83%); and, that the work practices and procedures used by their employers reflect the modern standards in the industry (86%).
- The majority of apprentices are also satisfied with the quality of their technical training. Most (77%) are satisfied with the overall quality and breadth of training available. The large majority are satisfied with their instructors' technical knowledge and skills (81%) and teaching and mentoring ability (78%). Most are also satisfied with

the relevance of the theory (70%) and hands-on (72%) components of their classes, and with the equipment and facilities at the training institution (68%).


### Employer results indicated:

- The large majority (82%) of employers agree they are satisfied with the quality of the journeyperson following completion of apprenticeship, including 50% who strongly agree.
- The vast majority of employers are satisfied with the ability of their apprentices to perform tasks as expected (95%) and to contribute to the success of their company (96%). The large majority (83%) are satisfied with the quality and breadth of technical training available from technical training providers.

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2010 Satisfaction Survey con't: Overall agreement is high for both apprentices (75%) and employers (82%) that the SATCC has done a good job supporting apprentices in the system and that the SATCC needs to be continually involved in building Saskatchewan's pool of skilled tradespeople. See [www.saskapprenticeship.ca](http://www.saskapprenticeship.ca) under Publications, Other Reports for a copy. 

## ESSENTIAL SKILLS

Having strong Essential Skills such as reading, writing, document use and thinking can help apprentices succeed in their training and in the workplace. A series of tools has been developed to support apprentices in understanding, assessing and improving their essential skills. These tools can be used independently or with the assistance of a tradesperson, trainer, employer, teacher or mentor. See [www.saskapprenticeship.ca](http://www.saskapprenticeship.ca) under Announcements. 

## SYA INDUSTRY SCHOLARSHIP PROGRAM

More companies and industry organizations are getting involved with the Saskatchewan Youth Apprenticeship (SYA) Industry Scholarship Program which supports youth choosing careers in the skilled trades. Contributions to date total \$420,000.

Employers and industry associations interested in contributing to the SYA Industry Scholarship Program should contact the SATCC at 1-877-363-0536.

## OUTSTANDING NEW JOURNEYPerson AWARDS




Honourable Rob Norris, Minister Responsible for the SATCC

Advanced Education, Employment and Immigration Minister Rob Norris congratulated guests at the Tenth Annual

Outstanding New Journey Person Awards held on Friday, November 19, 2010 where [32 journey persons were recognized](#).

“A strong apprenticeship and trade certification system provides the training and support apprentices need to develop skills that Saskatchewan’s employers are looking for. The 32 exceptional new journey persons we recognized this evening are valuable additions to the province’s workforce,” Norris said.



Gary Kot, SATCC Commission Board Chair (first row, far left) and Clare Isman, Deputy Minister of the Ministry of Advanced Education, Employment and Immigration representing the Honourable Rob Norris (first row, far right), and the 2010 Outstanding New Journey Person Award winners. 

### Sponsors to date:

- Allan Construction
- Alliance Energy
- Christie Mechanical Ltd.
- EECOL Electric
- GESCAN
- Merit Contractors Association Inc.
- PCL Construction Management Inc.
- Peak Mechanical Partnership
- RNF Ventures Ltd.
- Saskatchewan Advanced Education, Employment and Immigration
- Saskatchewan Apprenticeship and Trade Certification Commission
- Saskatchewan Construction Association
- Sun Electric
- Wallace Construction Specialties Ltd.
- Westridge Construction Ltd. 

# ANNOUNCEMENTS

## BRIDGE THE GAP WITH WOMEN IN SKILLED TRADES AND TECHNOLOGIES: SASKATCHEWAN'S SUMMIT

As Saskatchewan's economy continues to prosper, there continues to be a large demand for workers in skilled trades and technologies. In the past five years, there have been unprecedented numbers of people registering as apprentices in the skilled trades. Despite this growth, women in skilled trades and technologies continue to experience difficulty finding employers who will apprentice them.



To address the issue and to begin to create "made in Saskatchewan" strategies, the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC), in conjunction with industry, training and government stakeholders, has formed a working group called the "Women in Skilled Trades and Technologies Working Group."



The Women in Skilled Trades and Technologies Working Group will host a "**Bridge the Gap with Women in Skilled Trades and Technologies: Saskatchewan's Summit**" in Saskatoon on Friday, May 6, 2011.

To be led by the well-respected facilitator, Susan Hollett from Hollett and Sons Inc., the goal is to gather 50-60 influential industry decision-makers to discuss and determine strategies to support employers in hiring, training and retaining women. It will be an opportunity to identify gaps, outline best practices and determine concepts that can be used in the workplace to increase the representation of women in the skilled trades and technologies.

In addition to industry representation, the Honourable Rob Norris, Minister of Advanced Education, Employment and Immigration, and the Honourable June Draude, Minister Responsible for the Status of Women, are also scheduled to participate. The working group is striving for a broad cross-section of decision-makers that will cover all industry sectors and provide a good provincial perspective on labour market needs.

Follow the SATCC website for more information.


### Women in Skilled Trades and Technologies Working Group Representation:

- Canadian Centre for Women in Science, Engineering, Trades and Technology

- Potash Corporation of Saskatchewan
- Saskatchewan Apprenticeship and Trade Certification Commission
- Saskatchewan Construction Association
- Saskatchewan Indian Institute of Technologies
- Saskatchewan Mining Association
- Saskatchewan Ministry of Advanced Education, Employment and Immigration
- Saskatchewan Women in Trades and Technology
- Saskatchewan Status of Women Office 

## NEW RATIO FOR ELECTRICIANS

In November 2010, The Electrical Licensing Exemption Regulations were amended to allow for the ratio of journeypersons to apprentices in the electrical trade to be one journeyperson to two apprentices (1:2). For more information, visit [www.saskapprenticeship.ca](http://www.saskapprenticeship.ca).

The ratio for many [other designated trades](#) changed to one journeyperson to two apprentices on May 11, 2010. 

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