

Sask Apprenticeship and Trades Certification Train and Certify Your Workforce

Apprenticeship makes good business sense. In fact, this supply and demand training system has made good business sense since its inception in Saskatchewan more than 65 years ago.

Two of the Saskatchewan Apprenticeship and Trade Certification Commission's (SATCC) main roles are training apprentices and certifying tradespeople. There are four compulsory trades — Plumber, Construction Electrician, Sheet Metal Worker, and Refrigeration Mechanic — in which tradespeople must be an apprentice or journeyman in order to work in the trade. While we encourage employers to hire and train apprentices, we also remind employers that in non-compulsory trades, such as carpentry, where apprentice or journeyman status is not required to work in the trade, they can still certify their existing tradespeople. It's important to keep in mind that under both certification avenues, workplace safety is key.

Creating a safety mindset among apprentices occurs at technical training, where apprentices spend about 15 per cent of their training. Safety is a priority for instructors and one of the first topics covered in class. Instructors highlight safe procedures

We all have a role to play in creating a safe work culture. Employers clarify safety standards in the workplace, and then ensure their journeymen, tradespeople, and apprentices are adhering to those standards. A thriving safety culture can help ensure that everyone puts safety first.

and the importance of wearing the correct equipment and using the right tools for the job at hand. They also insist that apprentices demonstrate safe work habits during the practical portion of technical training. This helps apprentices to model safe procedures and “do the right thing” when they return to their workplaces.

That being said, apprentices complete the vast majority — about 85 per cent — of their learning on the job. While safety is emphasized at technical training, apprentices only complete



Journeyman Carpenter, Matt Stovall, and his apprentices

certification Commission:

technical training after they have wrapped up their first year of employment. It requires buy-in and ownership from organizational leaders, all the way down to the newest workers.

Tradespeople are individuals who work in non-compulsory trades and have learned their skills on the job over many years, but have never tested their knowledge to obtain their Journeyman Certificate. Tradespeople may be eligible to challenge the certification exam as trade qualifiers, depending on the number of on-the-job hours they've completed. This is the same certification exam that apprentices take once they've successfully completed all of their required technical training. These competencies and acknowledgement of on-the-job experience includes safety measures, which are vital to every job site and are a key component of the certification exam.

Saskatchewan's workplace safety record is improving. According to the Saskatchewan WCB's most recent annual report, our province's time-loss injury rate dropped for the fourteenth straight year in 2016, from 2.07 per cent in 2015 to 1.86 per cent in 2016 — the lowest it has been in 64 years. The total injury rate also dropped — from 6.30 per cent in 2015 to 5.55 per cent in 2016.

There are competitive advantages to your organization, and to tradespeople, for obtaining Journeyman certification.

The Journeyman Certificate:

- acknowledges a tradesperson's competency;
- ensures recognition of a tradesperson's certification; and
- ensures you have staff qualified to oversee and train your apprentices effectively.

For more information, call the SATCC at 1-877-363-0536, or visit the Workers' Trade Qualifiers webpage at: www.saskapprenticeship.ca/trade-qualifier-application-process and learn how to get started with the straightforward step-by-step application process.

Please share this information with your tradespeople and encourage them to pursue certification.



Saskatchewan
Apprenticeship and
Trade Certification
Commission



Helping Companies Achieve Mission: Zero Co-Branding Video Opportunity

Last fall, the SCSA created a 1-minute promo video to showcase the Advisory and Training Services available to construction companies in the province.

The SCSA is proud to work with hundreds of Saskatchewan business, government, union, and community leaders to make important strides in improving the health and safety of all workers in our province with initiatives such as Mission: Zero and the Saskatchewan Health and Safety Leadership Charter.

Through its specialized safety training and advice, the SCSA makes helping companies achieve Mission: Zero its daily mission and is proud to help raise awareness of this important initiative by co-branding its 1-minute video, "Helping Companies Achieve Mission: Zero" with other companies and associations, so they too can share and feature this video through their own websites and social media channels.

Upon providing the SCSA with your logo in vector format, we will customize this 1-minute video to showcase your logo alongside the SCSA's and send you the file to embed on your website, the link to share on your social media channels, etc. There is no cost for having the SCSA customize the video or you sharing it as you please.

We hope that you will join us in our mission to help companies achieve Mission: Zero!

Email comm@scsaonline.ca to participate and for more information. To view samples of our co-branded video, visit our "SCSA Online" YouTube channel.

