

relevance

CAREER OPTIONS FOR YOUR FUTURE

2019

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THE WORLD OF WORK IS CHANGING. WE NEED OUR YOUTH TO SUCCEED.

Despite their drive, determination and capability, Canada's youth will soon find it increasingly difficult to navigate and succeed in an ever-evolving job market. Along with our youth-focused partners, RBC® is focusing our capabilities, assets and resources to ensure youth have greater access to skills development, networking opportunities and work experience. Because when Canada's youth succeed, we all succeed.

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YOUR CAREER, YOUR ADVENTURE

Relevance 2019 is about the adventure of your lifetime—your career. And it will be an adventure, because technology and artificial intelligence are reshaping the world of work. By 2030, six out of 10 of your classmates will be working in jobs that don't exist today.

Success in the future is about building people skills, information seeking skills and resilience. It's about learning how to adapt in the face of change, so you can thrive in the workplaces of tomorrow.

This year's Relevance peer profiles will inspire you with their journeys—they've certainly inspired us with their determination, creative thinking, flexibility and willingness to learn. It's an eclectic group, apprentices to freshly-minted college grads to techpreneurs. We also asked two peer mentors to share their insights on building a career based on personal goals and values.

One tip all our peers agree on—talk to people. Talk to your parents and teachers. Talk to people in the type of career you'd like to have, talk to post-secondary career counsellors, seek out mentors, build your network.

Even with disruptions in the job market, there's a good career fit for you. To help you explore, we've added more occupations to the 2019 Job Chart and crammed even more tips, links and resources into our articles.

Good luck on charting a course for your career, your adventure.

Minister's Message

Whether you are looking for a rewarding career in agriculture, mining, oil and gas, arts and culture, health care, manufacturing, or information technology—look no further than Saskatchewan.

Our province has experienced incredible growth over the past decade, and has become home to one of the most competitive labour markets in the country. This, mixed with vibrant and growing communities, is a recipe for success when it comes to securing an exciting and prosperous future for our province's young people.

Our government's commitment is to ensure the continued growth of Saskatchewan and to maintain an economic climate in which the students of today will be able to flourish in their career paths of tomorrow.

Pairing this commitment with the good work of the Saskatoon Industry-Education Council (SIEC), our province's young people are well positioned to take advantage of these made-in-Saskatchewan opportunities. Our government looks forward to continuing its strong working relationship with the SIEC, and thanks them for offering valuable tools that help youth make informed decisions as they shape their futures.

My sincerest gratitude goes out to all educators as well for your continued dedication to your students. Thank you for equipping them with the necessary skills to find quality employment, but also for instilling in them the confidence it takes to succeed.

Together we will build a stronger Saskatchewan.

Sincerely,



Honourable Jeremy Harrison
Minister Responsible for Immigration and Career Training



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IT'S YOUR ADVENTURE



You're wondering how choosing a career can possibly be an adventure, right? Look at it this way. You have your whole life ahead of you. **You have technology at your fingertips** no other generation has had, ever. You have opportunities to do things, see things and **BE** things your grandparents couldn't even imagine. Your career can be a big part of your life adventure.

A career isn't just a job. It's an occupation that provides opportunities for advancement. Say you're on your way to becoming a journeyman electrician when you realize that you'd really like to design electrical systems. Now, you're on your way to becoming an engineer.

Or, you're working in marketing when you get a great idea for an app. You figure out how to develop and launch the app . . . and now you're a techpreneur.

Or you're back home on the family farm, trying to figure out what to do with your business degree. You brainstorm some ideas, create a business plan and 9 years later, you're running 2 successful seasonal adventure parks.

These are some examples of the career adventures you'll read about in Relevance 2019. Our peer profiles have different backgrounds, life experiences and career paths, but they also share many things in common. We asked them to share their perspectives to help inspire your career adventure.

Follow your dream.

A common theme among Relevance peer profiles, both this year and past years', is to do something you feel passionate about. Alicia Soulier certainly loves what she does. She started her career as a hairstylist when she was 19 years old and opened her own salon at 24. Her love of the industry fueled her ambition. That ambition helped her turn a great idea for an app into a successful start-up business.

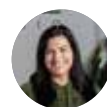


Alicia Soulier,

Hairstylist, Salon Owner, Techpreneur



The beauty industry has always been driven by big companies. Technology and social media are disrupting that, and I feel lucky to be part of the change.



Shaina Lynden

Police Officer, Co-owner of Ryde YXE



Don't limit yourself based on your career expectations today, because career paths can change.



Shaina Lynden also had a dream. As a former varsity athlete and veteran member of the Saskatoon Police Service, she's always thrived in a team environment. She wanted to create a positive, supportive community where people could challenge themselves to be the best they could be—she found her passion when she launched Ryde YXE, Saskatoon's first indoor boutique cycle studio.

Find work you like.

If you can't find a career you're passionate about—that's okay, you can still find work you like. When you're exploring career options, learn as much as you can about the type of work involved, the environment, the hours, the pace, the people. Most post-secondary institutions include this type of information on their online program pages.

Or, you can take a more practical approach. Alex Zbitniff always liked being active and working with her hands, and she wanted a career that let her do both. She took every shop class, work experience and bootcamp she could in high school. Today, she's an apprentice carpenter working towards journeyman certification.



Alex Zbitniff

3rd Year Apprentice Carpenter

If you're thinking of the trades, test the waters in high school classes or skills bootcamps. See if you actually like the work.



Luke Mike always wanted to work on his family farm. When he realized the operation wasn't big enough for him to do that, he felt a bit lost. A teacher suggested he try out different types of work through the Summer Youth Internship Program. He found a fit working with agriculture equipment. That led to a skills bootcamp in ag tech, which led to a job as a labourer for an ag equipment dealership, which led to getting hired on as an apprentice.



Luke Mike

3rd year Agricultural Equipment Technician

Whether I get to work on my own farm or not, I now have useful skills I can use in the farming industry.



Chart your own course.

"I don't think we give ourselves enough credit for how big a company we can have," says Katherine Regnier, one of our Relevance 2019 peer mentors. Katherine is the founder & CEO of Coconut Software, an enterprise appointment scheduling solution based in Saskatoon. She started the company with a \$5,000 loan and a lot of passion. Now her client list includes London Drugs, Rogers, TELUS and Royal Bank.



Katherine Regnier

Founder & CEO, Coconut Software

The one thing I wish I'd done differently at the start was asking for more help, so that I had a better understanding of how to grow a business.



Jori Kirk got a taste for the tourism business while travelling in Australia, New Zealand and Europe. But after completing a business degree in marketing and tourism, he found the tourism market at home tough to crack. So, he launched his own business. In 2010, he opened Treeosix Adventure Parks, Saskatchewan's first guided eco-friendly forest zip line tours, in Cypress Hills Interprovincial Park.



Jori Kirk

President & CEO, Treeosix Adventure Parks

I had to work a bunch of different jobs before I found my own way.



Liam Richards is another example of someone who's created a career for himself. He really enjoys what he does, while shying away from describing himself as passionate about it. When he launched his career as a freelance photographer in 2011, he began by knocking on doors, making cold calls and working 16 hours a day, 7 days a week. He's built a thriving business. The fact that he's still working long hours is less because he has to and more because he wants to. "I wouldn't do it if I didn't like it," he says. "I'm always looking to get better, and I have loads of optimism about what the future holds."



Liam Richards

Professional Photographer

Be willing to learn, work hard and have passion for what you do.



Be true to yourself.

What do you stand for? It's a question Thomas Benjoe asked himself early in his career. A member of the Muscowpetung First Nation, he knew in high school that he wanted to be in a leadership position so he could advance economic development for Indigenous communities. But he also reflected on the kind of leader he wanted to be. Since family, culture and community were all important to him, he's used those values to help steer his decisions.



Thomas Benjoe

President & CEO, FHQ Developments

Understanding your personal values helps build your confidence. You feel stronger about what you're doing, and people want you in their organization because they see alignment of their values and yours.



Your career might be a clear, straight path. It might meander along sideroads or suddenly dogleg into something else entirely. Adventures aren't always predictable, just know that you always have choices. Because it's your career, your adventure.

Jori KIRK

Adventure is his business

Jori Kirk is president and CEO of his own company, Treeosix Adventure Parks. The eco-friendly guided zip line tours operate in Cypress Hills Interprovincial Park and Elk Ridge Resort. When he opened the first park in 2010, it was the first of its kind in Saskatchewan, and he's since won several tourism awards and is in demand as a speaker. *Jori likes what he does, he likes where he's going ... but you might be surprised at the practical mindset behind his success.*

What's your background?

I grew up in Climax in southern Saskatchewan. I was an outdoorsy kid and spent a ton of time outside on the farm, building tree forts, riding motorbikes. My parents were farmers. I never saw them working 9 to 5, and I always wanted a career outside an office.

Did you know what kind of career?

In high school, no. I started university but didn't really know what to take, so I took two years off to travel. I went to Australia, New Zealand, Europe. I had work visas, so I got jobs in tourism and hospitality. The industry was fun, which got me thinking of a business degree. I got a B.Comm. in marketing and tourism from the University of Calgary in 2008.

How was the job market?

For me, it was disheartening. I remember seeing my peers getting jobs in marketing and tourism. I sent out a ton of applications and ended up working as a head-hunter for oil & gas for a year, then as a marketing coordinator for the Canada West Equipment Dealers Association for eight months, then as a GPS specialist for a few months.

How did you invent this career?

My dad decided to sell the farm and asked me to come home and help out. I remember working away during seeding, and the whole time I was actively thinking up business ideas. I've always done that, but this time I started to put things together. I developed several business plans and put them through a feasibility model—Treeosix was one of them.

So, is tourism a passion?

Treeosix is definitely spurred by my love of Cypress Hills Interprovincial Park, because we had a family cabin there. I also knew this type of activity was a



good fit. But it's business I'm passionate about, not necessarily the type of business.

What does the job involve?

The interesting thing about my job is that it didn't exist before I created it, so there wasn't a road map. I had to figure everything out. Now that we have two locations seven hours apart, my job is part handyman, part human resources, part onsite operational stuff and part external dealing-with-stakeholders stuff. At the end of day, the decisions fall on my shoulders, good or bad.

How do you handle all that?

I've always had good people working with me, and that's made it easier. A lot of team members started here as university students in a summer job, and they're still here. They've helped grow the Treeosix experience into what it is today. Having people I can trust onsite has given me much more flexibility.

"It's an unwritten rule among entrepreneurs that you help young people learn. I want Treeosix employees to leave with more skills than they started with."

Where do you see yourself in 10 years?

I got married last April, and that's changed my outlook on life in a very good way. My wife is going to be involved in day-to-day operations this season, so I'll have a partner there. I'm also on Tourism Saskatchewan's Board of Directors now, and I see myself getting involved in other endeavours. I don't know if I'll spend my life doing this, but I'm proud to have developed a respectable business that provides a unique experience for visitors and job opportunities for young people.

Any tips for students?

Come work for me! Work somewhere that cares about you as an individual. Actively seek out the type of business you want to be in, then go see what the front line of that business is like. If you're looking at a small business, choose one where you can talk with the owner and learn from them so you can develop transferable skills that will benefit you in the future.

Get a Business-Minded Education

- **First Nations University of Canada** (fnuniv.ca) School of Business and Public Administration emphasizes a First Nations perspective in bachelor, diploma and certificate business programs.
- **Saskatchewan Polytechnic** (saskpolytech.ca) School of Business offers diploma, certificate, post-graduate certificate and continuing education courses rooted in real-world learning experiences.
- **Saskatchewan Indian Institute of Technologies** (siit.ca) Business program offers two-year diploma and one-year certificate program options, as well as transfer credits to degree programs.
- **University of Regina** (uregina.ca) Faculty of Business Administration offers undergraduate programs in Paul J. Hill School of Business and master's programs in Kenneth Levene Graduate School of Business.
- **University of Saskatchewan** (usask.ca) Edwards School of Business offers Business Administration Certificate, Bachelor of Commerce and master's level programs.



TRANSFERABLE SOFT SKILLS



Technology, automation, artificial intelligence—the world of work is changing, rapidly and dramatically. Set yourself up for success by developing transferable skills and soft skills.

Met any wheelwrights lately? How about blacksmiths, switchboard operators, VCR repairmen? Jobs evolve, they always have and always will. Thanks to technology, jobs are changing faster than ever before. But while some jobs are disappearing, others are evolving and still others are being created. One report expects the Canadian economy to add 2.4 million jobs by 2022, all requiring a mix of new skills.

So, what are these ‘new skills’ everyone keeps talking about? One of the best ways to describe them is ‘human skills’—things machines and technology can’t do. Here’s a rundown of the top 5 ... drumroll, please:

Communication. Adaptability. Work Ethic.
Critical Thinking. Problem-Solving.

Anti-climatic, isn’t it? Your teachers have probably mentioned these skills to you a few (dozen) times. They’re usually called transferable skills or soft skills. ‘Transferrable’ and ‘soft’ skills aren’t quite the same thing. Soft skills are interpersonal skills—things like listening, getting along with others and empathy. Transferable skills are skills you can apply in different situations or careers, like critical thinking and problem-solving.

So, let’s throw the net wide and call them transferable soft skills. Here are 3 of the most important; have your teachers or parents talked to you about them?

People Skills

The ability to work with people requires 3 key competencies:

- **Emotional Intelligence** – the ability to perceive, assess and manage your own emotions well as the emotions of others.
- **Cognitive Intelligence** – the ability to reason, plan, solve problems, think abstractly, comprehend complex ideas, learn quickly and learn from experience.
- **Social Intelligence** – the ability to connect with others, sense reactions and stimulate desired interactions.

Resilience

Sometimes called ‘grit.’ Resilience means you’re able to maintain a positive attitude in all kinds of situations. Resilient people are more flexible in dealing with change. They’re able to maintain emotional balance in stressful situations, and they’re less resistant to change and more accepting of risk.

Information-seeking

This is more than searching for and finding information. It’s the ability to make sense of what you find, so that you can make your own decisions rather than be led by the crowd. This is a learned skill; you don’t have to be born with it, you build this skill throughout your life.

Skills Toolbox According to...

Canada’s Advisory Council on Economic Growth

- Collaboration/teamwork
- Communication
- Functional knowledge
- Problem-solving
- People skills/relationship building
- Customer service
- Analytical capabilities
- Creative/innovative thinking
- Industry-specific knowledge and experience
- Technological literacy

World Economic Forum

- Complex problem-solving
- Critical thinking
- Creativity
- People management
- Coordinating with others
- Emotional Intelligence
- Judgment and decision-making
- Service orientation
- Negotiation
- Cognitive flexibility

Plus, Essential Skills

- Reading
- Numeracy
- Writing
- Document Use
- Oral Communication
- Digital
- Working with Others
- Continuous Learning
- Thinking

Skills Translations

What you hear.	What it means.
Computational thinking	The ability to translate vast amounts of data into abstract concepts; to understand connections across digital systems.
Cross-cultural competencies	The ability to operate in different cultural settings.
Design mindset	The ability to represent and develop tasks and work processes for desired outcomes.
New media literacy	The ability to critically assess and develop content that uses new media forms and to leverage these media for persuasive communication.
Novel & adaptive thinking	Proficiency at thinking and coming up with solutions and responses beyond the usual or rule-based.
Sense-making	The ability to determine the deeper meaning of what is being expressed.
Transdisciplinarity	Literacy across multiple disciplines; the ability to understand concepts.
Virtual collaboration	The ability to work productively, drive engagement and demonstrate presence as a member of a virtual team.

Source: iftf.org/futureskills

Eric MALO

An electric adventure

Eric Malo's career adventure has taken some interesting turns. He went to university right out of high school thinking he'd get a degree in physical education or physiotherapy—something in the athletic field. Turns out, he wasn't inspired by his courses. He opted for a more practical education in the skilled trades and got his journeyperson's ticket as an electrician. And yet ... it wasn't quite the right fit. Today, **Eric is back at university studying to become an electrical engineer.**

Original career goal?

I grew up playing a lot of sports, so after high school I thought I'd get a degree in the athletic field. In my first semester, I found I didn't really love what I was taking, so I left. That's when I started working in the trades and began my electrician apprenticeship.

Why skilled trades?

There seemed to be a lot of jobs in the area at the time. This was 8 years ago, and everyone said there was a shortage of skilled tradespeople. So, I ended up getting my journeyperson ticket and working as a construction electrician at Nutrien for several summers.

Why go back to university?

By the time I was in my third level apprenticeship (there are four levels), I was taking classes in automation and controls, and I really enjoyed it. I also realized that as an electrician, I'm bringing power to those systems, but I'm not designing or building them. I thought if I went further in my education, I could do this other stuff too. So, I decided to continue my electrical journey.

Why finish your apprenticeship?

I only had a year left. I thought I may as well continue and get my journeyperson's.



“Sometimes when you hit obstacles at work, how you react is more important than the outcome.”

How was the transition to university?

It was difficult. It's a big change in learning style. I went from attending classes that focused on applications to a more theoretical world. And I'd been out of high school for several years, so I basically had to start from scratch. It felt like I was hitting a new wall every semester. It took me longer to complete tasks because my base from high school was no longer there, and I had to constantly do extra research to make up for the deficit.

How did you handle the workload?

I took upgrading courses and a lighter load while I spent time learning how I could succeed. I also found a good tutor and made some friends through the

ENGAP Access Program, which has a long and rich history of successes at my university.

Key job skills?

Communicating about technical topics with non-technical people is an essential skill, so is the ability to build relationships with colleagues. I've learned how to work with different types of personalities. The ability to work with people with various backgrounds and personalities is key, because everyone has different triggers.

Lessons from work experience?

A troubleshooting tip—make sure you've narrowed down the problem before focusing resources to avoid misuse of resources. Try to find more than one way to verify your assumptions, because many things can cause issues in complex systems.

Where do you see yourself in 10 years?

With a P.Eng. (Professional Engineer) designation, contributing at a high level in the technical or managerial sector, running my own small consulting firm out of my home office.

Any advice on shifting careers?

Patience is key, find something you like and be willing to fight for what you want. Shifting careers will not be easy financially and will likely take a toll on others around you. Take extra steps to get experience in your field of study to help verify you're on the right track. It also helps to get an idea of potential job opportunities and whether or not you might have to move to get a job in your field.

Paths to Engineering Careers

U of S College of Engineering
(engineering.usask.ca)

Choose a Bachelor of Science in Engineering (B.E.) in eight areas: Chemical Engineering, Civil Engineering, Computer Engineering, Electrical Engineering, Engineering Physics, Environmental Engineering, Geological Engineering or Mechanical Engineering.

U of R Faculty of Engineering and Applied Science
(uregina.ca/engineering)

Choose a Bachelor of Applied Science (B.A.Sc.) in five areas: Electronic Systems Engineering, Environmental Systems Engineering, Industrial Systems Engineering, Petroleum Systems Engineering or Software Systems Engineering.

Saskatchewan Polytechnic
(saskpolytech.ca/ourprograms)

Sask Polytech offers a variety of diploma programs in engineering technology, including: Civil, Environmental, Geomatics & Surveying, Electrical, Electronic Systems, CAD/CAM, Instrumentation, Innovative Manufacturing, Mechanical, Mining and Power Engineering Technology.

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2019-2020 FULL-TIME PROGRAMS	PROGRAM	LOCATION
	Business Diploma in Management Yr 2	Kahkewistahaw First Nation; Weyburn
	Continuing Care Assistant Certificate	Weyburn; Whitewood
	Electrician Applied Certificate	Moosomin
	Hairstylist Certificate	Weyburn
	Health Information Management	Estevan
	Heavy Equipment and Truck and Transport Certificate	Estevan
	Industrial Mechanic Applied Certificate	Estevan
	Primary Care Paramedic Certificate	Redvers
	Welding Applied Certificate	Estevan
	4th Class Power Engineering Technician	Estevan

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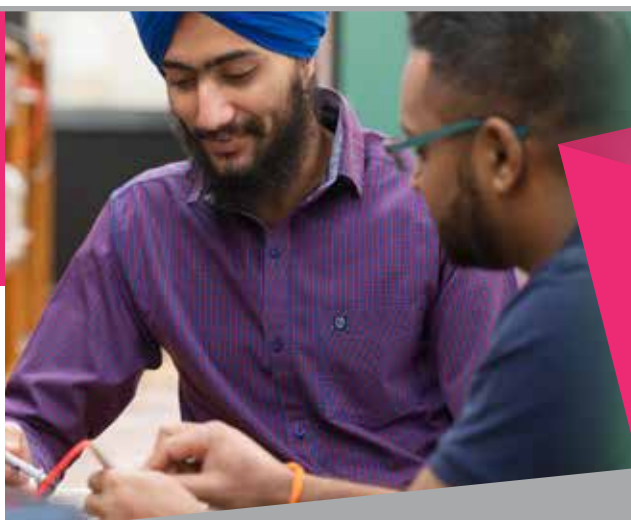


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GIG ECONOMY

In the Future of Jobs, the Only Constant Is Change.

*By Steven Tobin, Executive Director,
Labour Market Information Council*

Before I set out for university (which, according to my math, was roughly the year many of you were born), my mom thought I should be a lawyer or maybe a doctor. For her, those were the only two occupations someone with a university or college degree could or should do.

I tried to explain to her that while these jobs would likely pay well and offered stability, what I really wanted was to make a difference in people's lives. My real passion, after baseball, was economics. I had no idea what being an economist would entail; in fact, thinking back now, I didn't have nearly as much information as I would have liked. Nor did my mom.

Being an economist was as foreign to my mom as being a social media strategist might be to your parents. For my mom, jobs were not only limited in number, they were limited by their location. I was going to be a lawyer in Halifax. Instead, my career has touched on many occupations (economist, researcher, manager) and many locations (Regina, Ottawa and Paris, France). And the only qualification I needed, at least back then, was a degree or diploma.

Times have changed. Today's job market is unlike anything we've seen before. It is changing and shifting in real time, creating new challenges but also bringing new opportunities.

New Technologies, New Gig Economy and New Occupations

With the onset of new technologies, new occupations are emerging almost daily. Even more will exist by the time you finish your studies. Recently at [Labour Market Information Council \(LMIC\)](#), I had job postings for a data scientist and communications strategist—two jobs that didn't even exist a few years ago, let alone when I was considering my education and career choices.

Many of these new jobs are associated with the gig economy, where work is often conducted via platforms or apps. These new jobs are being driven by you, the main users and consumers of new technologies like smart phones. And now, many argue that robots will be commonplace in workplaces of the future.

The gig economy is typically made up of companies (such as start-ups or app-based firms) who hire workers to perform single tasks, projects or 'gigs.'

Robots and Skills: Beyond Education

Today, your phone is more powerful than any computer I had access to during my studies or early days at work. While a strong education and computer skills are still musts for many new jobs, technical skills have evolved alongside the new world of work. There's more emphasis on new technical skills, such as the ability to create mobile phone applications or use online platforms like WordPress to communicate and share work.

As if that were not enough, other skills are also must-haves. These are often referred to as soft skills. For instance, in developing a web application, you need to be able to work effectively with other colleagues (team work). You also need to be able to explain to your peers why your approach makes sense (communication skills). (Editor's note: see our top 10 list of transferrable soft skills on page 7)

As the gig economy grows, workers need to understand the implications of being a freelance contractor, from having the right benefits to filing taxes.

Flexibility: When, Where and How

Gig work can provide more control over how and when you work, but it also comes with uncertainty in terms of how many hours you work and how much money you make.

Don't be afraid to ask questions. Like any new career opportunity, it's critical you educate yourself. Check out the organization through online searches, employee reviews and news articles.

Looking Ahead: The Only Risk Is to Not Inform Yourself

Economics is by no means a passion shared by everyone. And while I encourage everyone to nurture their passions, the most important thing you can do when thinking about the career choices ahead of you is to inform yourself.

Find out to your fullest capacity, what the jobs you're interested in are like. What are the work environments like, where are the opportunities, how much do they pay, how flexible is the job, how vulnerable is the job to automation? Look at the education and qualifications you'll need, but also consider what soft skills you'll need to successfully grow your career.

How's Your Digital Literacy?

Here are 3 key principles to help you rate your digital literacy.

1. **Use.** This is the technical aspect of digital literacy. It means you know how to use various computer programs—not just your smart phone, but also software programs (Google, Office, web browsers, e mail, etc.). You also know how to use knowledge resources (search engines, online databases, etc.) and emerging technologies like cloud computing.
2. **Understand.** This is a biggie. It means you're able to critically evaluate what you see, hear and read via digital media. It's about developing your critical thinking, communication and information management skills.
3. **Create.** This is important too. Being able to create your own digital media content means you're an active participant in the world around you, instead of a passive bystander.

Learn more about your digital literacy at [mediasmarts.ca](#).

SASKATCHEWAN'S HIGH DEMAND IT OCCUPATIONS IN 2019

- Graphic designers and illustrators
- Electrical and electronics engineering technologists and technicians
- Software engineers
- Computer and network operators and web technicians
- Systems testing technicians

- Computer engineers
- Database analysts and data administrators
- Electrical and electronics engineers
- User support technicians

Source: The Information and Communications Technology Council, Labour Market Outlook 2015—2019

Plan Your Future

Saskatchewan's Top 10 Forecasted Job Openings For 2018-22

(With post-secondary technical and trades education or university degree)

1 School teachers (elementary and secondary)
\$46,300 - \$95,200

2 Registered nurses and registered psychiatric nurses
\$66,600 - \$99,800

3 Administrative officers
\$31,200 - \$75,000

4 Administrative assistants
\$32,000 - \$62,400

5 Cooks
\$23,000 - \$45,800

6 Accounting technicians and bookkeepers
\$31,200 - \$68,600

7 Automotive technicians and mechanics
\$33,300 - \$84,200

8 Financial auditors and accountants
\$41,600 - \$118,900

9 Social and community service workers
\$33,300 - \$71,300

10 Welders and machine operators
\$37,400 - \$88,100

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There's a reason why Saskatchewan Polytechnic has a consistently high grad employment rate, and why we score top marks with employers. Our focus on applied learning develops marketable skills that prepare you to contribute from Day 1 on the job. The blend of knowledge, skills and experience you'll acquire here is a big advantage in today's market.



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Alex ZBITNIFF

Taking a hands-on approach to her future



“Part of me likes not knowing what comes next. It keeps life interesting, and I know I can create a future by putting in the effort.”

Alex Zbitniff doesn't like sitting still. She likes being active, working with her hands, learning-by-doing. She happily admits she'd rather get up at 4:00 in the morning to go to a job than get up at 7:00 to go to school. **So, she started her career adventure early, exploring skilled trades through hands-on learning in high school.**

Where did you start?

In high school, I took all the shop classes I could. I got into HCAP (High School Carpentry Apprenticeship Program). I took a welding class. I took the Brick/Masonry program and ended up winning gold at a Skills Canada provincial competition. I took a 10-week Automotive Skills Bootcamp.

Were there programs for women?

Most were mixed, but I did the Women In Trades (WIT) program. It was over four weekends, 8:00 to 4:00 p.m. both days. We took one trade each weekend: welding, machining, autobody and mechanics. The teachers were all female, which was awesome.

Any other programs?

One more—I did the Summer Youth Internship Program (SYIP) through Saskatoon Industry-Education Council. That got me a summer job as a labourer for Wright Construction, which led to me getting hired full-time and starting my carpentry apprenticeship.

Why take so many programs?

I knew I wanted to work in the trades, but I didn't know which trade. It was really helpful to see what you do in each. The WIT gave me general knowledge on several trades, I got to work on vehicles in the automotive bootcamp, and HCAP really got me interested in carpentry.

So they were helpful?

Definitely. Because of HCAP, when I started at Wright I knew how to do stuff. I also knew how to ask questions. I'm generally shy about talking in front of people, but career-wise I've always been able to ask questions. I want to know what's going on, what's the best way to do something. I think that's really helped push me ahead at work.

So, asking questions is important?

Very important. As an apprentice, you're just learning so you're going to make mistakes, everybody does. But if you don't know how to do something and you try to wing it, you're going to end up redoing it. It's a huge pain having to take something apart. It's easier to ask questions, so you have a better chance of getting it right the first time.

What level apprentice are you?

I'm in my third year carpentry apprenticeship, so I've just got one more year.

Do you have mentors?

As an apprentice, you always have a journeyperson supervisor, and I've had really good supervisors. Sometimes we work together so they can teach me. Other times they've pushed me to learn new things and trusted me to do jobs on my own, which is something I never take lightly.

What's the work like?

It's always different, which I like. The jobs change, the people change, the working conditions change. It's seasonal, so you might be working outside in hot or cold weather. It can be dirty work, but you might also be working inside on a clean job.

Were you encouraged to try trades?

Not really. People would say it's hard work, it's hard on the body, you won't like it. But I've always had attitude. If I like something, I'll do whatever it takes to pursue the career I want. I like to prove people wrong. At the same time, I'll admit when I can't do something and get help.

Do guys welcome girls on jobsites?

The guys I've worked with have been great. As soon as they see that you know what you're doing, that you're willing to do any job and pull your weight, it's good. You still meet the odd one who has a problem with women in trades, and you have to be prepared to deal with that, but I'm lucky to work with great people.

Where do you hope to be in 10 years?

I want to have my carpentry journeyperson ticket. I'd also like to pursue a journeyperson ticket in plumbing/gasfitting. I think those two trades fit together well.

Start Your Apprentice Adventure

- **Careers in the Trades** – just what it says, a site where you can explore careers in skilled trades, careersintrades.ca
- **Pre-Employment Programs** – get a head start on apprenticeship with programs at Sask Polytech, Saskatchewan Indian Institute of Technologies, Gabriel Dumont Institute and Saskatchewan Regional Colleges.
- **Saskatchewan Youth Apprenticeship (SYA)** – gives high school students a chance to explore opportunities in skilled trades. You earn trade hours for each SYA level you complete, saskapprenticeship.ca/youth_apprentices
- **Skilled Trades Network** – chock full of information on apprenticeship programs, financial supports and practical tips, caf-fca.org/skilled-trades-network
- **Skills Canada Saskatchewan** – strut your stuff! Regional, provincial and national skills competitions are open to high school, post-secondary and apprenticeship students, skillscanadasask.com

Does a career in the trades look good to you?

Get a head start on journeyperson certification through Youth Apprenticeship.

saskapprenticeship.ca/youth_apprentices



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THE POLYTECHNIC ADVANTAGE: APPLIED RESEARCH OPPORTUNITIES

Sask Polytech students are encouraged and supported by faculty to partner with business, industry and the community on applied research projects that provide real world solutions to today's challenges. Participating in applied research gives you hands-on experience so you can transition seamlessly into your chosen career and position yourself as an employee of choice in today's competitive job market.

Learn more at saskpolytech.ca/research



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A D V E N T U R E S I N M O N E Y

I WANT IT! VS. I NEED IT.

Whether you live in a small community, on the farm or in the city, you’re having consumer products pushed at you—on your cell, on television, radio, social media, at the movies, billboards, magazines, blogs, tweets. And a lot of the stuff you’re seeing is probably pretty tempting.

Like most kids your age, you get a limited amount of money each month. That money has to go a long way, so it’s important to draw a line between the things you really, really want and the things you really, really need. We’ve collected some tips from reliable resources to help out, and here’s the overall consensus.

Things you really, really need

- Healthy food
- Shelter (house, apartment)
- Utilities (heat & water)
- Clothing (socks, shoes, pants, tops, coat)
- Health care
- Transportation (car, bike, bus)
- Savings (emergency or travel fund)

Notice what’s not on the list? A cell phone. It’s hard to imagine life without a cell phone, but it’s not a basic need. You can live without it (seriously), but you can’t live without food, shelter and clothing. Your money has to pay for needs first, then you can prioritize the things you want.

Things you really, really want

- Cell phone (plus text/data plan)
- Brand name clothing/jewellery
- New car/bike
- Tablet/laptop
- Magazines, books, comic books
- Television (cable or streaming)
- Toys & video games
- Fast food, snacks, candy

Here’s where you take control of your money. Prioritize the things you want the most. If you want an unlimited phone plan, how will that impact what you can spend on designer clothes or gas for your car or just hanging out/spending money?

When it’s time to spend your hard-earned money (or your parents’ hard-earned money), here are some questions to ask yourself. The answers will help you decide if it’s a want or a need.

- Why do I need this?
- Will I use it more than once?
- What happens if I don’t have it?
- Do I already have one (e.g. do I really need the newer model cell phone)?
- Is there something less expensive I can get instead?
- Do I need it right away or can it wait until I save enough money or there’s a sale?
- If I buy this, will it prevent me from getting something else I need or want? Am I okay with that?

It’s okay to buy things because you want them. Just make sure you’re using your money wisely, so you don’t have to go without the things you really need.





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Luke **MIKE**

Using skills bootcamp to springboard into a career

Luke Mike grew up on a mixed farm on Beady's & Okemasis' Cree Nation, just west of Duck Lake. He liked working the farm, hunting with his cousins and playing hockey, but when it came time to choose a career, he felt a bit lost. That changed when he got a chance to participate in hands-on work experience programs. **Now he's just a year away from earning his journeyman ticket as an Agricultural Equipment Technician.**

Why this career?

I always wanted to farm, but our family operation wasn't big enough for me to stay home and do that, and I didn't know what else to do. My mind was all over the place. Then one of my teachers got me into the Summer Youth Internship Program (SYIP). That led to a summer job with a landscape company. The next year, the same teacher got me into an Agricultural Machine Technician Bootcamp.

Was bootcamp helpful?

It was, because I realized the skills I was learning would also be good if I wanted to farm. The bootcamp was 10 weeks, from 4:00-5:00 p.m. every Tuesday and Thursday at the Cervus John Deere dealership in Saskatoon. And I guess it was also helpful because I got hired as a yard kid at the dealership that summer.

How did you go from yard kid to apprentice?

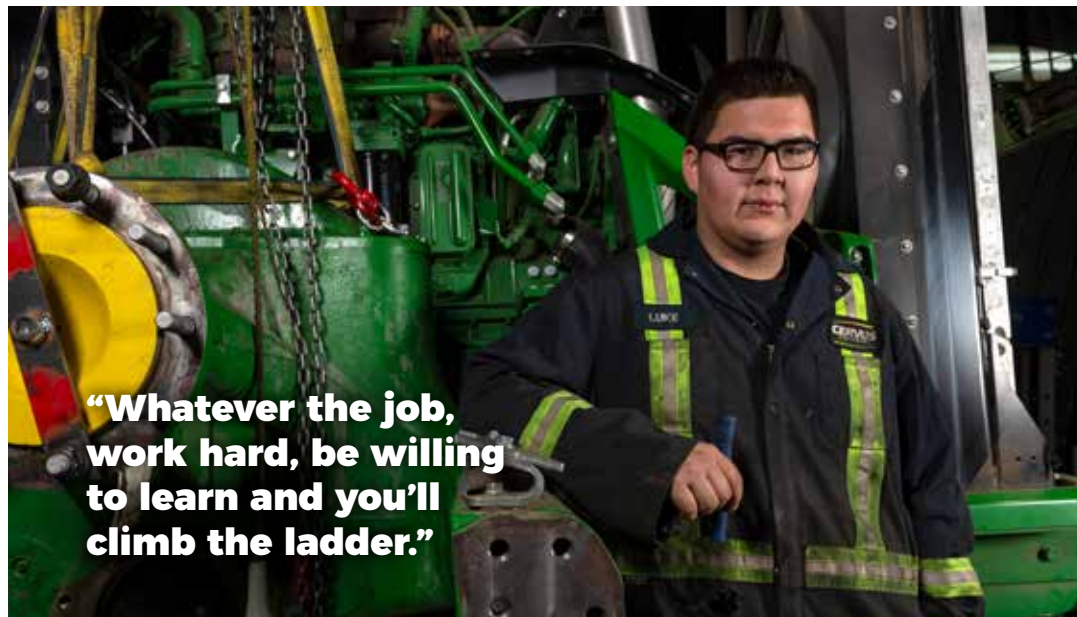
I just worked my way up. Two weeks after I finished my Grade 12, I got hired on as an agriculture equipment technician apprentice.

Was the transition to apprenticeship hard?

It was tough at first, because I wasn't used to the work. You're clocked in to a specific job all the time, and you only have a certain amount of time to do the job. In the beginning, I was always over on my jobs. It took a while to get myself into gear.

How did you deal with the stress?

I talked to my mom and dad. I remember my dad telling me, 'it is what it is and you gotta get through it. It's your career, so go for it.' I also owe a lot to the



journeyman who trained all the young techs and made sure our work was good. I learned a lot from him.

Are you nearly done?

I'm in my third year now. Hopefully, by next fall I'll be a journeyman technician.

What's the best part of your job?

There are a lot of good things about this job. I like learning new things, and there's always something new to learn here. I like the guys I work with, I like the bosses. It's a good atmosphere to work in. I was in Saskatoon the first two years, now I'm at the Cervus Equipment John Deere in Rosthern, so I'm just a 15-minute drive from home.

Do you like shop or field work?

Both, actually. In the field, you're on your own and there's more pressure to get the job done, but I like that. In the shop, you still have time limits, but there's more equipment and other guys around, so it's more relaxed. I like that too.

Any tips for aspiring ag equipment techs?

Go to the nearest dealership and see if you can get on—take any job. I started as a yard kid, not a technician. Find one guy in the group you can talk to and learn from.

Try on a Career

Ask your school counsellor or career facilitator for more information about these and other work experience programs:

Summer Youth Internship Program (SYIP) – The SYIP provides Grade 11 & 12 students with paid work experience in construction, manufacturing, automotive, IT and tourism industries. You can even earn apprenticeship credit hours.

Skills Bootcamps – Bootcamps are 8 to 10-week programs that give Grade 10, 11 & 12 students an opportunity to explore the types of skills needed in today's in-demand careers.

Spotlight on Careers – Spotlights offer an up-close-and-personal look at different career options in specific industries, including health care, construction, manufacturing, IT and more.

Try-a-Trade – These events let you explore career paths you might not think to try. The more you know about opportunities in skilled trades and technologies, the more you can tailor your high school classes to your career path.

Distance Learning – The Agricultural Equipment Technician 20L introduces you to the basics of the upkeep and repair of farm equipment. It includes online study, work study placement and a 10-hour bootcamp. Check it out at SunWestDLC.ca.

Learn more at saskatooniec.ca or rdiec.ca.



LEARNING BY DOING

Turn your career path into a personal adventure.

At first, experiential learning programs were a way of letting high school students 'try on' different careers in the skilled trades. Now, learning by doing has expanded into all kinds of fields and all kinds of careers. Here are some of the most popular types of programs.

- **SKILLS BOOTCAMPS** are short, targeted and intense. They focus on learning skills in a specific area, anything from carpentry to coding to culinary arts.
- **JOB SHADOWING** lets you spend time with a professional or experienced worker at their job, so you can see what the job involves first-hand.
- **WORK PLACEMENT** gives you a chance to put skills you've learned in the classroom to work in the real world.
- **SUMMER INTERNSHIPS** connect you with six-week summer jobs in the construction, manufacturing, IT, automotive and tourism sectors.

Links to Paid Work Experience

- **Computers for Schools (CFS)** Saskatchewan Technical Work Experience Program offers paid work experience opportunities to youth ages 15–30 seeking a career in the IT field, cfs-sask.ca.
- **Federal Student Work Experience Program** provides high school and post-secondary students hands-on work experience in a variety of jobs, jobs-emplois.gc.ca/fsweb-pfete/index-eng.php.
- **First Nations and Inuit Summer Work Experience** program gives continuing university students a summer work experience with a Federation of Sovereign Indigenous Nations (FSIN) secretariat, fsin.com/about/education-and-training/first-nations-and-inuit-youth-employment-strategy-summer-work-experience-program/.
- **International Internships** link to internships for youth and Indigenous youth interested in working abroad (international.gc.ca/development-developpement/partners-partenaires/avail-internships-stages-dispo.aspx?lang=eng).
- **Saskatchewan Government** offers summers jobs and internships in a variety of government departments. careers.gov.sk.ca/studentjobs.
- **Science Horizons Youth Internship Program** offers green jobs to recent college or university graduates in science, technology, engineering or math (STEM), ec.gc.ca/scitech/default.asp?lang=En&n=B58899DC-1.
- **Summer Youth Internship Program (SYIP)** provides paid work experience to students in Grades 11 and 12 in construction, manufacturing, IT, automotive and tourism sectors. saskatooniec.ca, rdiec.ca.
- **Young Canada Works** provides a variety of summer jobs and internships. Log in to create a profile and begin your search, canada.ca/en/canadian-heritage/services/funding/young-canada-works.html.

THE POLYTECHNIC ADVANTAGE: YOU'LL LEARN BY DOING


Hands-on learning opportunities let you apply what you learn in the classroom to real-world situations. Depending on your program, you'll reinforce your skills through labs, clinical placements, field investigations, outdoor camps, machinery time, workplace practicums and/or co-op work terms.



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THE QUEST BEGINS

Employers, entrepreneurs & peers share their best tips on resumes, job interviews, job skills & more.

Ah, the job hunt. It's time to put all your schooling, work experiences and long talks with parents and counsellors into practice and get your first career-related job. To help in your quest, we've collected real-world tips from peers, HR professionals, entrepreneurs and employers on what they look for during the hiring process.

The Resume

I prefer short and sweet resumes, with bullet points. And I love it when people personally drop off their resume. - **Alicia Soulier, Owner, Capelli Salon Studio; CEO, Salon Scale**

Don't under-estimate the power of a well-written cover letter. If I'm sent just a resume, I'll look at it, but it won't have the same impact as if a strong cover letter accompanies it. I want to see how YOU as a candidate put your strengths and experience together. - **Michelle Banman, Senior HR Analyst, ESTI**

Take a hard copy of your resume to your interview and have your references ready to go if requested. - **Dorothy Hyde, Executive Director, Radius Community Centre**

The Job Interview

Be honest and confident, don't try to fake experience. They're just trying to gauge your starting point compared to other applicants. Show them you have other important qualities. - **Eric Malo, 3rd Year Engineering Student**

Treeosix is a first job for a lot of our employees, so we're not looking for experience as much as a good work ethic, dependability and trustworthiness. - **Jori Kirk, President & CEO, Treeosix Adventure Parks**

Prepare, prepare, prepare. Arrive 10-15 minutes early for the interview. Having someone come in under the wire suggests that may be the kind of employee you will be. - **Dorothy Hyde, Radius Community Centre**

Make sure you understand the role of the job you are applying for and how you can add to the company. This means that you'll have to take a little bit of time to research what the company does and how it operates. When I have an applicant that comes in and understands the role of the job and asks intelligent questions, it shows they have the initiative I'm looking for. - **Ryan Christmann, Store Manager, Cervus Equipment, John Deere, Rosthern**

Never criticize a former employer. Come to the interview having thought about the hardest things of a previous job, and develop an answer that is not bitter, slanderous or defiant. - **Dorothy Hyde, Radius Community Centre**

Networking

Build relationships in the community. Remember, the world isn't looking for you—you've got to be out there letting people know you exist. - **Thomas Benjoe, President & CEO, FHQ Developments**

Get out there—go out to every business-related event you can. Get involved in business associations. Once you've made a connection, follow up by giving that person a call or asking for a meeting. - **Bryan McCrea, CEO, 3Twenty Modular**

Attend events, volunteer, seek out mentors. All of those experiences will build your skills and help shape your career path. - **Shaina Lynden, Police Officer, Co-Owner, Ryde YXE**

First Job

Try to see an entry level job as more than a job or a way to make money. Use it as a tool, an experience to go further in life. Turn it into something productive. - **Thomas Benjoe, FHQ Developments**

Ask questions. Your supervisors are there to help. - **Alex Zbitniff, 3rd Year Carpentry Apprentice**

Skills

Grit. Patience. Curiosity. I will hire someone with fabulous soft skills 10 times more often than someone with great technical skills. - **Katherine Regnier, Founder & CEO, Coconut Software**

Technical skills can often be built up, but soft skills (work ethic, enthusiasm, etc.) can't. You're often weighing how a candidate will fit in with your established team. Personality goes a long way. - **Michelle Banman, ESTI**

When I was first starting in HR, a manager told me "attitude over aptitude" and that has stuck with me. - **Carleen Frey, Human Resources, Wright Construction Western Inc.**

Adaptability—you need to learn and adapt quickly, because agriculture is always evolving. - **Teanna Hladun, Agribusiness Diploma, Marketing Coordinator, SynergyAG**

Be authentic, willing to learn, reliable, professional and mentally prepared, because being a freelancer is tough, especially in the early stages. - **Liam Richards, Professional Photographer**

Talking to customers. It's difficult when you don't have a lot of experience, but you learn by doing. - **Luke Mike, a 3rd year Agricultural Equipment Technician**



Your career adventure
starts here.

Use Job Chart 2019 to explore jobs, wages,
training & education, future prospects & more.

for more information go to www.saskatooniec.ca/relevance

Job Chart 2019 is packed with useful information about hundreds of Saskatchewan jobs. You'll find traditional and not-so-traditional career paths, indoor jobs and outdoor jobs, jobs that require post-secondary education and jobs where you can earn while you learn. Job Chart provides key information on each job title listed:

NOC Code

The National Occupational Classification (NOC) system assigns a four digit code, job title and description for occupations in the Canadian labour market. <https://www.canada.ca>

Job Description

This is an introduction to typical job activities. For more detail, talk to someone who does this for a living or visit workingincanada.gc.ca for information on occupations in Saskatchewan (and across Canada).

Wage Range, Annual Estimates

Represents full-time, 40 hours a week, full-year (52 weeks a year) wages and are estimated using 2018 Job Bank prevailing hourly wages.

Number of Employees

(2018 Estimate)

Jobs with a higher number of employees have more turnover, which means more job openings.

Prospects to 2021

When planning your career, it's important to know your long-term prospects. Job Chart offers the following three employment indicators.

☆☆☆... Good

☆☆... Fair

☆... Limited

Training and Education

This lists the Saskatchewan institutions with programs relevant to each job. We've made every effort to ensure the information is accurate, but it's up to you to check with the institution to verify program availability. This information is a starting point; you may need additional training and/or transfer to another institution to meet professional, occupational or trade requirements.

University classes are available at all Saskatchewan Regional Colleges. Transfer agreements with the University of Regina, University of Saskatchewan and First Nations University of Canada let students complete one or more years of full-time university at a regional college close to home. For specific details, **CONTACT THE INSTITUTION DIRECTLY!**

***Note:** These indicators reflect employment opportunities over a five-year period, 2017 to 2021, based on current and future labour market trends.*

NOC Code	Job Title	Job Description	Wage Range, Annual Estimates	Emp. 2018 Est.	Prospects to 2021	Training and Education Routes
Business, Finance and Administration						
1431	Accounting and related clerks	Prepare bills, invoices, accounts payable and receivable, budgets and other routine financial records using both manual and computerized systems.	\$30,160 to \$64,850	4,000	★	Carlton Trail College, Dumont Technical Institute, First Nations University of Canada, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan
1311	Accounting technicians and bookkeepers	Maintain books, keep records of accounts, verify procedures for recording financial transactions and provide personal bookkeeping services.	\$31,200 to \$68,580	5,000	★★★	Carlton Trail College, Lakeland College, Saskatchewan Polytechnic, University of Regina
1241	Administrative assistants	Perform a variety of administrative duties in support of managerial and professional staff.	\$31,990 to \$62,400	8,000	★★★	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan
1221	Administrative officers	Oversee administrative procedures, establish work priorities and co-ordinate various administrative services, such as office supplies and security services.	\$31,200 to \$75,000	8,000	★★★	Carlton Trail College, Cumberland College, Dumont Technical Institute, First Nations University of Canada, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan
1314	Assessors, valuers and appraisers	Determine the value of land, businesses, estates and other real property; determine the value of personal and household items.	\$44,990 to \$88,900	400	★★	Lakeland College, University of Regina, University of Saskatchewan
1434	Banking, insurance and other financial clerks	Compile and process records, listings, applications and more for banking, insurance and other financial organizations.	\$37,440 to \$64,440	700	★	Carlton Trail College, Cumberland College, Dumont Technical Institute, First Nations University of Canada, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan
1226	Conference and event planners	Plan conferences, conventions, meetings, seminars, exhibitions, trade shows, festivals and other events for associations, businesses and convention centres.	\$29,120 to \$68,390	500	★★★	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
1452	Correspondence, publication and regulatory clerks	Write correspondence, proofread and compile material for publication, process forms and documents (e.g. applications, licences, permits) and perform related clerical duties.	\$31,200 to \$54,080	800	★	University of Regina, University of Saskatchewan
1513	Couriers, messengers and door-to-door distributors	Pick up and deliver letters, parcels, packages, newspapers, flyers and other items.	\$23,000 to \$57,820	1,100	★★	On The Job Training
1251	Court reporters, medical transcriptionists and related occupations	Record and transcribe court and committee proceedings and prepare transcripts for judges, tribunals and panels; record and transcribe dictation by health care providers.	\$35,730 to \$62,400	400	★★★	Private schools
1422	Data entry clerks	Input coded statistical, financial and other information into computerized databases and spreadsheets using a keyboard, mouse, speech recognition software or other data entry tools.	\$31,200 to \$54,080	1,100	★	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan
1525	Dispatchers	Operate radios and other communication equipment to dispatch emergency vehicles for police, fire and other emergency services; co-ordinate drivers and other personnel for taxi, delivery, courier, trucking and other companies.	\$27,040 to \$68,640	1,300	★★	On The Job Training
1228	Employment insurance, immigration, border services and revenue officers	Administer and enforce laws and regulations related to immigration, unemployment insurance, customs and tax revenue.	\$45,320 to \$74,800	400	★★★	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
1222	Executive assistants	Co-ordinate administrative, public relations and research activities for government officials, corporate executives, committees and boards of directors.	\$31,990 to \$75,550	1,200	★★★	Carlton Trail College, Cumberland College, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan

University classes are available at all Saskatchewan Regional Colleges. Transfer agreements with the University of Regina, University of Saskatchewan and First Nations University of Canada let students complete one or more years of full-time university at a regional college close to home.
 For specific details, CONTACT THE INSTITUTION DIRECTLY!

✂ - Job May Require Apprenticeship Training | ★- Limited ★★- Fair ★★★- Good

NOC Code	Job Title	Job Description	Wage Range, Annual Estimates	Emp. 2018 Est.	Prospects to 2021	Training and Education Routes
1112	Financial and investment analysts	Collect and analyze market information to provide financial and investment advice to companies and individuals.	\$52,170 to \$113,400	600	☆☆	Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
1111	Financial auditors and accountants	Auditors examine the accounting and financial records of individuals and establishments. Accountants plan and administer accounting systems for individuals and establishments.	\$41,600 to \$118,850	5,600	☆☆☆	Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
1411	General office support workers	Type and file correspondence, reports, statements and other material, operate office equipment, answer phones and perform general clerical duties.	\$31,200 to \$62,500	7,900	☆	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
1223	Human resources and recruitment officers	Identify and advertise job vacancies, recruit candidates and assist in the selection and reassignment of employees.	\$34,320 to \$91,890	700	☆☆☆	Cumberland College, Great Plains College, Lakeland College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
1121	Human resources professionals	Develop and evaluate human resources and labour relations policies, programs and procedures; advise managers and employees on personnel matters.	\$41,810 to \$98,130	1,900	☆☆	First Nations University of Canada, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
1312	Insurance adjusters and claims examiners	Adjusters investigate insurance claims and determine the amount covered by insurance policies. Examiners review claims investigated by insurance adjusters and authorize payments.	\$37,440 to \$91,100	1,000	☆☆☆	Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
1313	Insurance underwriters	Evaluate insurance applications to determine insurance risks, premiums and extent of insurance coverage based on company policies.	\$38,920 to \$83,970	400	☆☆	Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
1242	Legal administrative assistants	Perform a variety of secretarial and administrative duties in law offices, legal departments of large firms, real estate companies, land title offices, courts and government departments.	\$31,720 to \$67,200	1,100	☆☆	Carlton Trail College, Cumberland College, North West College, Parkland College, Southeast College, University of Regina
1512	Letter carriers	Sort and deliver mail, record delivery of registered mail and collect money for cash-on-delivery parcels for Canada Post.	\$35,360 to \$56,160	900	☆☆	On The Job Training
1451	Library assistants and clerks	Process library materials, sort and shelve books, provide general library information to users and perform various clerical duties, such as filing and typing.	\$26,000 to \$52,000	300	☆	Saskatchewan Polytechnic, University of Regina
1511	Mail, postal and related workers	Sort mail and parcels in post offices, mail processing plants and internal mail rooms, serve customers at sales counters and postal wickets for Canada Post, courier and parcel express companies.	\$35,050 to \$58,240	800	☆☆	On The Job Training
1243	Medical administrative assistants	Perform a variety of secretarial and administrative duties in doctor's offices, hospitals, medical clinics and other medical settings.	\$37,440 to \$55,470	1,700	☆☆	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Parkland College
1114	Other financial officers	Other professional occupations in finance include financial planners, financial examiners and inspectors, financial investigators, financial underwriters, mortgage brokers and trust officers.	\$40,000 to \$106,660	2,900	☆☆	Great Plains College, University of Saskatchewan
1432	Payroll clerks	Collect and process payroll information and determine pay and benefit entitlements for employees using manual or computerized systems.	\$36,050 to \$67,200	1,200	☆	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan
1523	Production logistics co-ordinators	Co-ordinate the flow of work and materials, prepare work and production schedules, monitor progress of projects for manufacturing, construction, printing and publishing companies.	\$43,680 to \$87,010	700	☆☆	University of Regina, University of Saskatchewan
1123	Professional occupations in advertising, marketing and public relations	Specialists in advertising, marketing and public relations analyze communication and advertising needs, develop communication strategies and marketing plans, manage media relations and publicize events. Includes entertainment, literary and sports agents.	\$36,000 to \$90,000	1,700	☆☆	Lakeland College, Saskatchewan Polytechnic, University of Regina
1122	Professional occupations in business management consulting	Occupations that provide consulting services to management, such as analyzing the structure, operations, managerial methods or functions of an organization or department.	\$51,000 to \$107,720	1,000	☆☆☆	Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan

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NOC Code	Job Title	Job Description	Wage Range, Annual Estimates	Emp. 2018 Est.	Prospects to 2021	Training and Education Routes
1224	Property administrators	Carry out administrative tasks and co-ordinate activities related to the management and rental of investment property and real estate.	\$31,490 to \$83,950	1,300	☆☆☆	Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
1225	Purchasing agents and officers	Purchase general and specialized equipment, materials and business services for in-house company use or further processing.	\$47,840 to \$95,990	1,600	☆☆☆	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
1524	Purchasing and inventory control workers	Process purchasing transactions and maintain inventories of materials, equipment and stock for retail and wholesale establishments, manufacturing companies and government agencies.	\$29,120 to \$64,480	800	☆	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
1414	Receptionists	Greet and direct people arriving at offices, hospitals and other establishments, answer telephone calls, schedule appointments and perform other clerical duties.	\$27,040 to \$54,080	4,700	☆	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan
1521	Shippers and receivers	Ship, receive and record the movement of parts, supplies, materials, equipment and stock to and from retail, wholesale, manufacturing, commercial and industrial establishments.	\$26,000 to \$58,240	3,100	☆☆	Saskatchewan Polytechnic
1522	Partsperson	Sort, store and issue parts and supplies for companies in the agricultural, mechanical and service industries.	\$33,280 to \$68,640	2,100	☆☆	Lakeland College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic ✖
1212	Supervisors, finance and insurance office workers	Supervise and co-ordinate the activities of Accounting and Related Clerks (1431), Payroll Clerks (1432), Banking, Insurance and Other Financial Clerks (1434) and Collectors (1435).	\$43,680 to \$91,890	500	☆☆☆	Carlton Trail College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
1211	Supervisors, general office and administrative support workers	Supervise and co-ordinate the activities of General Office Workers (141) and Office Equipment Operators (142).	\$35,360 to \$80,000	400	☆☆☆	Carlton Trail College, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan
1214	Supervisors, mail and message distribution occupations	Supervise and co-ordinate the activities of Mail, Postal and Related Workers (1511), Letter Carriers (1512) and Couriers, Messengers and Door-to-Door Distributors (1513).	\$41,600 to \$74,880	500	☆☆☆	University of Saskatchewan
1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations	Supervise and co-ordinate the activities of Shippers and Receivers (1521), Storekeepers and Partspersons (1522), Production Logistics Co-ordinators (1523), Purchasing and Inventory Control Workers (1524), Dispatchers (1525) and Transportation Route and Crew Schedulers (1526).	\$31,200 to \$83,200	1,100	☆☆☆	University of Regina, University of Saskatchewan
1454	Survey interviewers and statistical clerks	Gather information for market research, public opinion polls or election and census enumeration; code and compile interviews and other data into reports, lists, directories and other documents.	\$33,280 to \$54,430	700	☆	Carlton Trail College, Cumberland College, Great Plains College, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan

Natural & Applied Sciences

2123	Agricultural representatives, consultants and specialists	Provide assistance and advice to farmers on all aspects of farm management, cultivation, fertilization, harvesting, soil erosion and composition, disease prevention, nutrition, crop rotation and marketing.	\$52,000 to \$90,000	1,000	☆☆	Lakeland College, University of Saskatchewan
2271	Air pilots, flight engineers and flying instructors	Pilots fly fixed wing aircraft and helicopters to provide air transportation and other services. Flight engineers monitor aircraft during flight and may assist in flying. Flying instructors teach flying techniques and procedures to student and licensed pilots.	\$32,510 to \$124,800	500	☆	Saskatchewan Polytechnic
2251	Architectural technologists and technicians	Provide technical assistance to architects and civil design engineers in conducting research, preparing drawings, architectural models, specifications and contracts, and supervising construction projects.	\$26,060 to \$93,850	400	☆☆	Lakeland College, Saskatchewan Polytechnic
2221	Biological technologists and technicians	Provide technical support to scientists, engineers and other professionals in agriculture, resource management, plant and animal biology, microbiology, cell and molecular biology.	\$32,450 to \$88,000	500	☆☆	Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
2121	Biologists and related scientists	Conduct basic and applied research to extend knowledge of living organisms and to manage natural resources; develop new practices and products related to medicine and agriculture.	\$50,000 to \$122,660	800	☆☆	First Nations University of Canada, University of Regina, University of Saskatchewan

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2211	Chemical technologists and technicians	Provide technical support in chemical engineering, chemical and biochemical research and analysis, industrial chemistry, chemical quality control and environmental monitoring.	\$35,880 to \$87,360	900	☆☆	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
2231	Civil engineering technologists and technicians	Provide technical support in civil engineering fields, such as structural, municipal, construction design and supervision, highways and transportation, water resources and geotechnical engineering.	\$41,600 to \$75,920	800	☆☆	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
2131	Civil engineers	Plan, design, develop and manage construction projects involving buildings, earth structures, roads, airports, railways, public transit facilities, bridges, tunnels, dams, water distribution and sanitation systems; specialize in foundation analysis, building and structural inspection, surveying, geomatics and municipal planning.	\$54,330 to \$122,720	1,800	☆☆☆	University of Regina, University of Saskatchewan
2281	Computer network technicians	Maintain local and wide area networks (LANs and WANs), mainframe networks, hardware, software and related computer equipment; maintain internet and intranet websites, web server hardware and software; optimize network connectivity and performance.	\$38,480 to \$101,110	1,500	☆☆	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
2174	Computer programmers and interactive media developers	Write, modify, integrate and test computer code for internet applications, computer-based training software, computer games, film, video and other interactive media.	\$48,010 to \$100,010	1,600	☆☆	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
2234	Construction estimators	Analyze costs and prepare estimates on civil engineering, architectural, structural, electrical and mechanical construction projects.	\$45,760 to \$115,000	500	☆☆	Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
2264	Construction inspectors	Inspect new and existing buildings, bridges, highways and industrial facilities to ensure specifications and building codes are observed and to monitor worksite safety.	\$41,600 to \$106,080	600	☆☆	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
2172	Database analysts and data administrators	Database analysts develop and administer data management solutions using database management software. Data administrators develop and implement policies, standards and models.	\$51,000 to \$99,420	400	☆☆	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
2253	Drafting technologists and technicians	Prepare engineering designs, drawings and related technical information.	\$43,990 to \$83,200	1,100	☆☆	Lakeland College, Saskatchewan Polytechnic
2241	Electrical and electronics engineering technologists and technicians	Provide technical support in the design, development, testing, production and operation of electrical and electronic equipment and systems. Electronics technician (consumer products) is a designated trade in Saskatchewan.	\$54,080 to \$105,440	1,200	☆☆☆	Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan
2133	Electrical and electronics engineers	Design, plan, research, evaluate and test electrical and electronic equipment and systems.	\$54,000 to \$113,010	1,100	☆☆☆	University of Regina, University of Saskatchewan
2242	Electronic service technicians (household and business equipment)	Service and repair household and business electronic equipment, such as audio and video systems, computers and peripherals, office equipment and other consumer electronic equipment. Electronics technician (Consumer Products) is a designated trade in Saskatchewan.	\$35,360 to \$96,600	1,600	☆☆	Saskatchewan Polytechnic
2212	Geological and mineral technologists and technicians	Provide technical support in the fields of geology, mining, mining engineering and mineralogy.	\$42,220 to \$90,000	400	☆☆	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
2113	Geoscientists and oceanographers	Geologists, geochemists and geophysicists conduct programs of exploration and research to locate, identify and extract hydrocarbon, mineral and groundwater resources and to address the impacts of human development on the environment.	\$53,330 to \$130,000	400	☆☆	University of Regina, University of Saskatchewan
2141	Industrial and manufacturing engineers	Develop programs to enhance efficiency and productivity in industrial production and manufacturing.	\$52,000 to \$105,000	300	☆☆	University of Regina, University of Saskatchewan
2243	Instrumentation and Control Technicians	Maintain, diagnose, calibrate and repair control instruments in commercial and industrial settings.	\$58,240 to \$120,000	600	☆☆	Cumberland College, Lakeland College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic, University of Regina ✖
2171	Information systems analysts and consultants	Analyze system requirements, implement information systems plans, policies and procedures, and provide advice on a wide range of information systems issues.	\$54,970 to \$125,010	3,100	☆☆	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan

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2263	Inspectors in public and environmental health and occupational health and safety	Investigate health and safety related complaints; inspect restaurants, food processing and industrial establishments, hotels, municipal water systems and other workplaces.	\$41,600 to \$108,800	1,400	☆☆	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
2154	Land surveyors	Conduct legal surveys to establish the location of property boundaries, contours and other natural or human-made features; prepare cross-sectional drawings, official plans, records and documents pertaining to surveys.	\$56,160 to \$104,000	300	☆☆☆	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
2225	Landscape Horticulturist	Grow plants; operate greenhouses, nurseries and garden centres; landscape	\$30,160 to \$68,000	300	☆☆☆	Saskatchewan Apprenticeship and Trade Certification Commission ✖
2232	Mechanical engineering technologists and technicians	Provide technical support in mechanical engineering fields, such as development and maintenance of machines, components, tools, heating and ventilating systems, power generation and power conversion plants, manufacturing plants and equipment.	\$42,640 to \$118,560	500	☆☆	Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
2132	Mechanical engineers	Research, design and develop machinery and systems for heating, ventilating and air conditioning, power generation, transportation, processing and manufacturing.	\$46,590 to \$148,990	1,200	☆☆	University of Regina, University of Saskatchewan
2143	Mining engineers	Plan and design mines, mine facilities, systems and equipment; plan, organize and supervise the extraction of minerals and ores from underground or surface mines.	\$52,000 to \$138,010	200	☆☆☆	University of Regina, University of Saskatchewan
2261	Non-destructive testers and inspection technicians	Operate a variety of testing equipment to detect differences in objects of various compositions and materials.	\$41,600 to \$88,000	400	☆☆	On The Job Training
2173	Software engineers and designers	Research, design, evaluate, integrate and maintain software applications, technical environments, operating systems, embedded software, information warehouses and telecommunications software.	\$48,010 to \$109,990	400	☆☆	University of Regina, University of Saskatchewan
2255	Technical occupations in geomatics and meteorology	Geomatics technologists and technicians gather, analyze, interpret and use geospatial information for applications in natural resources, geology, environmental research and land use planning. Meteorological technologists and technicians observe weather and atmospheric conditions, record, interpret, transmit and report on meteorological data, and provide weather information.	\$47,840 to \$102,860	300	☆☆☆	University of Regina, University of Saskatchewan
2153	Urban and land use planners	Develop plans and recommend policies for managing the utilization of land, physical facilities and associated services for urban, rural and remote areas.	\$29,080 to \$94,890	300	☆☆☆	Lakeland College, University of Regina, University of Saskatchewan
2282	User support technicians	Provide frontline technical support to computer users experiencing difficulties with computer hardware, applications and communications software.	\$41,080 to \$90,290	700	☆☆	Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
2175	Web designers and developers	Research, design, develop and produce internet and intranet sites.	\$23,000 to \$76,340	300	☆☆	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
Health						
3213	Animal health technologists and veterinary technicians	Provide technical support to veterinarians by caring for animals and assisting in the diagnosis and treatment of animal health disorders.	\$30,160 to \$71,570	500	☆☆	Lakeland College, Saskatchewan Polytechnic
3141	Audiologists and speech-language pathologists	Audiologists diagnose, evaluate and treat hearing disorders. Speech/language pathologists diagnose, evaluate and treat speech, language and voice disorders.	\$68,000 to \$103,130	400	☆☆☆	University of Regina (transfer program)
3411	Dental assistants	Assist dentists, dental hygienists, and dental therapists to provide dental care in private dental practices or various community-based settings. You will perform many roles, from chair-side assisting to client education to office reception.	\$43,680 to \$76,960	900	☆☆	Saskatchewan Polytechnic
3222	Dental hygienists and dental therapists	As a dental hygienist you will provide dental hygiene treatment and education related to the prevention of oral health diseases and disorders. As a dental therapist you will carry out basic dental treatment related to the prevention and treatment of oral health diseases and disorders.	\$66,560 to \$101,400	600	☆☆	Saskatchewan Polytechnic

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3132	Dietitians and nutritionists	Plan, implement and oversee nutrition and food service programs in a variety of settings, including hospitals, extended care facilities, community health centres, food and beverage industry, pharmaceutical industry, educational institutions, government and sports organizations.	\$38,480 to \$86,170	400	☆☆	University of Regina (transfer program), University of Saskatchewan
3233	Licensed practical nurses	Provide nursing care in acute care, long term care and community settings in an independent and inter-dependent role in collaboration with all members of the healthcare team.	\$58,240 to \$75,920	2,800	☆☆	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College
3212	Medical laboratory technicians and pathologists' assistants	Medical laboratory technicians conduct routine medical laboratory tests and set up, clean and maintain medical laboratory equipment. Pathologists' assistants assist at autopsies and examinations of surgical specimens.	\$39,020 to \$86,530	800	☆☆☆	Saskatchewan Polytechnic, University of Regina
3211	Medical laboratory technologists	Conduct medical laboratory tests, experiments and analysis to assist in diagnosis, treatment and prevention of disease.	\$60,010 to \$85,610	800	☆☆☆	Saskatchewan Polytechnic, University of Regina
3215	Medical radiation technologists	Operate radiographic and radiation therapy equipment to administer treatment and produce images of body structures for use in the diagnosis and treatment of injury and disease.	\$52,000 to \$95,640	900	☆☆	Saskatchewan Polytechnic, University of Regina
3413	Nurse aides, orderlies and patient service associates	Assist nurses, hospital staff and physicians in the care of patients.	\$33,990 to \$49,920	10,300	☆☆☆	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, University of Regina
3011	Nursing co-ordinators and supervisors	Co-ordinate and supervise the activities of registered nurses, registered psychiatric nurses, licensed practical nurses and other nursing personnel in hospitals, clinics, nursing homes and nursing agencies.	\$46,070 to \$110,200	500	☆☆☆	University of Regina, University of Saskatchewan
3143	Occupational therapists	Plan and carry out individually designed activity programs to help patients with physical or mental health problems become more self-reliant.	\$41,600 to \$92,160	400	☆☆☆	University of Regina (transfer program), University of Saskatchewan
3231	Opticians	Opticians fit clients with prescription eyeglasses or contact lenses, assist clients in the selection of eyeglass frames, arrange for the production of eyeglasses or contact lenses and mount lenses in eyeglass frames.	\$26,020 to \$63,710	300	☆☆	On The Job Training
3234	Primary Care, Advanced Care, Critical Care and Community Paramedic	Administer emergency or critical medical care to patients and transport patients via ground or air ambulance.	\$47,840 to \$83,200	900	☆☆	Carlton Trail College, Cumberland College, Lakeland College, North West College, Parkland College, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan
3131	Pharmacists	Community and hospital pharmacists compound and dispense prescribed pharmaceuticals and provide consultative services to both clients and health care providers. Industrial pharmacists participate in the research, development, promotion and manufacture of pharmaceutical products.	\$72,850 to \$145,480	1,300	☆☆	University of Regina (transfer program), University of Saskatchewan
3142	Physiotherapists	Plan and carry out individually designed physical treatment programs to maintain, improve or restore physical functioning, alleviate pain and prevent physical dysfunction in patients.	\$72,800 to \$91,520	800	☆☆☆	University of Regina (transfer program), University of Saskatchewan
3012	Registered nurses and registered psychiatric nurses	Registered Nurses and Registered Psychiatric Nurses are an integral member of the health care team and advance physical and mental health and well-being for clients. Work in direct patient care, leadership, education, research and quality improvement in a variety of settings such as acute care, community settings and long-term care. Nurses also play an important role in health promotion and health education.	\$66,560 to \$99,840	12,300	☆☆☆	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
3114	Veterinarians	Prevent, diagnose and treat diseases and disorders in animals and advise clients on animal feeding, hygiene, housing and general care.	\$23,350 to \$131,550	400	☆☆	University of Regina (pre-veterinary medicine program), University of Saskatchewan

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Social Science, Education, Law, Government & Religion						
4163	Business development officers and marketing researchers and consultants	Conduct research, develop policies and administer programs to promote investment or tourism in urban and rural areas, or to promote commercial or industrial products and services.	\$41,000 to \$95,990	1,100	☆☆	First Nations University of Canada, Lakeland College, Saskatchewan Polytechnic, Saskatchewan Indian Institute of Technologies, University of Regina, University of Saskatchewan
4021	College and other vocational instructors	Teach applied arts, academic, technical and vocational subjects to students at community colleges, CEGEPs, agricultural colleges, technical and vocational institutes, language schools and other college level schools. Includes trainers employed by private training companies, community agencies and governments.	\$41,140 to \$110,490	2,600	☆	University of Regina, University of Saskatchewan
4422	Correctional service officers	Monitor prisoners and detainees and maintain order in correctional institutions and other places of detention.	\$52,000 to \$76,790	1,600	☆☆	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
4214	Early childhood educators and assistants	Plan creative and interactive programs and facilitate curriculum in support of the holistic development of children, six weeks to 12 years, in early learning and child care environments.	\$23,000 to \$56,240	4,400	☆☆☆	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, University of Regina
4162	Economists and economic policy researchers and analysts	Conduct research, analyze information, develop models and prepare reports on matters such as finance, fiscal and monetary policy, international trade, agricultural and natural resource commodities, labour and industrial markets.	\$50,170 to \$145,480	300	☆☆	University of Regina, University of Saskatchewan
4166	Education policy researchers, consultants and program officers	Conduct research, produce reports and administer elementary, secondary and post-secondary education policies and programs.	\$45,700 to \$106,080	700	☆☆	University of Regina, University of Saskatchewan
4033	Educational counsellors	Advise current and prospective students on educational issues, career planning and personal development; co-ordinate provision of counselling services to students, parents, teachers, faculty and staff.	\$53,210 to \$100,010	700	☆☆	University of Regina, University of Saskatchewan
4413	Educational Assistant to teachers within elementary and secondary schools	Assist teachers by providing one-on-one support to students with diverse needs using learned guidance and classroom management strategies.	\$32,090 to \$53,330	4,700	☆☆	Carlton Trail College, Cumberland College, Lakeland College, Parkland College, North West College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
4032	Elementary school and kindergarten teachers	Teach basic subjects (such as reading, writing and arithmetic) or specialized subjects (such as English or French as a second language) at public or private elementary schools.	\$46,263 to \$95,208	8,600	☆☆	First Nations University of Canada, Parkland College, North West College, Saskatchewan Urban Native Education Program (SUNTEP), University of Regina, University of Saskatchewan
4153	Family, marriage and other related counsellors	Assist individuals and groups identify, understand and overcome personal problems and achieve personal objectives.	\$39,520 to \$90,000	900	☆☆	First Nations University of Canada, Saskatchewan Indian Institute of Technologies, University of Regina, University of Saskatchewan
4312	Firefighters	Carry out firefighting and fire prevention activities; assist in other emergencies.	\$52,000 to \$105,000	900	☆☆☆	Dumont Technical Institute, Lakeland College, Parkland College
4165	Health policy researchers, consultants and program officers	Conduct research, produce reports and administer health care policies and programs for government departments and agencies, community agencies, educational and research institutes, professional associations, non-governmental and international organizations.	\$47,840 to \$99,840	900	☆☆	First Nations University of Canada, University of Regina, University of Saskatchewan
4411	Home child care providers	Provide ongoing or short-term child care; assist parents with child care and household duties.	\$23,000 to \$45,240	3,800	☆☆	First Nations University of Canada, Lakeland College, Saskatchewan Indian Institute of Technologies, University of Saskatchewan
4412	Home support workers, housekeepers and related occupations	Home support workers provide personal care and companionship to seniors, persons with disabilities and convalescent clients in their own homes. Housekeepers perform housekeeping and other home management duties in private households and other non-institutional, residential settings.	\$23,710 to \$76,440	2,800	☆☆	Saskatchewan Indian Institute of Technologies
4112	Lawyers and Quebec notaries	Advise clients on legal matters, plead cases or conduct prosecutions in courts of law, represent clients and draw up legal documents, such as contracts and wills.	\$23,690 to \$190,370	2,000	☆☆	University of Regina (transfer program), University of Saskatchewan

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4161	Natural and applied science policy researchers, consultants and program officers	Conduct research, prepare reports, provide advice and administer programs in areas related to the natural and applied sciences.	\$54,000 to \$120,000	700	☆☆	Lakeland College, University of Regina, University of Saskatchewan
4313	Non-commissioned ranks of the Canadian Forces	Duties may include engaging in drills and other training in preparation for peacekeeping, combat and natural disasters; operating armored vehicles, artillery, hand-held weapons and other military combat equipment and defense systems; policing and protecting Canadian waters, land, airspace and other interests.	\$48,170 to \$97,360	300	☆☆	Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
4211	Paralegal and related occupations	Paralegals prepare legal documents, maintain records and conduct research. Notary publics prepare promissory notes, wills, mortgages and other legal documents.	\$40,560 to \$82,430	300	☆☆	University of Regina
4311	Police officers (except commissioned)	Protect the public, detect and prevent crime, perform other activities directed at maintaining law and order.	\$58,680 to \$110,240	2,100	☆☆☆	Saskatchewan Polytechnic, University of Regina
4012	Post-secondary teaching and research assistants	Assist with teaching and research activities at universities and colleges.	\$26,000 to \$85,340	1,800	☆	University of Regina, University of Saskatchewan
4155	Probation and parole officers and related occupations	Probation officers monitor the conduct and behaviour of criminal offenders serving probation terms. Parole officers monitor the reintegration of criminal offenders serving the remainder of their sentences while conditionally released into the community on parole.	\$60,440 to \$107,990	300	☆☆	Saskatchewan Polytechnic, University of Regina
4154	Professional occupations in religion	Conduct religious services, administer the rites of a religious faith or denomination, provide spiritual and moral guidance and perform other functions associated with the practice of a religion.	\$23,000 to \$76,000	1,500	☆☆	University of Saskatchewan
4168	Program officers unique to government	Play a role in the administration and operation of government institutions, such as Parliament; participate in activities unique to the operation of government, such as international relations, federal-provincial affairs, elections and tribunals.	\$54,000 to \$114,130	300	☆☆☆	University of Regina, University of Saskatchewan
4151	Psychologists	Diagnose psychological and emotional disorders, counsel clients, provide therapy, research and apply theory relating to behaviour and mental processes.	\$61,900 to \$125,530	400	☆☆	University of Regina, University of Saskatchewan
4167	Recreation, sports and fitness policy researchers, consultants and program officers	Oversee and administer recreation, sports and physical fitness programs and activities; provide consulting services, conduct research and develop programs related to recreation, sports and physical fitness.	\$41,600 to \$99,840	400	☆☆	University of Regina, University of Saskatchewan
4031	Secondary school teachers	Prepare and teach academic, technical, vocational or specialized subjects at public and private secondary schools.	\$46,263 to \$95,208	4,300	☆	First Nations University of Canada, Parkland College, Saskatchewan Urban Native Teacher Education Program (SUNTEP), University of Regina, University of Saskatchewan
4212	Social and community service workers	Administer and implement a variety of social assistance programs and community services; assist clients in dealing with personal and social problems.	\$33,280 to \$71,320	4,900	☆☆☆	Cumberland College, Great Plains College, First Nations University of Canada, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
4164	Social policy researchers, consultants and program officers	Conduct research, develop policy and administer programs in areas such as consumer affairs, employment, home economics, immigration, law enforcement, corrections, human rights, housing, labour, family services, foreign aid and international development.	\$50,920 to \$104,000	800	☆☆	University of Regina, University of Saskatchewan
4152	Social workers	Help individuals, couples, families, groups, communities and organizations develop the skills and resources they need to enhance social functioning; provide counselling, therapy and referral to other supportive social services.	\$41,600 to \$93,600	2,000	☆☆	First Nations University of Canada, Great Plains College, Parkland College, University of Regina, University of Saskatchewan
4011	University professors and lecturers	Teach courses to undergraduate and graduate students; conduct research at universities and degree-granting colleges.	\$41,600 to \$159,990	2,300	☆☆	University of Regina, University of Saskatchewan

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NOC Code	Job Title	Job Description	Wage Range, Annual Estimates	Emp, 2018 Est.	Prospects to 2021	Training and Education Routes
Art, Culture, Recreation & Sport						
5121	Authors and writers	Research and write books, scripts, plays, essays, speeches, manuals, specifications and other non-journalistic articles for publication, broadcast or presentation.	\$23,000 to \$94,620	400	☆☆	First Nations University of Canada, University of Regina, University of Saskatchewan
5241	Graphic designers and illustrators	Create designs, illustrations, layouts and visual images to effectively communicate information for publications, advertising, films, posters and signs.	\$37,440 to \$83,100	900	☆☆	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
5123	Journalists	Research, investigate, interpret and communicate news and public affairs through newspapers, television, radio and other media.	\$31,350 to \$83,120	300	☆☆	First Nations University of Canada, University of Regina, University of Saskatchewan
5111	Librarians	Develop, organize and maintain library collections and provide advisory services for users.	\$24,960 to \$83,200	200	☆☆☆☆	University of Regina (transfer program)
5211	Library and public archive technicians	Assist users in accessing library or archive resources, assist in describing new acquisitions, participate in archive processing and conduct reference searches.	\$27,040 to \$62,400	500	☆☆	Saskatchewan Polytechnic
5254	Program leaders and instructors in recreation, sport and fitness	Lead and instruct groups and individuals in recreational, sports, fitness or athletic programs at community centres, fitness clubs, resorts, health care facilities, retirement homes, correctional institutions and other establishments.	\$23,400 to \$52,000	2,700	☆☆	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
Sales & Service						
6313	Accommodation, travel, tourism and related services supervisors	Supervise and co-ordinate the activities of hotel accommodation service clerks, casino workers, reservation clerks and other travel and accommodations workers.	\$27,040 to \$74,010	300	☆☆	University of Regina
6332	Bakers	Prepare breads, rolls, muffins, pies, pastries, cakes and cookies in retail and wholesale bakeries and dining establishments.	\$23,500 to \$45,760	1,200	☆☆	North West College, Saskatchewan Polytechnic
6512	Bartenders	Mix and serve alcoholic and non-alcoholic beverages in restaurants, hotels, bars, taverns, private clubs, banquet halls and other licensed establishments.	\$23,000 to \$47,510	1,400	☆	On The Job Training
6331	Butchers, meat cutters and fishmongers - retail and wholesale	Includes carcass breaking, primal cuts, sub-primal cuts, counter-ready cuts, packaging and labelling, and the merchandizing of meat and poultry.	\$23,000 to \$47,840	600	☆☆	Saskatchewan Apprenticeship and Trade Certification Commission ❌
6611	Cashiers	Operate cash registers, optical price scanners, computers or other equipment to record and accept payment for the purchase of goods, services and admissions.	\$23,000 to \$33,800	9,900	☆☆☆☆	On The Job Training
6533	Casino occupations	Operate gaming tables, assist patrons using slot machines, accept keno wagers, pay out winning jackpots and collect losing bets.	\$23,000 to \$43,680	700	☆☆	On The Job Training
6321	Chefs	Plan and direct food preparation and cooking activities; prepare and cook meals and specialty foods in restaurants, hotels, resorts, health care institutions, food commissaries, clubs and similar establishments.	\$29,120 to \$59,280	1,100	☆☆	Many Chefs are graduates of Cooking and Culinary programs. Typically, the title of Chef is earned after several years of experience in the Food Service Industry.
6315	Cleaning supervisors	Supervise and co-ordinate the activities of Light Duty Cleaners (6731), Specialized Cleaners (6732), and Janitors, Caretakers and Building Superintendents (6733).	\$35,010 to \$75,000	300	☆☆	
6322	Cooks	Prepare and cook a wide variety of foods, cut meats and learn basic baking and pastry cooking methods.	\$23,000 to \$45,760	7,400	☆☆☆☆	Carlton Trail College, North West College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic ❌
6314	Customer and information services supervisors	Supervise and co-ordinate the activities of Customer Service Representatives - Financial Institutions (6551) and Other Customer and Information Services Representatives (6552).	\$28,270 to \$74,880	200	☆☆	Carlton Trail College, University of Regina
6551	Customer services representatives - financial institutions	Process financial transactions and provide information on products and services to customers in banks, trust companies, credit unions and similar financial institutions.	\$29,120 to \$49,920	2,200	☆	Carlton Trail College, Great Plains College, University of Regina
6741	Dry cleaning, laundry and related occupations	Clean garments and other articles using dry cleaning or laundry machines. Check finished garments and other articles to ensure required standards are met, and assemble and bag finished garments and other articles. Iron, press or otherwise finish garments and other articles.	\$23,400 to \$39,520	800	☆☆	On The Job Training

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NOC Code	Job Title	Job Description	Wage Range, Annual Estimates	Emp. 2018 Est.	Prospects to 2021	Training and Education Routes
6562	Estheticians (Skin Care and Nail), electrologists and related occupations	Cosmeticians, electrologists, estheticians, manicurists, pedicurists and tattoo artists provide facial and body treatments.	\$23,000 to \$48,010	1,500	★	Lakeland College, North West College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic, Southeast College ✖
6235	Financial sales representatives	Sell basic deposit, investment and loan products and services to individual and business customers of banks, credit unions or other financial institutions.	\$37,440 to \$80,600	2,100	★★	Carlton Trail College, Cumberland College, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
6513	Food and Beverage Person	Serve food and beverages; prepare alcoholic and non-alcoholic beverages.	\$23,000 to \$41,600	6,800	★★★	Dumont Technical Institute, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic, Saskatchewan Tourism Education Council ✖
6711	Food service attendants, kitchen helpers and related support occupations	Food Service attendants work to meet the demands of busy and diverse food service operations. You may be required to answer phones, handle food, handle money, pour alcoholic drinks, pour non-alcoholic drinks.	\$23,000 to \$39,520	11,100	★★★	Carlton Trail College, Dumont Technical Institute
6311	Food service supervisors	Supervise, direct and co-ordinate the activities of workers who prepare, portion and serve food. They are employed by hospitals and other health care establishments and by cafeterias, catering companies and other food service establishments.	\$24,960 to \$43,680	1,700	★★	Saskatchewan Polytechnic, University of Saskatchewan
6341	Hairstylists	Design hair by shampooing, cutting, styling and colouring; perform retail sales and customer service tasks.	\$23,000 to \$53,330	3,100	★★	Saskatchewan Apprenticeship and Trade Certification Commission, Lakeland College, North West College, Private Schools, Saskatchewan Polytechnic, Southeast College ✖
6525	Guest Services Representative	Promote accommodation products and services, make room reservations, provide information to guests and receive payment for services.	\$23,920 to \$41,000	1,000	★★	Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatchewan Tourism Education Council ✖
6231	Insurance agents and brokers	Sell automobile, fire, life, property, marine and other types of insurance to businesses and individuals.	\$31,200 to \$80,000	2,000	★	Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
6733	Janitors, caretakers and building superintendents	Clean and maintain commercial, institutional and residential buildings and surrounding grounds. Building superintendents may be responsible for the operation of the establishment and may supervise other workers.	\$24,960 to \$56,160	8,600	★★	On The Job Training
6731	Light duty cleaners	Clean lobbies, hallways, offices and rooms in hotels, resorts, hospitals, schools, office buildings and private residences.	\$23,000 to \$40,040	7,400	★★★	On The Job Training
6511	Maîtres d'hôtel and hosts/hostesses	Greet and escort patrons to tables; supervise and co-ordinate the activities of food and beverage servers.	\$23,000 to \$47,840	800	★	On The Job Training
6722	Operators and attendants in amusement, recreation and sport	Assist patrons, collect tickets and supervise use of recreational and sports equipment at amusement parks, exhibitions, carnivals, arenas, billiard parlours, bowling alleys, golf courses, ski centres, tennis clubs, campgrounds and other recreational and sports facilities.	\$23,000 to \$44,320	900	★★	On The Job Training
6563	Pet groomers and animal care workers	Feed, handle, train and groom animals; assist veterinarians, animal health technologists and animal breeders.	\$23,000 to \$60,010	600	★	Lakeland College, Saskatchewan Polytechnic
6232	Real estate agents and salespersons	Act as an agent for the sale or purchase of houses, apartments, commercial buildings, land and other real estate. The Saskatchewan Real Estate Commission must license you to work in the province.	\$23,350 to \$116,250	1,500	★★	Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
6222	Retail and wholesale buyers	Buy merchandise for resale by retail or wholesale establishments. Buyers are usually responsible for merchandising operations of retail or wholesale establishments.	\$23,280 to \$110,390	800	★★	University of Regina
6211	Retail sales supervisors	Supervise and co-ordinate the activities of Retail Salespersons (6421), Cashiers (6611), Store Shelf Stockers, Clerks and Order Fillers (6622) and Other Sales Related Occupations (6623).	\$24,750 to \$62,500	2,300	★★	University of Regina
6421	Retail salespersons	Sell or rent a range of goods and services in stores and other retail and wholesale businesses.	\$23,000 to \$50,960	20,500	★★★	Carlton Trail College, Cumberland College, Great Plains College, Lakeland College, Parkland College, Saskatchewan Polytechnic

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NOC Code	Job Title	Job Description	Wage Range, Annual Estimates	Emp, 2018 Est.	Prospects to 2021	Training and Education Routes
6411	Sales and account representatives - wholesale trade (non-technical)	Sell non-technical goods and services (such as petroleum, food, transportation) to wholesale, commercial, industrial and professional clients.	\$29,990 to \$85,010	2,900	☆☆☆	Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
6541	Security guards and related security service occupations	Guard property against theft and vandalism, control access to establishments, maintain order and enforce regulations at public events and within establishments.	\$24,960 to \$47,840	2,700	☆☆	Carlton Trail College, Dumont Technical Institute, Saskatchewan Polytechnic
6621	Service station attendants	Sell fuel and other automotive products, perform services on motor vehicles, such as fuelling, cleaning, lubricating and minor repairs. Marina attendants sell fuel, rent boats and equipment and maintain marina facilities.	\$23,000 to \$32,030	2,100	☆	On The Job Training
6732	Specialized cleaners	Clean and refurbish building exteriors, carpets, chimneys, industrial equipment, ventilation systems, windows and other surfaces, using specialized equipment and techniques.	\$23,000 to \$49,920	1,900	☆	On The Job Training
6622	Store shelf stockers, clerks and order fillers	Pack customer purchases, price items, stock shelves with merchandise and fill orders in retail establishments and warehouses.	\$23,000 to \$41,600	5,600	☆☆	On The Job Training
6342	Tailors, dressmakers, furriers and milliners	Make, alter and repair tailored clothing, dresses, coats and other made-to-measure garments and hats. Alterationists fit, alter and repair garments.	\$23,920 to \$41,600	300	☆☆	On The Job Training
6221	Technical sales specialists - wholesale trade	As part of the larger group of technical sales specialists, grain elevator operators purchase grain, determine grade and weight, and maintain records for farmers and companies.	\$29,120 to \$90,000	2,400	☆☆	Lakeland College
Trades, Transport & Equipment Operation						
7315	Aircraft Maintenance Engineer Technician and aircraft inspectors	Repair and inspect all types of aircraft and avionics systems.	\$39,000 to \$70,990	300	☆	Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies ✖
7321	Automotive service technicians, and truck and transport mechanics	Use diagnostic, computer and mechanical skills to service and repair automobiles, light trucks and buses.	\$33,280 to \$84,240	5,600	☆☆	Saskatchewan Apprenticeship and Trade Certification Commission, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic ✖
7234	Boilermakers	Make, assemble and repair dust, gas, steam, oil, water or other liquid-tight containers, structures and equipment.	\$64,900 to \$95,470	200	☆☆	Lakeland College, Saskatchewan Apprenticeship and Trade Certification Commission ✖
7281	Bricklayers	Lay concrete block, brick or pre-cut stone to build or repair various structures.	\$45,760 to \$88,280	400	☆	Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic ✖
7512	Bus drivers, subway operators and other transit operators	Drive buses or operate streetcars, subway trains and light rail transit vehicles to transport passengers on established routes.	\$27,040 to \$60,320	3,400	☆☆	Carlton Trail College
7271	Carpenters	Construct, renovate and repair buildings and structures made of wood and other materials. Scaffolders lay out, assemble, maintain and dismantle scaffolds, bleachers, and stages. Framers construct and erect floor, wall and roof framing and install exterior doors and windows.	\$35,360 to \$74,880	6,400	☆	Saskatchewan Apprenticeship and Trade Certification Commission, Cumberland College, Lakeland College, Saskatchewan Carpenter Joint Training Committee, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic ✖
7272	Cabinetmaker	Construct, repair, finish and install cabinets, furniture, bedroom suites and architectural millwork, such as custom shelving components, paneling and interior trims	\$29,990 to \$58,240	400	☆	Saskatchewan Apprenticeship and Trade Certification Commission ✖
7282	Concrete finishers	Smooth and finish freshly poured concrete; apply curing or surface treatments; install, maintain and restore various masonry structures, such as foundations, floors, ceilings, sidewalks, roads, patios and highrise buildings.	\$41,600 to \$104,000	400	☆	On The Job Training
7311	Industrial Mechanic (Millwright)	Install, maintain and repair machinery in factories, mines and production facilities.	\$41,600 to \$100,550	3,000	☆☆	Saskatchewan Apprenticeship and Trade Certification Commission, Cumberland College, Dumont Technical Institute, Parkland College, Saskatchewan Polytechnic, Southeast College ✖
7611	Construction Craft Labourer	Prepares, cleans up construction sites, moves earth, places concrete structures and municipal lines	\$31,200 to \$58,240	6,800	☆	Saskatchewan Apprenticeship and Trade Certification Commission, Dumont Technical Institute, Lakeland College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic ✖
7371	Mobile Crane operators	Operate various types of hoisting equipment to move, place and position items.	\$52,000 to \$92,830	600	☆☆	Saskatchewan Apprenticeship and Trade Certification Commission, Great Plains College, Parkland College, Western Trade Training Institute ✖

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7514	Delivery and courier service drivers	Drive automobiles, vans and light trucks to pick up and deliver products. May require Class 1A or Class 3A driver's license.	\$24,960 to \$60,320	2,300	☆☆☆	Carlton Trail College, Cumberland College, Lakeland College
7244	Electrical power line and cable workers	Construct and maintain overhead and underground power lines and related equipment.	\$41,600 to \$98,490	900	☆☆	Saskatchewan Apprenticeship and Trade Certification Commission, SaskPower Training Centre ✖
7241	Construction Electricians (except industrial and power system)	Install, repair, test and maintain wiring, controls, motors and other electrical devices in both the industrial and construction sectors.	\$37,440 to \$87,360	4,000	☆☆	Saskatchewan Apprenticeship and Trade Certification Commission, Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College ✖
7292	Glaziers	Cut, install and replace glass in residential, commercial and industrial buildings, on exterior building walls, in furniture and in other products.	\$35,360 to \$62,400	300	☆☆	Saskatchewan Apprenticeship and Trade Certification Commission ✖
7521	Pipeline Equipment Operator	Operate heavy equipment used in the construction and maintenance of roads, bridges, pipelines and buildings, as well as in mining, manufacturing, construction and material handling work.	\$41,600 to \$79,040	5,300	☆☆	Saskatchewan Apprenticeship and Trade Certification Commission, Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College ✖
7312	Heavy-duty equipment technician, Agricultural Equipment Technician	Repair, overhaul and maintain mobile heavy-duty equipment used in construction, forestry, mining, material handling, landscaping, land clearing, farming and similar activities.	\$41,600 to \$93,600	2,800	☆☆	Saskatchewan Apprenticeship and Trade Certification Commission, Dumont Technical Institute, Lakeland College, Mechanical Trades, North West College, Parkland College, Saskatchewan Polytechnic, Southeast College ✖
7242	Industrial electricians	Install, maintain, troubleshoot and repair industrial electrical equipment and associated electrical and electronic controls.	\$59,280 to \$99,840	1,700	☆☆	Carlton Trail College, Cumberland College, Great Plains College, Lakeland College, North West College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College
7293	Insulator (Heat and Frost)	Maintain and apply thermal insulation to commercial and industrial structures and equipment.	\$37,440 to \$80,000	300	☆☆	Saskatchewan Apprenticeship and Trade Certification Commission, Heat and Frost Insulators Training Committee ✖
7236	Ironworkers (Reinforcing and Structural/Ornamental)	Fabricate, weld, erect or dismantle metal work in the field; erect and place pre-cast concrete; rig and place machinery.	\$45,340 to \$91,520	600	☆☆	Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic ✖
7231	Machinist, and machining and tooling inspectors	Machinists operate machine tools that cut or grind metal, plastic and other materials. Machining and tooling inspectors inspect machined parts and tooling in order to maintain quality control standards.	\$35,360 to \$93,600	800	☆☆	Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic ✖
7452	Material handlers	Move and load materials (by hand or using material handling equipment) for transportation, storage and moving companies, manufacturing and processing companies, and retail and wholesale warehouses. You will be prepared for entry level positions as shippers or receivers in warehouses or parts departments.	\$26,000 to \$60,900	5,200	☆☆☆	Saskatchewan Polytechnic
7322	Motor vehicle body repairers (Metal and Paint)	Service and refinish motor vehicle bodies and frames.	\$32,240 to \$72,800	1,300	☆☆	Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies, Lakeland College, Saskatchewan Polytechnic ✖
7294	Painters and decorators (except interior decorators)	Apply paint, varnish and wallpaper to interior and exterior building surfaces, as well as other fittings and furnishings.	\$27,560 to \$62,400	1,500	☆☆	Saskatchewan Apprenticeship and Trade Certification Commission ✖
7284	Lather (Interior System Mechanic)	Lay out, install, apply, finish and fabricate metal stud systems, thermal insulations, gypsum board and related products and specialized ceilings	\$37,440 to \$64,480	1,100	☆☆	Saskatchewan Apprenticeship and Trade Certification Commission ✖
7251	Plumbers	Install and maintain water and sewage systems in residential, commercial and industrial buildings; you may be licensed as a gasfitter.	\$35,360 to \$83,200	3,000	☆☆	Saskatchewan Apprenticeship and Trade Certification Commission, Carlton Trail College, North West College, Saskatchewan Polytechnic ✖
7621	Public works and maintenance labourers	Perform a variety of labour activities to maintain sidewalks, streets, roads and similar areas for public works departments or private contractors.	\$31,200 to \$56,160	1,200	☆☆	On The Job Training

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7522	Public works maintenance equipment operators and related workers	Operate vehicles and equipment to maintain streets, highways and sewer systems; operate trucks to collect garbage and recyclable materials. Includes workers who clear vegetation close to power lines, inspect the condition of utility poles and locate underground utility lines and pipes.	\$36,400 to \$62,400	700	☆☆	On The Job Training
7622	Railway and motor transport labourers	Perform a variety of tasks to assist track maintenance workers, railway yard workers or motor transport operators.	\$29,120 to \$58,910	200	☆☆	On The Job Training
7361	Railway and yard locomotive engineers	Operate railway locomotives to transport passengers and freight; operate locomotives within railway and industrial yards.	\$39,520 to \$104,000	500	☆☆☆	On The Job Training
7362	Railway conductors and brakemen/women	Conductors co-ordinate and supervise the activities of passenger and freight train crew members. Brakemen check train brakes and other systems/equipment and assist railway conductors with activities enroute.	\$40,560 to \$95,680	700	☆☆	On The Job Training
7531	Railway yard and track maintenance workers	Yard workers regulate yard traffic, couple and uncouple trains and perform related yard activities. Track maintenance workers operate machines and equipment to lay, maintain and repair railway tracks.	\$37,440 to \$70,720	500	☆☆☆	On The Job Training
7384	Recreation Vehicle Service Technician	Service and overhaul motor homes, travel trailers, van conversions and licensed towables	\$30,470 to \$82,990	400	☆☆	Saskatchewan Apprenticeship and Trade Certification Commission ✖
7313	Refrigeration and air conditioning mechanics	Install and maintain primary and secondary refrigeration and cooling systems in commercial and industrial settings. You may be licensed as a gasfitter.	\$42,000 to \$104,000	600	☆☆	Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic ✖
7441	Residential and commercial installers and servicers	Install and service a wide variety of interior and exterior prefabricated products, such as windows, doors, electrical appliances, water heaters, fences, play structures and septic and irrigation systems at residential, commercial or institutional properties.	\$33,280 to \$63,000	1,500	☆☆	On The Job Training
7291	Roofers	Install and maintain various types of roofs using a variety of covering materials.	\$39,520 to \$79,040	700	☆	Saskatchewan Apprenticeship and Trade Certification Commission ✖
7233	Sheet metal workers	Use ten-gauge or lighter metal to make and repair products and building claddings.	\$41,600 to \$80,600	800	☆☆	Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic ✖
7252	Steamfitters, pipefitters and sprinkler fitter	Steamfitters and pipefitters Install and repair low/high pressure piping systems and their components, including heating and processing applications. They may be licensed as gasfitters.	\$48,650 to \$105,480	900	☆	Saskatchewan Apprenticeship and Trade Certification Commission, Carlton Trail College, Lakeland College, North West College, Saskatchewan Polytechnic ✖
7235	Metal Fabricator	Design, fabricate, cut and assemble structural steel, plate and miscellaneous metals.	\$38,500 to \$79,040	100	☆	Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic ✖
7513	Taxi and limousine drivers and chauffeurs	Taxi and limousine drivers transport passengers for taxi and transportation companies; chauffeurs transport individuals for businesses, governments and private families.	\$23,000 to \$45,760	1,600	☆☆	On The Job Training
7246	Telecommunications installation and repair workers	Install and maintain telephones, telephone switching and other telecommunications equipment.	\$41,500 to \$87,360	800	☆☆	Saskatchewan Polytechnic
7511	Transport truck drivers	Operate heavy trucks to transport goods and materials over urban, interurban, provincial and international routes.	\$31,200 to \$70,720	13,600	☆☆☆	Carlton Trail College, Cumberland College, Lakeland College, Southeast College
7442	Waterworks and gas maintenance workers	Maintain equipment and facilities at water filtration & distribution plants and waste treatment plants; perform routine maintenance on exterior and underground gas mains and distribution lines.	\$53,390 to \$87,360	400	☆☆	On The Job Training
7237	Welders and related machine operators	Join metals and plastics together using various welding methods and equipment, primarily MIG and flux-core welding processes.	\$37,440 to \$88,110	5,100	☆☆	Saskatchewan Apprenticeship and Trade Certification Commission, Carlton Trail College, Cumberland College, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic ✖

University classes are available at all Saskatchewan Regional Colleges. Transfer agreements with the University of Regina, University of Saskatchewan and First Nations University of Canada let students complete one or more years of full-time university at a regional college close to home.

For specific details, CONTACT THE INSTITUTION DIRECTLY!

✖ - Job May Require Apprenticeship Training | ☆ - Limited ☆☆☆ - Fair ☆☆☆☆ - Good

NOC Code	Job Title	Job Description	Wage Range, Annual Estimates	Emp. 2018 Est.	Prospects to 2021	Training and Education Routes
Natural Resources, Agriculture and Related Production						
8252	Agricultural service contractors, farm supervisors and specialized livestock workers	Agricultural service contractors provide agricultural services, such as livestock and poultry breeding, soil preparation, crop planting, crop spraying, cultivating or harvesting. Farm supervisors oversee farm workers and harvesting labourers. Specialized livestock workers carry out feeding, health and breeding programs on livestock farms.	\$31,200 to \$64,790	1,000	☆☆	Lakeland College, Saskatchewan Polytechnic, University of Saskatchewan
8421	Chain saw and skidder operators	Operate chain saws to fell, delimb and buck trees; operate skidders to move felled trees for processing and transportation.	\$31,200 to \$60,320	100	☆	On The Job Training
8222	Contractors and supervisors, oil and gas drilling and services	Supervise and co-ordinate the activities of workers engaged in drilling for oil or gas, operating service rigs or providing oil and gas well services.	\$34,050 to \$107,990	1,400	☆	Lakeland College, University of Regina, University of Saskatchewan
8431	General farm workers	Plant, cultivate and harvest crops; raise livestock and poultry; maintain and repair farm equipment and buildings.	\$24,960 to \$60,010	9,400	☆☆	Carlton Trail College, Lakeland College, Parkland College, Saskatchewan Polytechnic, Southeast College, University of Saskatchewan
8612	Landscaping and grounds maintenance labourers	Assist in the construction of landscapes and related structures; maintain lawns, gardens, athletic fields, golf courses, cemeteries, parks, landscaped interiors and other landscaped areas.	\$24,960 to \$53,040	3,000	☆	On The Job Training
8616	Logging and forestry labourers	Perform a variety of manual tasks, such as attaching choker cables to logs, planting trees, clearing brush, spraying chemicals, cleaning up landing areas and assisting other workers.	\$26,000 to \$62,400	100	☆	Saskatchewan Polytechnic
8241	Logging machinery operators	Fell, yard and process trees at logging sites using cable yarding systems, mechanical harvesters and forwarders, mechanical tree processors and loaders .	\$39,520 to \$70,300	200	☆	On The Job Training
8614	Mine labourers	Carry out general labour duties to assist in the extraction of coal, minerals and ore, and in other services in support of mining operations.	\$40,290 to \$85,740	400	☆☆	Carlton Trail College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic
8615	Oil and gas drilling, servicing and related labourers	Carry out general labour duties and operate equipment to assist in drilling and servicing of oil and gas wells.	\$33,280 to \$68,490	1,000	☆	Carlton Trail College, Great Plains College, Lakeland College, Parkland College, Saskatchewan Indian Institute of Technologies, Southeast College
8232	Rig Technician (Motorhand, Derrickhand, Driller)	Rig technicians control rig set up and demobilization, control the operation of drilling and hoisting equipment on drilling and service rigs, and direct the activities of the rig crew under the supervision of the rig manager.	\$41,600 to \$93,600	900	☆	Carlton Trail College, Great Plains College, Lakeland College, Parkland College, Saskatchewan Apprenticeship and Trade Certification Commission, Southeast College, University of Regina, University of Saskatchewan ✖
8412	Oil and gas well drilling and related workers and services operators	Operate drilling and service rig machinery as intermediate members of a rig crew. Drive trucks and operate specialized hydraulic pumping systems to place cement in wells or to treat wells to stimulate production.	\$47,610 to \$74,880	700	☆	Lakeland College
8221	Supervisors, mining and quarrying	Supervise and co-ordinate activities of workers engaged in underground and surface mining operations and quarries.	\$62,070 to \$130,000	900	☆☆	University of Regina, University of Saskatchewan
8231	Underground production and development miners	Drill, blast, operate mining machinery and perform related duties to extract minerals in underground mines and to construct tunnels, passageways and shafts to facilitate mining operations.	\$62,400 to \$98,360	1,900	☆☆	Saskatchewan Polytechnic
Processing, Manufacturing & Utilities						
9231	Central control and process operators, mineral and metal processing	Operate and monitor multi-function process control machinery and equipment to control the processing of mineral ores, metals or cement.	\$62,400 to \$99,840	100	☆☆	Lakeland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic
9523	Electronics assemblers, fabricators, inspectors and testers	Assemble, repair and test circuit boards and other electronic components.	\$29,120 to \$81,060	200	☆☆☆	Saskatchewan Apprenticeship and Trade Certification Commission, SED Systems ✖
9446	Industrial sewing machine operators	Operate machines to sew fabric, fur, leather or synthetic materials to produce or repair garments and other articles.	\$24,960 to \$37,440	200	☆☆	On The Job Training

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✖ - Job May Require Apprenticeship Training | ☆ - Limited ☆☆ - Fair ☆☆☆ - Good

NOC Code	Job Title	Job Description	Wage Range, Annual Estimates	Emp, 2018 Est.	Prospects to 2021	Training and Education Routes
9613	Labourers in chemical products processing and utilities	Perform material handling, cleaning and routine general labour activities related to petroleum and natural gas processing, pipelines and petrochemicals, chemical and pharmaceutical companies and electrical, water and waste treatment utilities.	\$31,200 to \$62,400	200	☆☆	On The Job Training
9617	Labourers in food, beverage and associated products processing	Perform material handling, clean-up, packaging and other activities related to food and beverage processing.	\$25,270 to \$59,010	1,600	☆☆☆	On The Job Training
9612	Labourers in metal fabrication	Remove excess metal and unwanted materials from metal parts, castings and other metal products; perform other labour activities.	\$28,080 to \$56,160	300	☆☆	Saskatchewan Indian Institute of Technologies
9611	Labourers in mineral and metal processing	Perform material handling, clean-up, packaging and other activities related to mineral ore and metal processing.	\$30,160 to \$70,100	400	☆☆☆	On The Job Training
9411	Machine operators, mineral and metal processing	Operate single-function machines; operate machinery that is part of a larger production operation processing mineral ore and metal products.	\$40,560 to \$93,600	300	☆☆☆	Saskatchewan Polytechnic
9417	Machining tool operators	Set up and operate metal-cutting machines designed for repetitive machining work. Includes workers who etch or chemically mill metal pieces.	\$31,720 to \$63,860	100	☆☆☆	Saskatchewan Indian Institute of Technologies
9526	Mechanical assemblers and inspectors	Assemble a wide variety of mechanical products, such as trucks, buses, snowmobiles, garden tractors, automotive engines, transmissions, outboard motors, gearboxes and hydraulic pumps.	\$33,280 to \$56,160	600	☆☆☆	Saskatchewan Polytechnic
9416	Metalworking and forging machine operators	Metalworking operators use machines to shape and form sheet/other light metal or steel/other heavy metal into parts or products. Forging machine operators use machines to form metal into various shapes and sizes, and with desired strength, hardness and other characteristics.	\$35,360 to \$51,480	400	☆☆☆	On The Job Training
9232	Petroleum, gas and chemical process operators	Monitor and operate petroleum, petrochemical and chemical plants; monitor, adjust and maintain processing units and equipment in these plants.	\$48,150 to \$108,160	1,700	☆☆	Great Plains College, Lakeland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan
9241	Power engineers and power systems operators	Power engineers operate and maintain reactors, turbines, boilers, generators and other equipment to generate power and provide heat, light, refrigeration and other services for commercial, institutional and industrial facilities. Power systems operators monitor and operate switchboards and related equipment to control the distribution of electrical power in transmission networks.	\$45,760 to \$114,400	1,600	☆☆☆	Carlton Trail College, Great Plains College, Lakeland College, Saskatchewan Indian Institute of Technologies, Southeast College, University of Saskatchewan
9461	Process control and machine operators, food, beverage and associated products processing	Operate multi-function process control machinery or single function machines to process and package food and beverage products.	\$30,990 to \$58,320	1,000	☆☆☆	Saskatchewan Polytechnic
9213	Supervisors, food, beverage and associated products processing	Supervise and co-ordinate the activities of workers who operate processing and packaging machines, and workers who grade food and beverage products.	\$29,120 to \$88,000	400	☆☆☆	University of Regina, University of Saskatchewan
9226	Supervisors, other mechanical and metal products manufacturing	Supervise and co-ordinate the activities of workers who fabricate, assemble and inspect mechanical and metal products, such as aircraft and aircraft parts, heavy trucks, buses, trailers, motor vehicle engines, transmissions, heating equipment, commercial refrigeration and similar metal products.	\$47,840 to \$83,200	200	☆☆☆	University of Regina, University of Saskatchewan
9212	Supervisors, petroleum, gas and chemical processing and utilities	Supervise and co-ordinate the activities of Petroleum, Gas and Chemical Process Operators (9232), Power Engineers and Power Systems Operators (9241), Water and Waste Treatment Plant Operators (9243), Chemical Plant Machine Operators (9421) and Labourers in Chemical Products Processing and Utilities (9613).	\$36,420 to \$101,920	800	☆☆☆	University of Regina, University of Saskatchewan
9243	Water and waste treatment plant operators	Monitor and operate computerized control systems and related equipment in water filtration and treatment plants to regulate the treatment and distribution of water.	\$38,400 to \$79,640	700	☆☆☆	Cumberland College, Great Plains College, Parkland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan

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✂ - Job May Require Apprenticeship Training | ☆ - Limited ☆☆☆ - Fair ☆☆☆☆ - Good

Alicia SOULIER

Happily disrupting the beauty biz



Alicia Soulier has always been an achiever. She pursued her dream of being a hairstylist right out of high school, launched her career at 19 and opened her own salon at 24. That's when she discovered a passion for business. It was this passion that launched her most recent adventure: Salon Scale, an app that helps salons accurately charge for colour products. **Now, Alicia is enjoying a new role as a positive disruptor in the salon business.**

Did you always want to be a hairstylist?

I knew in high school. I loved the salon atmosphere and having the ability to make people feel good about themselves. I won a scholarship to a local beauty college and learned the craft in 10 months.

That's a fast-track to career.

It was! I was 19 when I started work, 20 when I moved to Saskatoon to work in a salon and 24 when I opened my own salon, Capelli Salon Studio.

Did you need financing?

I did, but being so young, I didn't really have enough of a credit rating to support a loan. But I had bought a condo when I first moved to Saskatoon, so I had some equity and I had saved some money. That helped me get a government-backed business loan.

Did you have a vision?

I wanted to change the industry. I really focused on quality and personal development for our staff. I wanted to help stylists believe in themselves, show them how to be more professional and how to treat being a stylist as a career and not a hobby. As a result, the salon grew very fast. Within four years of opening, we were a million dollar company with 12 employees.

Were there any challenges?

Definitely, and one area I couldn't seem to control was the colour bar. I could never figure out how much colour was used on each customer, so our bottom line wasn't predictable. One day, we were renovating the salon and I went out to buy paint. I watched the paint store clerk punch the code into a machine and the machine mixed the colour and put it into the base paint. I thought, why don't we have a colour machine for salons?

Sounds like a great idea.

I thought so! But I couldn't figure out how to do it. I mean, I'd have to have a machine designed and manufactured, and then I'd have to sell the machines to salons. So, I put it on the backburner.

What brought it to a boil?

About a year ago, a customer asked me about my colour machine idea. I was saying there was no way to scale that kind of business but stopped on the word 'scale.' I thought, instead of building a colour machine, why not build an app to measure colour. Within a week, I had trademarked the Salon Scale name and started a development company to create the app. Then we got accepted at co.labs, which is a tech incubator in Saskatoon.

When did you launch?

We launched Salon Scale in July 2018. Within three months, we had just shy of 200 salons signed up.

How does the app work?

It uses Bluetooth scales to measure the exact cost of each hair colour bowl. It works with every colour line. The stylist puts in the number, and in real time it tells you how much it costs per gram.

Have you had mentors?

My first boss in Saskatoon was a great mentor; he inspired me to want to have my own salon. Katherine Regnier of Coconut Software has been an incredible mentor and the crew at co.labs have given me the tools I need to build a tech business. I think Michele Romanow, one of the dragons on Dragon's Den, is also an inspirational leader.

Best part of this adventure?

I feel like this is where I'm supposed to go. I'm getting an opportunity to speak on panels and mentor others—it's exciting to know that I can be a voice for a lot of salon owners.

Where do you see yourself in 10 years?

In 10 years, I hope the beauty industry will know who I am. I want to be a successful businesswoman but I also want to be a mentor. I want to be that voice, that person who helps people feel positive about their decisions.

Tips for Young Techpreneurs

Get Educated: The University of Saskatchewan, University of Regina and Sask Polytech all have excellent IT programs, from 1-year certificates to 2-year diplomas to 4-year degrees.

Get Hands-on: Ask your school counsellor about special classes, tech bootcamps, hackathons, robot rumbles, workshops and career expos you could attend to develop your skills and knowledge. Events are a great way to meet other people in the tech world.

Get Networked: Saskatchewan's tech sector is very accessible—and always looking for new talent. Do some web research, then pick up the phone and call to introduce yourself.

The **THRILL** of the Job **HUNT**

Okay, maybe looking for a job isn't really a thrilling adventure; maybe it's even a wee bit stressful-frustrating-overwhelming. **But. You gotta do it, because getting a job is step one in building a career.** Use these job search websites to look for jobs in your field, ones that match your experience and skill level.

Start your search here.

Popular Job Search Websites

Canadajobs.com
Careerbuilder.ca
Eluta.ca
Indeed.ca
Jobpostings.ca
Monster.ca
Randstad.ca
Saskatoonjobshop.ca
Saskjobs.ca
Simplyhired.ca
Workopolis.com
WOWjobs.ca

Industry Specific Sites

- Agriculture Careers, agcareers.com/saskatchewan-jobs.cfm
- Casino Careers, siga.sk.ca
- Educational Jobs, educationcanada.com
- Engineering Jobs, engineeringcareers.ca
- First Nations Jobs Online, firstnationsjobsonline.com
- GoodWork (Green jobs), goodwork.ca
- Health Careers, healthcareersinsask.ca/work/opportunities
- Job Bank Library Jobs, libraryjobs.ca

Government Job Search Sites

- Canada Job Bank, jobbank.gc.ca
- Canadian Forces, forces.gc.ca/en/jobs-caf/index.page
- Government of Canada Public Service, jobs-emploi.gc.ca
- Government of Saskatchewan Public Service, careers.gov.sk.ca



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Liam RICHARDS

Life behind the lens



“You need drive and passion to be a freelance photographer. I put in a LOT of hours. The upside is that I wake up excited to do what I do.”

Liam Richards is a hammer-down, passion-driven guy who got his start as a punk rock skater kid doing skateboarder videos. Today, he's a professional photographer with an amazingly diverse portfolio of work—in news, business and sports (he's the official photographer of the Saskatchewan Roughriders).

Was photography an early interest?

In high school, I mostly liked sketching and skateboarding. I took a year off after Grade 12 and did some skateboarder videos, but my parents encouraged me to try university. I went to the University of Saskatchewan as a drama major and somehow stumbled into the staff photo editor position at The Sheaf, the student newspaper. I actually wanted them to let me shoot music concerts.

Did you like university?

I liked The Sheaf, but I didn't really like my courses, so I left after a year and went home. I took a job in a mill and quickly realized that university wasn't so bad. I came back to the U of S and The Sheaf.

What education do you have?

I got a fine arts degree. I took a first-year photography class at university, and I've done a lot of professional development over the years to keep my skills fresh and stay connected. There are schools

where you can take a photography program, and I sometimes wish I'd done that. I learned the hard way, which is slower and probably more frustrating than going through a program.

Where did you get experience?

I got a lot of experience at The Sheaf. I also did an apprenticeship with Jerry Humeny, who was an amazing teacher. I'm still happy to pick up and move lights around for him on shoots.

How did you start your career?

I started freelancing, working mainly for the U of S communications department. Most of my work was for campus publications and promotional pieces for the university. I was lucky when some work I had been doing for the university began being published in the local newspaper, The StarPhoenix. This eventually led to me working for The StarPhoenix on the day shift over the summer while staffers took holidays.

What led to Electric Umbrella?

I was in a snowmobile accident. Because I was a sole proprietor of my business, I didn't have sick leave or disability or anybody to cover me, so I started shooting just 2 days out of hospital. I started thinking it would be good to have backup. That led to starting Electric Umbrella with a friend who does video work.

Is photography still a viable career?

I think so. Digital cameras have been a huge disruptor, but even when I was starting, people said there wouldn't be any jobs for photographers because of technology. I never bought into that. Photography has always been led by technology, but the job is somewhere between a service and an art.

What skills do you need?

I think you need to be a creative person who can apply a bit of math and a bit of psychology. You need to have an aesthetic sense. You need to be authentic and compassionate when you're working with people. You need to know how to deal with customers. You need to be comfortable with technology, but fluid and willing to learn because the technology is always changing.

Any tips for students?

My best advice is to do what you love, get good at it, and the money will follow. It's not an easy industry. It took years and a lot of work before things really paid off for me.

Potential Paths in Photography

- I'm at the "thinking it might be fun" stage. Check your school to see if photography classes are offered as part of an arts curriculum. How about extracurricular clubs? Consider job shadowing with a local photographer to see what the work is like.
- I'm looking at a broader career in visual arts. You'll find certificate and diploma options at Sask Polytech's School of Information and Communications Technology, as well as degree programs in the arts at the University of Regina and the University of Saskatchewan.
- I want to focus on photography. Both the U of R and the U of S have specific courses in photography; talk to a student advisor to get more detailed information on what you'll learn. Several private colleges in Saskatoon and Regina offer photography programs.
- Where can I work? If you want to be a freelance photographer, be prepared to work hard to get assignments and build your business. There are also jobs in photographic support services for public institutions like hospitals, colleges and government agencies. Or you can build a career in news or entertainment.

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UNIVERSITY OF SASKATCHEWAN

Shaina LYNDEN

Spinning her way to success

Shaina Lynden thrives on competition. A member of the Yellow Quill First Nation, she grew up playing volleyball, basketball, softball, track. She won a spot on the University of Saskatchewan Huskie Women's Basketball team, where she revelled in being a student athlete. When injuries ended her sports career, she became a police officer. In 2016, she began a new adventure as co-owner of an indoor cycling studio called Ryde YXE.

Did you always like sports?

I loved sports. I loved, loved, loved playing basketball at the U of S—the competition, the training, the camaraderie. I loved being a student athlete, even when it was hard. You're training morning and night, at school all day and travelling to games on weekends. It can be a tough balancing act, but it was my whole life.

Was it tough to leave behind?

So hard. I injured out—I had four knee surgeries and couldn't play any more. I finished my degree in Kinesiology, but I didn't know what I wanted to do next. Then I went with a friend to a police recruitment night on campus, and we both decided to apply.

Why policing?

It ticked all the boxes for me. It was challenging, you never knew what to expect, and you had to be strong, fit and confident. That fit the kind of person I am. I knew there would be challenges, but I was ready and willing to face them.

What's the application process like?

Well, you start by writing an entrance exam, which is okay. Then you take the POPAT—Peace Officers Physical Abilities Test. It's short but intense, and it pushes you to your absolute max. Then you fill out a personal disclosure form about yourself and interview about it. Next is the psych evaluation and then a final panel interview. I remember the interview mostly because my mouth was so dry my lips were literally stuck together.



“Sports, volunteering, seeking out mentors—these are the things that have shaped me and helped me on my career path.”

Any interview tips?

Stay hydrated? Seriously, if you're a grounded person and you know who you are and what you stand for, you'll do okay. Just answer the questions honestly and confidently.

Where did you train?

Once I learned I'd been accepted, I attended the Police College in Regina for four and a half months. After that, I came back to Saskatoon and was assigned a field training officer. For 3 months, you go out with them on shifts to learn on the job, then you get another field training officer for another 3 months. By the second 3-month period, you're doing a lot of work on your own.

What are the challenges?

I think the biggest challenge for me, and for a lot of police officers, is letting go of the trauma you see and experience every day. But you have to learn not to bring other people's trauma home with you. It's hard, because you're there at someone's darkest hour, but you're not there for the resolution.

How do you handle the stress?

I'm married to a police officer, so we're in the same world. We can't share our daily experiences, but we can understand. And we have programs we can access. We can also request to move around. I was on patrol my first 5 years, then I moved to what's called a preferred section, so I was a school resource officer for 5 years (which I loved). Now, I'm in Traffic.

How did Ryde YXE come about?

I loved being a school resource officer. When I left, I knew I needed something to fuel that part of myself that wants to give back and make a difference. I

had got involved in spin, and I loved the sense of community and passion I found in spin studios in other cities. I wanted to create that in Saskatoon.

Was it hard getting launched?

In terms of financing, we heard 'no' a lot. Then we started working with Women Entrepreneurs of Saskatchewan and that helped us get traction. The biggest difference was sitting in front of an actual person, someone willing to listen.

Any tips for young people?

Find something you love to do, something that lights you up and allows you to be the best version of yourself.

Paths to Careers in Community Safety

- **Local Police** – Visit the websites of municipal police services for recruitment events.
- **Sask Polytech**: Explore programs in Emergency Communications, Security, Victim Services Coordination, Aboriginal Policing Preparation and Correctional Studies, saskpolytech.ca/about/school-of-human-services-and-community-safety/index.aspx
- **University of Regina**: Consider a degree in Police Studies or Human Justice, uregina.ca/arts/justice-studies/programs/undergrad/index.html
- **University of Saskatchewan** – Check out the Criminology and Addictions certificate, admissions.usask.ca/criminology-addictions.php#About

7 QUESTIONS YOU'LL HEAR AT YOUR JOB INTERVIEW

Can you tell me a little about yourself?

Highlight your education, career goals, experience and skills.

How did you hear about the position?

Name a specific job search site or specific person who told you about the job . . . and use the question as an opportunity to say why you were excited to hear about it.

What do you know about the company?

This is an important question. Your interviewer wants to see if you've done any research on the company. But it's your opportunity to connect what you learned to why you're a good fit for the job.

What are your strengths?

This is where your research pays off: illustrate 2 or 3 strengths you think will fit the company, like being a team player, detail-oriented, strong communicator, etc.

What are your weaknesses?

Be honest, but pick 1 or 2 examples that don't impact the job. Don't say 'I'm bad at multi-tasking' (even if you are), say 'I need to get better at saying no to people so I don't take on too much work'.

Why do you want this job?

Be ready to share why you think you'd like the job (e.g. being part of a team, learning new things). Stress how you think the job matches your skills, career goals and values.

Where do you see yourself in 5 years?

Show them you have a plan for your career. If you're unsure, focus on skill development, such as 'I hope to have my journey person ticket.'



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Teanna HLADUN

Discovering a career in agriculture



“As the young generation, I think it’s our responsibility to be more resourceful about the food we grow and how we grow it.”

Teanna Hladun loved growing up on the farm. She loved the environment, she loved being around animals, helping her family, having responsibilities, being in 4H, riding her horses. She loved the freedom. **No surprise, then, that she chose a career in agriculture.**

What do you do?

I’m the marketing coordinator at SynergyAG, a chain of independent agricultural retail locations.

What education do you have?

I graduated from Lakeland College with an Agribusiness diploma in May 2018.

Why agribusiness?

I always knew I wanted to do something in agriculture, but I didn’t know exactly what. I had a friend who was going to the Agribusiness program at Lakeland College in Vermilion, and she said, ‘you should come too.’ So, I applied and got in.

Did you have to leave home?

Yes, and it was tough! At home, I went to the same school from kindergarten to Grade 12, so I knew everyone; we were all friends. Now, I was 5 hours away from home. I couldn’t just jump in the car and go see my family or my friends. But Vermilion is an ag-friendly environment, and I lived in residence, so I met lots of people and made new friends.

How was the workload?

It wasn’t bad. They make it fun, so you want to learn and you want to do the work. And everything is so hands-on. I went from learning accounting and salesmanship, to planning and executing big events. It was fun being able to watch the event you worked so hard on actually unfold.

Best thing about the program?

The instructors are amazing. They know you by name, they make you feel comfortable so you can ask questions. They’re passionate about their job and want you to do well. The class sizes are small, so you get to know your classmates. I loved the program.

How did you get this job?

I had a summer job with SynergyAG last year. The owners were people I’d known all my life. They heard I was in an agribusiness program and asked me to come in for an interview. I did and got the job. At the end of the summer, they said to call them when I was close to graduating. We did another interview and that led to me starting full-time.

Best thing about your job?

Working with people who are passionate about the business—it makes me enthusiastic.

What do you want people to know about ag?

People think agriculture is just driving a tractor around a field, but there are so many careers, everything from farming to finance. I also think people need to know more about where their food comes from. I think that’s a huge, huge thing.

Key skills for this career?

You need strong communication skills. You need to be able to talk to customers, whether in sales or marketing. You need adaptability, because ag is always evolving and challenges like weather, new technology and consumer demand arise that you have to address quickly. At the same time, agriculture is so diverse that there are jobs for every skill set.

Where do you see yourself in 10 years?

I want to be actively working in agriculture. I envision myself raising a family on the farm and giving them the experience I was so grateful to have. The farm is where my passion for agriculture started.

Any tips for students?

Don’t be afraid to ask questions. There are lots of mentors out there who would love to network and share knowledge. Agriculture is awesome because it’s a community, we care about each other.

Ag Scholarships

- 4-H Canada Scholarships, 4-h-canada.ca/scholarships-awards
- Barry Andrew Family Scholarship, agribition.com/about/scholarships
- Canadian Agri-Business Education Foundation, cabef.org/
- Canadian Western Agribition Scholarship, agribition.com/about/scholarships
- Future Masterfeeder Scholarship, masterfeeds.com/future-agmasters
- Government of Saskatchewan Agriculture Student Scholarship, [saskatchewan.ca/business/agriculture-natural-resources-](http://saskatchewan.ca/business/agriculture-natural-resources-and-industry/agribusiness-farmers-and-ranchers/thinkag/prepare-for-a-career-in-ag/scholarships)
- and-industry/agribusiness-farmers-and-ranchers/thinkag/prepare-for-a-career-in-ag/scholarships
- Monsanto Fund Opportunity Scholarship, monsanto.ca/ourcommitments/pages/opportunityscholarship.aspx
- Outstanding Young Farmers Memorial Scholarship, oyfcanada.com/language/en/nominations/scholarship/
- Tronia Post-Secondary Scholarships, tronia.com/tron-givingback.html
- University of Saskatchewan, agbio.usask.ca/students/undergraduate/scholarships-and-awards.php



DREAM JOB?

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Whether you are searching for that Dream Job or on the path to becoming qualified through University, Apprenticeship, College or other experience, GDI Training & Employment has a variety of programs to help Métis individuals along the way.

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Spotlight on **AGRICULTURE**

Career adventures in the food-to-fork industry.



**The United Nations estimates
the world will have to produce
70% more food by 2050.**

When you talk about career adventures, agriculture is top of the list. Because no matter what you think agriculture is ... it's a whole lot more.

Be a primary producer (farmer or rancher). Be an agronomist, crop specialist, livestock manager, crop researcher, horticulturist, veterinarian, vet tech, crop sprayer, ag machinery tech, drone operator, engineer, commodities trader, logistics manager, business manager ... the list goes on and on and on.

Saskatchewan offers some of the best agricultural programs in Canada, and we've listed the main ones here. But remember, your education doesn't have to be specific to agriculture—use skills training or a diploma/degree in business, engineering or science to ladder into an agriculture career.

A career in agriculture empowers you to make a real difference in the world—help feed growing populations, protect the environment, care for animals or advance quality of life.

PATHS TO A FUTURE IN AG

University of Saskatchewan, usask.ca

- College of Agriculture and Bioresources – Choose from a wide variety of certificate, diploma and degree programs in agribusiness, agricultural biology, agricultural economics, agronomy, animal science/bioscience, crop science, environmental science, food & bioproduct sciences, horticulture science, resource science, soil science and more. usask.ca/programs/colleges-schools/agriculture-and-bioresources
- Kanawayihetaytan Askiy – The K.A. program at the College of Agriculture and Bioresources addresses some of the complex land management issues First Nations communities deal with. Taking the K.A. Certificate, 'Let us take care of the land' opens the door to diploma programs in Aboriginal Lands Governance and Aboriginal Resource Management. admissions.usask.ca/kanawayihetaytan-askiy.php.
- College of Veterinary Medicine – The Doctor of Veterinary Medicine (DVM) program provides comprehensive training in all basic and clinical sciences with relation to a variety of species, including food-producing animals, horses, companion animals, exotic pets and wildlife. usask.ca/programs/colleges-schools/veterinary-medicine/index.php
- College of Engineering – A variety of engineering disciplines can lead to a career in agriculture. Explore the many options, particularly in chemical, environmental or mechanical engineering. usask.ca/programs/colleges-schools/engineering/index.php

University of Regina, regina.ca

Take your first year of a Bachelor of Science in Agriculture, Agribusiness or Renewable Resource Management at the University of Regina, then transfer to the University of Saskatchewan for the final three years. Or . . . explore U of R programs in business, engineering and science, then use your degree to pursue a career in the agriculture industry.

Sask Polytech, saskpolytech.ca

- Agricultural Equipment Technician – 1-year certificate program provides hands-on training to prepare you for careers at equipment dealerships and large farming operations. You can also transfer your skills to other industries.
- Business – 2-year diploma provides a well-rounded foundation in core business concepts as well as specialized knowledge and skills in the career area of your choice—accounting, finance, human resources, insurance, management or marketing.
- Veterinary Technology – 2-year diploma program provides hands-on training in animal nursing, animal care and management and clinical procedures. Vet techs support veterinarians in vet clinics and work in livestock operations, animal shelters, zoos, diagnostic labs, veterinary sales, food inspection and more.

Regional Colleges

You can take your first year of the University of Saskatchewan's Bachelor of Science in Agriculture at many local regional colleges. Other programs options include a 2-year Agribusiness diploma at Parkland College (parklandcollege.sk.ca) and a variety of Agricultural Sciences certificate & diploma programs at Lakeland College (lakelandcollege.ca).

NEW High School Elective

A new Agricultural Equipment Technician (AET) elective is being offered to Saskatchewan high school students. The course includes 50 hours of online theory, 40 hours of practical work study at an agriculture dealership and a 10-hour boot camp at Sask Polytech. Courses translate to Practical and Applied Arts (PAA) credits on your high school transcript. Learn more at sunwestdlc.ca.

Ag in the Classroom

"Young people deserve to know where their food comes from." That's the premise of **Ag in the Classroom**, a non-profit organization that partners with the agriculture and education communities to connect youth to agriculture through innovative, experiential, curriculum-based programs and resources. Check out the various career profiles at aitc.sk.ca or aitc-canada.ca.



The annual **thinkAG Career Expo** for Grades 9 to 12 is hosted at Canadian Western Agribition in Regina. Students can explore endless career and entrepreneurial opportunities in agriculture, learn about modern food production and discover agricultural career paths.



If ag technology is your thing, consider attending **Ag in Motion** in July. It's a huge outdoor farm expo with live demonstrations of field equipment, crop plots and interactive agribusiness exhibits. aginmotion.ca



Director of First Impressions

Entrepreneur

Agricultural Lawyer

Animal Nutritionist

Climate Change Analyst

Welder

Software Ninjaneer

Accountant

Agriculture in the Classroom

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Beyond farming.

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Graphic Designer

Social Media Guru

Money Maestro

Veterinarian

Crop Advisor

Brand Manager

Chief People Officer

Drone Operator

To explore careers in agriculture & food, visit:

www.aitc-canada.ca

STOP!

Make Workplace Safety **YOUR** Priority

Every year in Saskatchewan, approximately 4,000 people under the age of 25 are injured on the job and 3 youth will die from a workplace incident.

Protect yourself and prevent injury. WorkSafe Saskatchewan has resources available to help you stay safe at work. Don't become a statistic.

Top five workplace injuries reported by young workers:

1. **Hands cut, struck or burned.** Approximately 1,200 hand injuries, or 42% of all workplace injuries among youth.
2. **Back injuries** caused by over-exertion from lifting, climbing, reaching and/or twisting. More than 485 back injuries occur each year, or 17% of youth work injuries.
3. **Legs that are sprained, strained and/or broken.** More than 485 leg injuries happen each year, or 17% of youth work injuries.
4. **Arms cut, sprained or strained.** More than 360 arm injuries occur each year, or 13% of youth work injuries.
5. **Eye injuries** caused by flying debris such as chips and splinters. Youth sustain more than 300 eye injuries every year, or 11% of youth work injuries.

WorkSafe Saskatchewan has tips to help you avoid getting hurt at work. Here are five things you need to know to keep yourself and others safe at work.

1. Get your training and attend orientation.

- Know the saying "Better safe than sorry?" It certainly applies to the workplace. Not having safety training and orientation can result in a workplace injury or death.

- Employers are responsible for providing safety training and orientation. If you aren't given this, make sure you ask your supervisor.
- Just remember: Ask, ask, ask! There is no such thing as a stupid question.
- As a new worker, you might feel uncomfortable asking a lot of questions, but if you don't ask questions and you're not trained to work safely, you won't be aware of the risks, which means you're more likely to have a workplace incident.

2. Know the hazards at work and how to protect yourself.

- Ask your supervisor about hazards in the workplace and how to control them. Don't forget to also ask about safe work practices and personal protective equipment (PPE).
- A hazard is any activity, situation or substance that can cause harm. Be on the lookout for:
 - Slipping, tripping or falling
 - Lifting or moving heavy objects for long periods
 - Working in extreme cold or hot environments
 - Loud, constant noise
 - Mental health stress
 - Working with electricity
 - Operating machinery and equipment
 - If you see a hazard, report it to your supervisor.

3. Wear and use the safety equipment provided to you. If you don't have any, ask.

- If you're asked to wear safety clothing, make sure you wear it. This includes safety glasses, gloves, a hard hat or anything else.
- Never remove a guard or device that's part of your safety equipment. These are there to protect you.
- And if you think you need protective clothing or equipment and you don't have it? You guessed it — ask!

4. Say NO to dangerous work.

- If you're asked to do something that seems unusually dangerous, you have the right to refuse to perform that work. Legally, your employer can't punish you for refusing risky work.
- Tell your supervisor you believe the work is unsafe. Speak to the Occupational Health Committee chairpersons. If you don't know who to talk to, ask!

- Stay at your job. Your supervisor may ask you to do other work.
- Don't forget to always ask yourself, "Am I in any danger?"

5. Use hands-on resources for more information.

- Under 16? Go online at saskatchewan.ca/ywrc and take the Young Worker Readiness Certificate Course (YWRCC). If you're 14 or 15 and want a part-time job, you'll need your YWRCC completion certificate.
- Want to know how to select the right glove to protect your hands from a work injury? Watch WorkSafe Saskatchewan's Hand Injury Toolbox Talk video at worksafesask.ca/prevention/contact-crush-collision-injuries/hand-and-finger-injuries/
- Between the ages of 14 and 21? Check out the Saskatchewan Safety Council's free Career Safety Education training at sasksafety.org/training/youth/career-safety-education#Youth. Safety training helps reduce your chances of a work injury and it looks good on your resume.
- Looking for more safety tools? Visit WorkSafe Saskatchewan's website at worksafesask.ca.

**Show how you
#focusonsafety
and win cash!**

Want to get involved in safety? Create a two-minute video about workplace safety with the theme "Focus on Safety." You could win prizes. The 2019 WorkSafe Saskatchewan Youth Video Contest is open to all high school students in the province. **Contest closes March 28, 2019.**

For contest rules and winning videos from past years, visit worksafesask.ca. Have questions? Email askwcb@wcbask.com.

You have the right to:

- 1 KNOW** the hazards at work & how to protect yourself.
- 2 PARTICIPATE** in health & safety activities at your work.
- 3 REFUSE** work which you believe is unusually dangerous.

To report dangerous work in progress, call Occupational Health & Safety at **1.800.567.7233**

QUESTIONS about work fairness, work hours, breaks or pay? Call Employment Standards **1.800.667.1783**

www.saskatchewan.ca/business/employment-standards



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CASINOS



Thomas **BENJOE**

Creating opportunity for Indigenous communities



“I enjoy making people rethink their ideas of me, making them question their own personal values.”

Thomas Benjoe, a member of the Muscowpetung First Nation, is president and CEO of FHQ Developments. That's the economic development corporation for File Hills Qu'Appelle Tribal Council. **Just 32, Thomas has already achieved his high school goal of being in a position to create opportunity for Indigenous communities ... and his adventure is only beginning.**

What is your role as CEO?

My main focus is creating and managing our investments and partnerships to make sure we're seeing wealth generation and building capacity in new industries. Our vision is very long-term—we want our children, grandchildren and great grandchildren to benefit 100 years from now.

How did you start on this path?

I specialized in First Nations business and economic development at university. I was also involved in the First Nations University Student Association, the Business Students' Society and starting the Aboriginal Youth Entrepreneurship Camp. That background set me apart from a typical marketing or finance degree. I was able to leverage that into career opportunities.

Are extracurricular activities helpful?

I built a strong network through volunteer work in high school and university, and a lot of my career opportunities have come through that network. I was at a student conference in Toronto when I met people from RBC's Aboriginal Banking division, and that led to my becoming a Commercial Account Manager, Aboriginal Market Specialist at RBC.

Did you like it?

It was a good experience. I worked with RBC's Saskatchewan Aboriginal Banking team, and we managed everything under the sun for First Nations and Metis communities. I participated in initiatives on Aboriginal recruitment and retention as well. I also built a network inside the bank.

When did you move to FHQ?

While I was with RBC, I was invited to be one of the founding board members for FHQ Developments. I stayed on the board for six years. So, while I was growing my knowledge at the bank, I was also learning about board governance and how to build a

corporation from the ground up. I resigned from the board when they asked me to become CEO.

Was it an intimidating move?

It was a little nerve-wracking. I expected this kind of thing to happen later in my career. But the whole reason I set out on this path was to do these things, so I accepted.

What motivates you?

It's all about advancing Indigenous business, because that allows us to have a bigger impact on Indigenous communities. As a business leader, I can sit at the table as a professional to reaffirm our rights to our territories, resources, government and business. We want people to know the reasons we're here. Instead of having other influences control us, we're trying to create independence, have our own revenue sources so we can invest where it's a priority for us. That's ultimately what motivates me everyday.

Has the TRC had an impact?

I think Truth & Reconciliation has led to more open conversations about racism. I think dialogue on the diversity of experiences is important. In business, I think it's getting non-Indigenous leaders to see how their organization's values are creating barriers and to rethink their own leadership and strategy. I hope it will lead to more Indigenous people in leadership roles.

Where do you see yourself in 10 years?

I'll likely still be in this role, but hopefully we'll have more partnerships and more businesses with Indigenous leaders. We live in a capitalist world, but we can still do a lot for our communities. Our focus is on creating multigenerational businesses, based on our teachings and culture. We're still here to build wealth, but that wealth will be used in our communities in strategic ways.

Explore an Indigenous Approach to Business

- Aboriginal Youth Entrepreneurship Camp at First Nations University of Canada is for Indigenous youth in Grades 11 and 12. The camp is a fun way to learn about First Nations entrepreneurship. You'll stay on campus, making new friends and experiencing university life. entrepreneurecamp.ca
- First Nations University of Canada integrates a First Nations approach in its Bachelor of Administration program. Specialize in accounting, entrepreneurship, finance, human resource management, international business, management or marketing. fnuniv.ca
- University of Saskatchewan – the Aboriginal Business Administration Certificate is a two-year certificate of proficiency designed to help students transition to studying business in an urban university setting. Credits transfer to a B.Comm. edwards.usask.ca/programs/abac.

Katherine REGNIER

From farm girl to CEO

She laughs as she says it, but farm girl to CEO is a good reflection of Katherine Regnier's career adventure. She was working for a local IT start-up when she had a great idea for an app. That's not unusual. **What is unusual is that she turned her idea into a working app and then bootstrapped it into a successful business—one that recently leaped from 5 to 60 employees. Now, before you think 'overnight success,' read on.**

Bootstrapped?

That means I grew the business using money we earned by attracting new clients.

Let's talk about the farm girl.

I grew up **on** a grain and cattle farm in the Prud'homme area. In my eyes, my parents were entrepreneurs running their own business—that really resonated with me. I always knew I wanted my own business, I just didn't know what it would be.

Did you get a business education?

Actually no. After high school, I went to a local career college and took Interactive Visual Communications, which included graphic design and programming.

Why IT?

I didn't know what kind of business I wanted, but this was 2000 and IT was still evolving. I thought it would be good to have some IT skills, so I could at least do my own website and other materials.

What was your first job?

At school, I fell in love with photography so my first job was in a photography studio. I realized it didn't have the kind of scalability I wanted, so when I learned about an opportunity at EventPro in Saskatoon, I applied. I got the job and ended up doing sales, website and graphic design.

Where did you get the idea for the app?

My job involved a lot of travel. I realized I could book a trip faster than I could arrange an appointment

with my massage therapist down the hall. It was frustrating, and that's when I got the idea for a scheduling app for appointment-based businesses.

Did you create the app yourself?

No, I was the 'idea' person; I hired someone to program the software. I learned a big lesson there, though, because whoever programs the software, owns the intellectual property. I didn't know that. My first two tries, the programmer wouldn't sign over the code. On the third try, I knew enough to get a contract upfront, so I owned the IP.

Best part of your job?

It's fun to create something new and see how it changes people's lives. It's also fun to grow the business.

Looking back, what would you do differently?

I would have asked for help sooner. Getting a great idea off the napkin you're doodling on and into reality is super hard. I would have had more mentorship on how to run a company, how to protect my idea and how to grow the business.

Where do you see yourself in 10 years?

I hope to be one of the biggest tech success stories in Canada. We don't have many big tech companies, and even fewer with a female CEO.

Any tips on starting a business?

Just start, that's my biggest tip. Start by talking with people on the same kind of adventure you want. You'll find most are very willing to talk to young people.



"I wish I'd known more about the business side of things, so my advice is to try to find mentors who've been there, done that."

Tips for App Entrepreneurs

1. **Do your own coding.** If you want to build your own app, you're going to have to do your own programming. Ask your school counsellor about coding classes, workshops or bootcamps. Explore computer programs at the University of Regina, University of Saskatchewan and Sask Polytech.
2. **Outsource your coding.** App development companies will help you get your idea off the ground. Do an online search and you'll discover a growing community of app development companies right here in Saskatchewan.
3. **Use an online app creator.** Online mobile app creators are basically do-it-yourself app builders. There are limits to what they can do, so it might not lead to a scalable business. Still, it's fun to explore the possibilities. Search 'app builders' in iOS or Android stores.

PRO TIP: *If you want to pursue app development, you'll need to understand app development platforms, languages, publishing, testing, etc. The key is education. Most of our employees have computer science degrees, but we also have a good mix of Sask Polytech diplomas, certificates and even some self taught.*

Brandon Karp, project manager, VOG Saskatoon App Developer

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Scholarships & Awards



Government Loans, Scholarships

- Saskatchewan-Canada Student Loans Program, saskatchewan.ca/residents/education-and-learning/student-loans
- Government of Saskatchewan, saskatchewan.ca/residents/education-and-learning/scholarships-bursaries-grants
- Saskatchewan Graduate Retention Program, saskatchewan.ca/residents/education-and-learning/graduate-retention-program

Apprenticeship

- Saskatchewan Apprenticeship and Trade Certification Commission (SATCC), saskapprenticeship.ca/youth_apprentices
- Apprenticeship Incentive Grant for Women, Apprenticeship Incentive Grants for registered apprentices, servicecanada.gc.ca/eng/goc/apprenticeship/incentivegrant/program.shtml

Saskatchewan Post-Secondary Institutions

- Carlton Trail College, carltontrailcollege.com
- Cumberland College, cumberlandcollege.sk.ca
- First Nations University of Canada, fnuniv.ca/scholarships
- Gabriel Dumont Institute (GDI), gdins.org/student-services/scholarships-bursaries
- Great Plains College, greatplainscollege.ca/scholarships
- Lakeland College, lakelandcollege.ca/campus-life/financial-aid
- Northlands College, trainnorth.ca/Financial%20Assistance
- North West College, northwestcollege.ca/prospective_students/funding_scholarships.html
- Parkland College, parklandcollege.sk.ca/admissions/scholarships/overview.html
- Saskatchewan Polytechnic (formerly SIAST), saskpolytech.ca/admissions/resources/scholarships-and-awards.aspx
- Saskatchewan Indian Institute of Technologies (SIIT), siit.ca/pages/scholarships--bursaries.html
- Southeast Regional College, southeastcollege.org/students/scholarships-financial-aid
- St. Peter's College, stpeterscollege.ca/students/money.php
- University of Regina, uregina.ca/safa
- University of Saskatchewan, students.usask.ca/money/scholarships.php

Saskatchewan & Canada-Wide

- AANDC Aboriginal Bursaries Search Tool, aadnc-aandc.gc.ca/eng/1351185180120/1351685455328
- Affinity Credit Union, affinitycu.ca/meet-affinity/in-the-community/scholarships-awards
- Association of Canada Land Surveyors (ACLS), acls-aatc.ca/students-home/scholarships
- Association of Canadian Universities for Northern Studies (ACUNS), acuns.ca
- Automotive Industries Association Canada (AIA), aiacanada.com/career-resources
- Bank of Canada Scholarship & Work Placement Program, bankofcanada.ca/careers/scholarships
- Canadian Scholarship Trust Plan, cst.org/en/about-cst/awards
- Canadian Western Agribition, agribition.com
- Prince Edward Arts Scholarship, saskartsboard.ca/menu/grants/grant-programs/prince-edward-arts-scholarship.html
- Saskatchewan Ministry of Agriculture, Agriculture Student Scholarship, saskatchewan.ca/business/agriculture-natural-resources-and-industry/agribusiness-farmers-and-ranchers/thinkag/prepare-for-a-career-in-ag
- Saskatchewan Association of Rural Municipalities 90th Anniversary \$1,000 Student Scholarship in Agricultural Safety and Rural Health, sarm.ca/about-sarm/member-services/sarm-scholarship
- Canadian Agri-Business Education Foundation, cabef.org
- Saskatchewan Stock Growers Association awards and Scholarships, skstockgrowers.com/resources
- Saskatchewan Association of Conservation Officers, saco.ca/awards/scholarships
- Saskatchewan Aviation Council, saskaviationcouncil.ca/employment-education/scholarships
- Saskatchewan Drama Association, saskdrama.com/scholarship.htm
- SaskTel Scholarships, sasktel.com/about-us/corporate-social-responsibility/scholarships/sasktel-scholarships
- Saskatchewan School Boards Association, saskschoolboards.ca/about-us/awards-and-scholarships
- Saskatchewan Government Insurance (SGI), sgi.sk.ca/scholarships
- SIGA Justice Paul Favel Indigenous Award for Outstanding Leadership in Community Involvement, siga.sk.ca/community-investment/scholarship
- CIBC Student Scholarships, cibc.com/ca/advice-centre/student-life/cibc-scholarships.html
- DisabilityAwards.ca, disabilityawards.ca
- FCC Aboriginal Student Empowerment Fund, fcc-fac.ca/en/in-your-community/giving-back/fcc-aboriginal-student-empowerment-fund.html
- 4-H Canada, <https://4-h-canada.ca/scholarships-awards>
- Indspire, indspire.ca/for-students/bursaries-scholarships
- Keewatin Career Development Corporation, career.kcdc.ca/index.php/funding
- Loran Scholars, loranscholar.ca/becoming-a-scholar
- RBC Royal Bank Scholarships, rbc.com/dms/enterprise/scholarships.html
- SaskatchewanScholarships.ca, saskatchewan scholarships.ca
- Saskatchewan Trucking Association Scholarship, <https://sasktrucking.com/services/scholarships>
- ScholarshipsCanada.com, scholarshipscanada.com
- Schulich Leader Scholarships, schulichleaders.com
- SGEU, sgeu.org/member-resources/scholarships-bursaries
- Terry Fox Humanitarian Award, terryfoxawards.ca
- The Canadian Hospitality Foundation, thechf.ca/scholarships
- TD Scholarships for Community Leadership, tdcanadatrust.com/products-services/banking/student-life/scholarship-for-community-leadership/index.jsp
- Universities Canada, univcan.ca/programs-and-scholarships
- Yconic (formerly Student Awards), yconic.com
- Zonta International, www.zonta.org

Applying to Schools Outside Sask?

- Apply Alberta Alberta Post-Secondary Application System, applyalberta.ca/pub
- BC Post-secondary Application Service, applybc.ca
- Ontario Universities' Application Centre, ouac.on.ca
- The Common Application (USA), commonapp.org
- UCAS Universities & Colleges Admissions Service (UK), ucas.com



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