

# relevance

CAREER OPTIONS FOR YOUR FUTURE 2020

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# We see a Future in Their Future



**Skills Development**

**Networking**

**Work Experience**

**Mental Well-Being**

Our youth are full of potential. With the world of work changing, we need to help ensure that they're prepared for what's next. That's why we created RBC Future Launch, a program that increases access to skill development, networking opportunities and work experience, empowering the youth of today for the jobs of tomorrow.

[rbc.com/futurelaunch](https://rbc.com/futurelaunch)

## RBC Future Launch

Empowering the youth of today for the jobs of tomorrow.



# TOMORROW IS NOW

There's a lot in the news about how technology and artificial intelligence are changing the future of work. Yes, you'll be impacted by changing workplaces. But here's the thing – you'll also be leading those changes. **Relevance 2020** is all about owning your future.

How? By exploring different types of training and blurring the lines between career titles. And by staying open to learning new skills, and then learning different skills, and then learning more new skills.

Our peers share stories about chasing their dreams, discovering unexpected opportunities and finding success in ways they never imagined in high school. That's the thing about life ... it's never a straight path, because every day brings new opportunities. Our peer mentors share insights and lessons learned to help you navigate the choices.

Check out our updated (and expanded) 2020 Saskatchewan Job Chart. You'll find information on hundreds of career options, including educational paths, wage estimates, employment prospects and key skills.

We've also crammed as much information on career trends, work skills, educational paths and student resources as we could fit into these 52 pages. Use Relevance 2020 as a starting point to explore your post-secondary and career options.

**Your tomorrow starts right here, right now.**

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### Minister's Message

Saskatchewan has had one of the best performing labour markets in Canada over the past decade, hitting record high employment levels and low unemployment rates. This growth has generated an abundance of rewarding career opportunities across many different sectors, from agriculture to manufacturing, oil and gas to health care, arts and culture to information technology. No matter what career path you want to take, you'll find it in Saskatchewan.

Our government is ensuring Saskatchewan continues to grow by maintaining an attractive economic climate, and by creating training and education pathways to careers in the province. The future of our province depends on young people investing in their skills and planning their careers here in Saskatchewan.

The Government of Saskatchewan is proud to partner with the Saskatoon Industry-Education Council (SIEC) to help ensure the next generation of our labour force has what it needs to succeed. Our government is grateful for the commendable work SIEC has done to prepare youth to make informed choices about their education and career options, and realize their full potential. We look forward to continuing this relationship. I am also thankful for the educators across the province who make a professional and personal commitment to equip students with the skills and confidence they need to progress to the next stage of their lives. Together, we are building a stronger Saskatchewan for generations to come.

Sincerely,



Honourable Jeremy Harrison  
Minister Responsible for Immigration and Career Training



**Saskatchewan**

### Thank You!

Relevance Magazine is produced by the Saskatoon Industry-Education Council. We would like to thank the Saskatchewan Ministry of Immigration and Career Training and our post-secondary institutions for their long-term support. We would also like to acknowledge the individuals who help make Relevance possible, led by Janet Uchacz-Hart and Shana Stewart, Saskatoon Industry- Education Council, Tanveer Islam, Ministry of Immigration and Career Training (Job Chart), Chad Hein (designer), Liam Richards, Electric Umbrella (photography) and Bev Fast (writer/editor). Sincere thanks to the SATCC, our regional colleges, universities and businesses for their financial assistance and provision of materials. And of course, thank you to our peer and mentor profiles for once again sharing their experiences, stories and tips in this year's publication.



# YOUR CAREER YOUR FUTURE YOUR WAY

You've probably heard it a million times—**the future of work is changing** (cue sound effects: dun, dun, DUN!). Change scares people, but don't let it scare you. The future of work is changing, but it's changing in some pretty exciting ways. The key to having a successful career is being willing to go with the flow of change. We asked our Relevance 2020 peers and mentors for tips on how to grow **your career, your future, your way**.



## Be true to you.

Neal Kewistep was brought up to value his Indigenous identity, and that identity defines how he carries himself at work and in the world. "Indigenous young people often feel conflicted, as if we have to choose to be Indigenous at work or leave it at the door. Our Indigeneity is part of us, it shouldn't be compromised at work. It only recently dawned on me how close I came to losing my language and culture. I don't possess my language, but I'm close to my culture, and my culture makes me reflect on how I live Indigenous ways of being, including at work."



### Neal Kewistep

Executive-in-Residence, Johnson Shoyama Graduate School of Public Policy

As an Indigenous leader, I've come to understand that Indigenous people in non-Indigenous institutions bring value that's inherent in them; we are strong in diversity.



## Find your mentors

Just about every Relevance peer and mentor we've interviewed over the last 12 years has said the same thing—find mentors. But who are mentors and how do you find them? It's easier than you think, because potential mentors are all around you. It might be your high school math teacher, your track coach, your apprenticeship journey person, your favourite university prof.

"I've had so many wonderful mentors in my life. Even now, when I've moved into mentoring roles myself, I still see myself as a protégé," says Rachelle Brockman, one of our 2020 mentors. "I've found that I really love having young mentors. They help me stay open to change and to be more aware of labels and 'isms,' like sexism and ageism."

Rachelle continues to pay it forward, as a public speaker and facilitator of "eureka experiences" and a leader in the Edwards School of Business Womensorship Program.



### Rachelle Brockman

Principal, Eureka Experience

Growing up, the people around us give us gifts—teachings—not all of them are good. Just remember, you don't have to accept every gift.





## Do what you love.

It's a cliché. You know it and we know it. Not everyone is passionate about a particular career. But some of you are. Some of you know *exactly* what you want to do and who you want to be, even if you're not sure *how* you're going to get there, at least not yet.

That's how it was for Austin Grass. He knew at 15 that he wanted a career in film, even if he didn't realize until university that he wanted to be a camera operator. Once he had a focus, he jumped on every opportunity. He added a minor in photography to his degree, volunteered to gain experience, used a class project to create a short film, and scoured social media for opportunities.

When a friend called and said Montreal was the place to be, Austin packed up his car and drove 36 hours across country to pursue his dream. Since 2016, he's worked as a camera operator on national commercials, as a camera trainee on Hollywood films, as a first and second assistant camera operator on true crime TV series . . . and his career is just revving up. "I wake up super happy every day," he says. "It's incredible making decent money doing a job that doesn't feel like work to me, because I love it so much."



**Austin Grass**  
Camera operator

Work towards the future you want. We're only guaranteed this one life, so use it to do the things you want to do.



## Keep learning.

If there's one thing the experts agree on, it's that the future of work will demand lifelong learning. Fear not, this doesn't mean you'll spend half your life in a classroom. But you should expect to upskill and reskill throughout your career. You might go back to school for a different degree or diploma, but you might also take online courses, professional development workshops and short-term certificate programs.

Ali Abukar's career to date is a good example of the benefits of upskilling. As an 18-year-old Somali refugee in Egypt, he needed an education to survive. He started by getting an English proficiency certificate, which opened the door to work as a tutor and interpreter. With the help of family and refugee supports, he was able to keep learning. He got a bachelor's degree in business administration at the Arab Open University. Double graduate diplomas in migration & refugee studies and psycho-social interventions for forced migrants and refugees at the American University in Cairo let him push his career in a new direction, and he followed this with a master's in social work from Wilfred Laurier University in Ontario. He hasn't stopped there; since becoming CEO of the Saskatoon Open Door Society, Ali has taken leadership training at the University of Saskatchewan and non-profit management studies at Mount Royal University in Calgary.



**Ali Abukar**  
CEO, Saskatoon Open Door Society

A high school diploma isn't enough anymore—you need some kind of post-secondary education, maybe different kinds over your career.



## Your career is not you.

Omayra Issa is a journalist with the CBC. It's a high-profile career, but she's careful not to identify too closely with the job title. Partly because she's aware of the changing nature of the news profession, partly because she's also a public speaker, moderator and facilitator who engages communities to tell their stories, and partly because she's learned through experience that it's easy to become your work.

"When we're young, there's more pressure to compare ourselves, to compete. It can be destructive," she says. "It's important to have standards for ourselves and to try our best to meet those standards, but be the best you can be for yourself, not others. That's why I push myself, that's what inspires me."



**Omayra Issa**  
Journalist & Public Speaker

You need to keep a bit of distance between who you are and what you do.



## Never say never.

When Michael Linklater retired from professional basketball last year, he was lucky enough to go out on a high note as a member of the Saskatchewan Rattlers. The team won the first-ever Canadian Elite Basketball League Championship in front of a hometown crowd in August 2019.

Team practice no longer dominates Michael's life, but he has no problem staying busy. He's the founder of Prime Basketball Development, a company that teaches basketball players what it takes to become champions, on and off the court. He's also an elected councillor for Thunderchild First Nation, a public speaker, a representative for Nike N7, a business owner, a community leader, a family man and a part-time university student.

The thing is, Michael left university to play pro ball before he finished his degree. You might wonder, why finish now, ten years later? "For me, having a degree is just a piece of paper. My great aunt doesn't have a degree and she's one of the most intelligent people I've ever met," he says. "But I want to finish what I started, for myself and for my kids. I don't want to feel like a hypocrite when I tell kids to get more education when I didn't finish."



**Michael Linklater**  
Athlete, Public Speaker

When something isn't feeling right, instead of brushing it aside, figure out where the feelings stem from and work on that.



# Omayra ISSA

“I come from a family of strong women.”

As a reporter with the CBC since 2014, Omayra has covered a lot of stories, from the Humboldt Broncos tragedy to the La Loche shooting. But Omayra also has her own story to tell. She’s fluent in five languages, has been named one of Canada’s top 100 Black Women to watch and was nominated for a YWCA Women of Distinction Award. **She’s not afraid to challenge comfort zones in order to start open conversations about race, gender, sexuality and social engagement.**

## Where did you grow up?

Niger, West Africa. My dad worked for a uranium company, which is what brought us to Saskatoon. We moved here when I was 16.

## What’s it like moving to a new country?

Massive culture shock! We arrived in November, and it was so cold that when we came out of the airport, we wanted to run right back in. And then there was the language barrier—I only had basic English, so I had to learn quickly.

## Was it tough fitting in?

It was. I was fluent in French, so I was enrolled in Grade 11 at École Canadienne-Française. I started a student newspaper at my school as a way to bond with classmates.

## Why a school newspaper?

It gave me a way to exist in a world I found strange and intimidating. In my family, the news was important, it connected us to the rest of the world.

## Did you take journalism at university?

Actually, I took economics and English literature. I wanted to be a lawyer. My aunt and grandpa were lawyers. Human rights were a big interest in our family—my grandma was very involved in women’s rights. I think that’s why journalism comes naturally; I was raised in a family that was interested in human stories.

## So how did you get into journalism?

I was working for an organization that led community projects, and the CBC French language service would call me for a comment. They started asking me to provide commentary, and then, they asked me to comment on the provincial budget. That was big. It



went well, so I asked if they’d be interested in other commentary—basically, I pitched myself to the CBC.

## And they hired you?

Not quite. They asked if I was interested in being a researcher and I said no, because I was finishing my bachelor’s degree. The day I handed in my last paper, I let them know I was available. After that, my career just unfolded.

## Do you encounter racism?

Oh yes. Being a black woman on the prairies is not easy, even though I’ve lived almost half my life here.

## How do you deal with it?

I was raised to respect myself. I come from a family of strong women—my mom, my grandmother, my

aunties. I don’t let what other people say define me. I stand firm in my identity.

## How can society deal with it?

We need to be able to talk about race without the stigma of racism. We need to have those tough conversations, and discomfort is going to be part of that. I also think we need to honour our differences. We shouldn’t have to be the same.

## Where do you see yourself in 10 years?

I would like my journalism to be internationally known. I was asked to moderate a panel on energy during the 2019 African Union Summit in Niger. It was amazing. It showed me the value of storytelling in connecting people at a global level.

## GETTING THE STORY

Career opportunities in communications are about as diverse as you can imagine. If you’re interested in in-depth documentary and investigative journalism, check out the University of Regina’s School of Journalism ([urjschool.ca](http://urjschool.ca)). Indian Communication Arts at First Nations University prepares you for jobs in Indigenous and mainstream media and public relations ([fnuniv.ca/a-programs](http://fnuniv.ca/a-programs)). Media Production at Saskatchewan Polytechnic offers cutting-edge training in the “how-to” of content creation ([saskpolytech.ca/about/school-of-information-and-communications-technology](http://saskpolytech.ca/about/school-of-information-and-communications-technology)). For a broader learning canvas, explore a bachelor of arts degree from the University of Saskatchewan ([artsandscience.usask.ca](http://artsandscience.usask.ca)).



# DEFENDERS

BE WHAT THE WORLD NEEDS

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Saskatchewan!



# CAREER

# Superpowers

## Tomorrow's Toolbox

Think of soft skills as your career toolbox. You carry this toolbox from job to job, adding new tools and sharpening existing tools as you go. The more tools you have, the more jobs you can do.

## Must-have essential skills:

- Reading
- Numeracy
- Writing
- Document use
- Oral communication
- Digital
- Working with others
- Continuous learning
- Thinking

## Highly valued people skills:

- Resilience: maintain a positive attitude in all kinds of situations, "grit".
- Cognitive intelligence: reason & plan, solve problems, think abstractly and learn from experience.
- Emotional intelligence: perceive and manage your own emotions as well as the emotions of others.
- Social intelligence: connect with others, sense reactions and stimulate desired interactions.
- Virtual collaboration: work productively as a member of a virtual team.

## In-demand workplace skills:

- New media literacy: use various forms of new media for communication.
- Design mindset: develop tasks and work processes to reach desired goals.
- Transdisciplinarity: understand concepts across multiple disciplines.
- Computational thinking: translate vast amounts of data into abstract concepts.

## Helpful applied knowledge skills:

- Novel & adaptive thinking: come up with solutions beyond the usual.
- Sense-making: determine the deeper meaning of things.

Source: [iftf.org/futureskills](http://iftf.org/futureskills)

By 2030, six out of 10 of your classmates will be working in jobs that don't exist today. **Cool, right?** Except ... how do you prepare for a job that doesn't exist yet?

Easy. Focus on developing your career superpowers, a.k.a., your skills. Your success is about building people skills, communication skills, digital skills and information seeking skills. It's about resilience and learning how to adapt in the face of change so you can thrive in the workplaces of tomorrow. Our peers and mentors share their insights on the skills you need to succeed.

## #1 Superpower: Communication

Put communication in bold letters with exclamation marks after it. Communication is not just talking, it's asking questions and listening to the answers. It's more than texting and email, it's being able to talk face to face. You need to understand eye contact, tone of voice, body language and words, because all these things together are part of communicating.

– **Mentor Rachele Brockman,**  
*principal, Eureka Experience*

Good communicators aren't born; it's a skill everyone can learn. Sometimes, we develop bad habits and think it's part of our persona, that we're just not good communicators. But communication isn't about who you are as a person, it's a skill you practice and grow, just like you would practice soccer skills or music skills.

– **Omayra Issa,**  
*CBC journalist & public speaker*

## Superpower: Listen to Feedback

Communication is also about listening to feedback, and being able to take in feedback, without taking it personally.

– **Raegan Pollard, P.Eng.,**  
*Senior Project Manager,*  
*Graham Construction*

## Superpower: Attitude

All of the nine essential skills come into play for me as a welder. But one thing this last year of training for WorldSkills taught me is that a positive attitude counts. At Skills competitions, everyone is trying to be the best they can be. At that level, you can't leave things to chance, you have to put your best foot forward no matter what. I think that translates to the real world of work.

– **Adam Sebastian, 3rd Year Apprentice Welder,**  
*WorldSkills Team Canada 2019*

## Superpower: Flexibility

In my field, I think the ability to adapt and grow with change will become more and more important. Technology and workplace standards are constantly changing, which means new procedures and techniques. Science is always moving forward.

– **Donalee Olynick, CLX technologist, Wadena Hospital**

## Superpower: Learn from Mistakes

Don't let mistakes rule you. I was raised to know that it was okay to make mistakes, but to learn from them, correct them and move on. Mistakes are teaching lessons.

– **Omayra Issa, CBC journalist & public speaker**

## Superpower: Being Human

With all the innovations in technology, I think it's important to discover our humanity. The challenge of the tech world is that it connects us to faraway places, but disconnects us to close places, like friends, family and community. The beautiful gift we have as humans is that we are human. As humans, we are positioned to understand and deal with the issues and challenges of our world. It's our responsibility to honour that gift to ourselves.

– **Mentor Neal Kewistep, Executive-in-Residence,**  
*Johnson Shoyama Graduate School of Public Policy*



# Jordyn BURNOUF

“Connecting with people is my superpower.”

**“Once I started to travel, it fostered a need in me to think bigger. Open yourself up to global conversations.”**



Jordyn is passionate about a lot of things, and that passion has led to some amazing career opportunities. She's met with Elders and community leaders across northern Saskatchewan, presented her idea for an Indigenous Youth Advisory Council at an international summit in England, explored clean energy options as a 20/20 Catalyst ... **and she's just starting to find her voice.**

## What's your background?

I'm a member of Black Lake First Nation, but I grew up in Ile-a-la-Crosse. I studied psychology at the University of Saskatchewan and fashion merchandising at the Blanche Macdonald Centre in Vancouver.

## How was the transition to university?

Fun, but also culture shock. I had a lot of anxiety

about going to classes. My chemistry class had 150 students—my entire high school graduating class was about 26. It made me realize what a sheltered little bird I was.

## How did you handle the anxiety?

It helped that I was living with my three best friends and still involved in track & field. I competed in track all through high school; I won two gold medals at the North American Indigenous Games in 2008. At university, I stayed involved in coaching. It kept me grounded and focused on the future.

## Are you still involved in track?

I've been on the board of the Saskatchewan Aboriginal Track & Field Association since high school. I have a huge passion for the organization and for the sport. We organize clinics in Indigenous communities and host an annual track meet. We had close to 500 people at the 2018 event; that makes us one of the biggest meets in the province.

## How has your career evolved?

I started as a cognitive disability consultant in northwest Saskatchewan. After two years, I moved to Northlands College in La Ronge, first as a student recruitment officer and then as coordinator of community & cultural engagement. I travelled

to 44 northern communities, meeting Elders and leaders, talking with youth, seeing all the different cultures—it was awesome.

## What brought you to Saskatoon?

At Northlands, I was on the road 3 out of 5 days and I just needed a change. My high school coach, Derek Rope, invited me to join his company last January. We're a First Nations consulting business that provides innovative approaches to community, economic and strategic partnership development.

## What did working in the north teach you?

There's a disconnect between education, jobs and life. A lot of youth in the north live on the land. There's no certificate or degree for their traditional knowledge or skills, so it's no wonder they're not interested in industry-driven education. That's what got me thinking about the Youth Advisory Council.

## You're also interested in a clean energy?

Yes, I'm involved in a clean energy project in my community through the 20/20 Catalyst program, which is part of the Indigenous Clean Energy network. I was one of 22 catalysts selected in 2019 to participate in week-long intensives in BC, NWT and Ontario, where we explore community-based clean energy options.

## LOOKING FOR GREENER PASTURES?

Start by checking out environmental certificate, diploma and degree programs at the University of Saskatchewan ([sens.usask.ca](https://sens.usask.ca)), University of Regina ([uregina.ca/arts/environmental-studies](https://uregina.ca/arts/environmental-studies)), First Nations University ([fnuniv.ca/a-programs](https://fnuniv.ca/a-programs)), Saskatchewan Polytechnic ([saskpolytech.ca/about/school-of-natural-resources-and-built-environment](https://saskpolytech.ca/about/school-of-natural-resources-and-built-environment)) and regional colleges.

## The 20/20 Catalysts Program

supports Indigenous communities embarking on clean energy projects. Working collaboratively with the guidance of Indigenous leaders and clean energy practitioners across the country, catalysts gain the skills they need to help their communities maximize the social and economic benefits of clean energy initiatives. Learn more at [indigenoucleanenergy.com/2020-catalysts-program](https://indigenoucleanenergy.com/2020-catalysts-program).

# Adam **SEBASTIAN**

“I felt I had something to prove.”

If Adam told you he was a world class welder (which he won't because he's too modest), it would be the honest truth. Last August, he placed 9th out of 40 countries at the 2019 WorldSkills Competition in Kazan, Russia. **Technically, that makes him one of the 10 best welders under 22 in the world. Talk about bragging rights.**

## How did you get involved in Skills competitions?

I entered a school competition at Saskatchewan Polytechnic. I was the underdog, but I went on to win. That led to the 2016 provincials, where I also won, and that led to nationals, where I didn't do so good.

## What happened at nationals?

I thought provincials was big, but nationals blew my mind. I was new to competition and made a rookie mistake—I misread the instructions.

## Why compete in Skills again?

I felt like I had something to prove. Also, 2016 was a qualifying year for the 2017 WorldSkills competition. Seeing how much effort went into that really fired me up. I thought it would be amazing to represent my country.

## Did you train?

Yes, I worked four 10-hour days at my apprentice job, then spent a day at Sask Polytech practicing. I went through the whole process again—I won the local and provincial competitions to move on to nationals, where I won the national Gold medal in my skill. It was the most amazing feeling I've ever had in my life.

## And then off to WorldSkills?

No, 2017 wasn't a qualifying year. I had to do it all again in 2018. But it all went to plan, and I was one of two welders chosen to compete for a spot on Team Canada. I spent almost a year training and battling it out with the other welder. It was intense. We had a



weld-off at the 2019 nationals in Halifax, and I ended up winning.

## Any perks being part of Skills Canada?

Having access to a trainer and expert, you learn so much. I also got to travel—Skills Canada pays for everything. My first international competition was in Huntsville, Alabama. I also went to Australia, where I had my first real look at some of the top WorldSkills countries—Japan, Russia, India. I placed third in both competitions.

## Any lessons learned?

You think you're good, and then you get to these international competitions and you see people who are even better. It's intimidating, but it fires you up, too.

## Tell us about WorldSkills.

The venue was so huge, you can't even wrap your head around it. Over 1,300 competitors from 63 different countries. We stayed in our own Team Canada village. The opening ceremonies were ridiculous—you walk out with Team Canada and there are fireworks, dignitaries, a sell-out stadium crowd, 40,000 people cheering. Russia spared no expense; it was like the Olympics.

## How did it go?

I came out with 9th place and a Medallion of Excellence. I was just 4 points off the podium, so it

was close. It was a relief when it was done, but sad too, because you only get one chance at the Worlds.

## What's next?

A bit of rest, actually! I'm in my last year of apprenticeship, so I'll finish up the school component and get my hours, then I'll write the Red Seal exam. I'd definitely consider more schooling, like welding engineering technology.

## SKILLS CANADA BRINGS OUT YOUR BEST.

Imagine representing your country on the world stage, challenging yourself against the best of the best. The Olympics? Nope, it's WorldSkills, and it's a **HUGE deal**.

Skills Canada promotes careers in skilled trades and technology through annual provincial and national competitions. Competitions are open to high school and post-secondary students. Every 2 years, the two highest ranking participants in their trade at nationals compete in the WorldSkills selection process. These Team Canada “prospects” spend months in training and then go head-to-head at nationals to earn a coveted spot on WorldSkills Team Canada.

**2020 is a WorldSkills qualifying year.** Learn more at [skillscanadasask](https://skillscanadasask.com) and [skillscompetencescanada](https://skillscompetencescanada.com).



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## OUR MISSION

To promote and engage Saskatchewan youth in skilled trades and technologies.

## PROVINCIAL COMPETITION

April 3, 2020 | Saskatoon, SK

## NATIONAL COMPETITION

May 28 & 29, 2020 | Vancouver, BC



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# Skilled Trades and the Future of Work

Are robots and artificial intelligence going to replace skilled trades? Short answer: no. Long answer: some trades will fade (know any good blacksmiths?) and most will evolve along with technology. Brand new trades will emerge, too. The point is, there's a good future in skilled trades, tomorrow and 20 years from tomorrow.

Apprentices spend approximately 85% of their time working on the job, learning from a certified journeyperson.

## It's not about gender

Male hairdressers, female bricklayers, male nurses, female hockey players . . . your brain has already created labels, hasn't it? We're trained by society to do this, to think of women's work and men's work, pink collar and blue collar.

But why attach gender to careers? What would happen if we erased gender stereotypes and just looked at careers as skillsets?

Well, for one thing, we would have more guy teachers and nurses, more girl welders and IT analysts. It would open a lot of doors. You could follow your interests without worrying about being teased or stereotyped.

## It's not second best

Hey, it's 2020. Why are we still fighting the stereotype of skilled trades as second best careers? Why do we still undervalue blue collar work and overvalue white collar work? Let's hope your generation will bust these stereotypes.

Why is this important? Because according to the Canadian Apprenticeship Forum, Canada needs to add more than 167,000 new apprentices to the workforce by 2023.

No jobs out there? In the first quarter for 2019, Statistics Canada reported over 60,000 job vacancies in Red Seal trades.

Poor pay? According to Stats Canada, the average annual income across 18 different trades at the time of journeyperson certification was just over \$51,000. Four years after certification, average annual income was \$67,300. Do your homework; some trades are better paying than others.

## They're called "skilled" for a reason

Learning by doing is still the foundation of every skilled trade, from cook to welder. But "skilled" means just that. In addition to the 9 essential skills (see Career Superpowers on page 8), you need to master industry-specific applied skills.

The skilled trades also demand strong soft skills, things like problem-solving, critical thinking, creativity, collaboration and people skills. And like every other occupation today, digital literacy is a must. Don't let the term intimidate you, it simply means you're able to use a computer, tablet or smart phone to find, create, evaluate and share information.

## Robots are not taking over

Robots are not taking over the skilled trades. AI-driven technology will definitely have an impact, but a leading think-tank says only 5% of all occupations across all industries have the potential to be completely replaced by robots.

It's more like you'll be working *with* AI-driven technology or working *on* AI-driven technology. That's the flipside of technology: The more automated machines we have, the more skilled tradespeople we'll need to fix them when they break down.

Canada needs to add more than 167,000 new apprentices to the workforce by 2023.

## Start here

If you're in high school, the Saskatchewan Youth Apprenticeship program will let you explore opportunities in the skilled trades ([saskapprenticeship.ca/youth\\_apprentices](https://saskapprenticeship.ca/youth_apprentices)).

If you're getting ready to join the workforce, the Saskatchewan Apprenticeship and Trade Certification Commission website is your best source for info on becoming an apprentice ([saskapprenticeship.ca](https://saskapprenticeship.ca)).

## 5 TIPS FOR EXPLORING THE TRADES

### 1. Do your homework

Spend some time exploring different trades at [saskapprenticeship.ca](https://saskapprenticeship.ca) and [careersintrades.ca](https://careersintrades.ca). Which ones are you most interested in? Which have the best job prospects? What do they pay?

### 2. Keep your options open

Specialized trades often require industry-specific knowledge and skills. This can be a good thing, because you can become a specialist in your field and command top wages, but it can also narrow your job market. If you'd like more career flexibility, consider trades with transferrable skills.

### 3. Take a pre-employment program

Saskatchewan Polytechnic, Saskatchewan Indian Institute of Technologies, Gabriel Dumont Institute and Saskatchewan Regional Colleges all offer short (3-4 month) pre-employment programs in the skilled trades. It's a great way to test drive a trade, while also building transferrable skills.

### 4. Become a niche area expert

Becoming the go-to expert in a niche area of your trade can provide a great foundation for career growth. It's important to start by developing a broad set of skills, both industry-specific and transferrable. But if you see an opportunity to excel in one area (especially if you can earn a premium wage), get all the training and experience you can in that area.

### 5. Keep learning

After getting journeyperson certification, it might be tempting to close the books and just focus on work. But stay open to more training. Careers in skilled trades are evolving; as they evolve, new opportunities emerge – getting training in new areas will help make your career recession-proof (and robot proof).

Check out the full article at [talentegg.ca/incubator/2016/03/07/selecting-skilled-trade-7-mind](https://talentegg.ca/incubator/2016/03/07/selecting-skilled-trade-7-mind).





# Wanted: skill seekers.

Discover the benefits of a career in the skilled trades with SK Youth Apprenticeship.

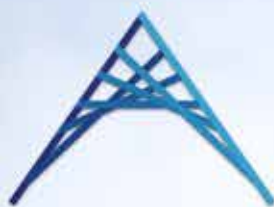


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# Get **PAID** to **LEARN**

A growing number of post-secondary education programs include work experience as part of their curriculum. But you can also use these links to find internships and other paid work experience opportunities that match your interests.

- **Computers for Schools (CFS)** Saskatchewan Technical Work Experience Program offers paid work experiences for youth (ages 15–30) seeking a career in the IT field, [cfs-sask.ca](http://cfs-sask.ca).
- **Federal Student Work Experience Program** provides high school and post-secondary students access to a wide variety of work experience, [canada.ca/en/public-service-commission/jobs/services/recruitment/students/federal-student-work-program.html](http://canada.ca/en/public-service-commission/jobs/services/recruitment/students/federal-student-work-program.html).
- **Indigenous Clean Energy Network 20/20 Catalysts** is a mentor-based capacity building program for people interested in using clean energy initiatives to create positive change in their communities, [indigenoucleanenergy.com/2020-catalysts-program/become-a-catalyst](http://indigenoucleanenergy.com/2020-catalysts-program/become-a-catalyst).
- **Katimavik National Experience** is a 5-month program that lets you gain life skills and work experience while contributing to community development through volunteerism, [katimavik.org/en/we-are](http://katimavik.org/en/we-are).
- **Saskatchewan Government** offers summers jobs and internships in a variety of government departments, [careers.gov.sk.ca/studentjobs](http://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](http://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](http://saskatooniec.ca).
- **Summer Apprenticeship Program (SAP)** focuses on Grade 10 and 11 students looking to explore occupations in the trades through summer employment, [rdiec.ca/summer-apprenticeship](http://rdiec.ca/summer-apprenticeship).
- **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](http://canada.ca/en/canadian-heritage/services/funding/young-canada-works.html).



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# Donalee OLYNICK

“I want to help the community I grew up in.”



Donalee is a country girl at heart, so when she discovered a post-secondary program that would let her grow her career in a rural area, she didn't hesitate.

## What do you do?

I'm a CLXT, or combined laboratory and x-ray technologist, at Wadena Hospital. Wadena is a small rural centre about 2½ hours away from Saskatoon or Regina.

## Why Wadena?

I grew up on a farm just outside of Wadena. My dad cattle/grain farms and my mom is a special care aide. Now I live on a farm near Quill Lake with my husband, who's also a farmer, and our 9-month-old son.

## What's the job about?

I take people's blood and analyze it in the lab; I take X-rays to provide doctors with information they need to make patient diagnoses. I also take electrocardiograms, which is a tracing of the heart's electrical current.

## How did you choose this career?

I was attracted to health care at a very young age. Science, biology and the way the human body

worked always intrigued me. Many of my family members had some sort of health care career, and that inspired me as well.

## How did you decide on medical diagnostics?

I tried education at university, but realized it wasn't for me, so I started work at the Wadena Medical Clinic. That's where lab and X-ray technology became part of my life. I grew more interested in the tools physicians used to help diagnose patients, and from then on, I wanted to learn more.

## Why the CLXT program?

It was a career focused in a rural setting. It also attracted me because CLXTs are in high demand; I knew I wouldn't have trouble finding a job after completing the program.

## How was the transition to post-secondary?

The biggest challenges were moving away from my family and the intense workload. Longer school days, more homework, and it was all on you to make it work for your future. It was scary and exciting all at once.

## Did you look for a job near home?

Yes, it was important to me to return to a rural area. I wanted to be able to provide a service to the community I grew up in. Rural communities need to be promoted—they're the heart of Saskatchewan.

## What do you love about your job?

That every day is different. There are always new medical cases that test your knowledge or teach you something completely new. It makes each day interesting. We're also part of a crucial team that helps doctors diagnose patients—that's very rewarding.

## Biggest challenges?

The long hours you sometimes have to work and the emotional strain you face working with sick or injured patients and their families.

## What are your strongest skills?

I think one of my strongest skills is the ability to multitask. I can also work quickly and efficiently. Having empathy is a good trait to have in a hospital setting, and I always treat others how I'd like to be treated.

## Any tips?

Always keep an open mind. Keep your education up to date, work well with others, don't be afraid to express your ideas and just have fun doing your job.

## Where do you see your career going?

I love my job, and I hope to see more interest in the profession and more standardized laboratory workplace practices across the province. I also hope to be able to perform more lab testing in rural centres and to continue to provide the most necessary lab/X-ray results to our doctors.

## HEALTH CAREERS ARE BOOMING.

Explore degree programs in health sciences, medicine, pharmacy, nutrition, kinesiology, nursing, physical therapy and health sciences at First Nations University of Canada ([fnuniv.ca](http://fnuniv.ca)), University of Regina ([uregina.ca](http://uregina.ca)) and University of Saskatchewan ([usask.ca](http://usask.ca)). Or check out certificate and diploma programs in nursing, paramedicine, addictions counselling, continuing care, health technology, health information management, therapeutic recreation, health & community studies at Gabriel Dumont Institute ([gdins.org](http://gdins.org)), SIIT ([siit.ca](http://siit.ca)) and Saskatchewan Polytechnic ([saskpolytech.ca](http://saskpolytech.ca)).





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# SPOTLIGHT ON Medical Diagnostics

What comes to mind when you think about a career in health care? Being a doctor, nurse, therapist, pharmacist? All good choices, but there's another side to medicine. It's called medical diagnostics, and it's a growing field with good jobs, solid earning potential and great mobility.

*Medical diagnostic technology careers are divided into two areas: imaging and laboratory. We'll look at careers you can train for here at home, mostly certificate and diploma programs at Saskatchewan Polytechnic, but also degree options at the University of Regina and University of Saskatchewan.*

## Imaging Careers

### Combined Laboratory and X-ray Technology (CLXT)

CLXT is a cool program. It's a 2-year diploma aimed at people who want to work in rural hospitals and health centres, although your skills qualify you to work anywhere. You'll be trained in both routine medical lab tests as well as in X-ray and electrocardiography procedures. This broad skill set makes you an important part of the rural health team.

### Medical Radiologic Technology (MRT)

MRT is a 2-year diploma program that provides hands-on training in the use of X-ray, computed tomography (CT) and breast imaging equipment. You'll learn how to use high tech equipment, how to position patients to get the best images and how to critique images. MRTs work in hospitals, radiology clinics, cancer clinics, community health centres, private medical clinics and even veterinary clinics.

## Laboratory Careers

### Cytotechnology

Cytotechnology is another 2-year diploma program, but this one is focused in the laboratory. You'll learn to study cells and cellular anomalies using a microscope and other lab equipment. The job is crucial to identifying infections, inflammations and cancerous or precancerous lesions, which is the first step in determining treatment plans.

### Medical Laboratory Technology (MLT)

This 2.5-year diploma program will immerse you in a high tech, lab-based diagnostic environment. If you like solving problems, following procedures and working with lab equipment, this is a great career choice. Medical laboratory technologists (often called MLTs) work for regional health districts, government health agencies, educational institutions and in private and public labs.

### Medical Laboratory Assistant (MLA)

Medical lab assistants work directly with patients and other health care providers. The job involves everything from collecting patient health information and medical specimens, to assisting with lab work. Sask Polytech's one-year applied certificate program puts you on the fast-track for job opportunities in hospitals, clinics, medical offices, research labs, vet clinics and more.

### Phlebotomy

Ever gone to the doctor and had a blood test? Well, the person collecting your sample is a phlebotomist. Phlebotomists are trained to draw blood from patients for use in medical tests. Sask Polytech offers a one-year applied certificate program through distance education. It's a great way to open doors to job opportunities in regional health districts, government health agencies and private labs.

## Ladder into a Degree

The CLXT, MRT, MLT and Cytotechnology diploma programs let you ladder into degree programs at the University of Regina or Athabasca University in Alberta. Several also let you take your degree through First Nations University of Canada, Campion College or Luther College.

The benefit is that you take your first 2 years at Sask Polytech, which offers smaller class sizes and more one-on-one interaction with instructors. Once you graduate, you can work for a few years or jump right into the third year of a four-year university degree program. Getting a degree in medical diagnostics can open the door to higher paying management and teaching positions.

## Earn while you learn ... while you serve

Both the MRT and MLT programs at Sask Polytech are recognized by the Canadian Armed Forces, which means you could qualify for Paid Education funding. For information, visit [forces.ca/en/paid-education](https://forces.ca/en/paid-education).



# TOP 3 SOFT SKILLS

## #1 Communication

If you're thinking that working in the lab or with technology means you don't have to work with patients, rethink. Careers in medical diagnostics may not have the same level of bedside care as other health professions, but they do involve working with patients. Good communication and listening skills are a must.

## #2 Attention to detail

This one is absolutely critical. Medical diagnostics is all about getting the details right. Physicians, specialists, patients and families are counting on you to deliver accurate imaging or lab results. That means attention to detail and commitment to accuracy.

## #3 Professionalism

This helps you empathize with patients, while also maintaining high work standards and a positive attitude. Professionalism helps build trust between you and your patients.

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Learn more at [saskpolytech.ca/research](http://saskpolytech.ca/research)



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# How to Finance Your Tomorrow: **SCHOLARSHIPS & AWARDS**

## Government Loans, Scholarships

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

## Apprenticeship

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

## Saskatchewan Post-Secondary Institutions

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

## Saskatchewan & Canada-Wide

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

## Applying to Schools Outside Sask?

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

## HERE'S A TIP.

I applied for over 50 scholarships, and I got 6. That's one of my tips for high school students—apply for as many scholarships and bursaries as you qualify for. You'll get a lot of rejections, but you'll also get some approvals to help you pay for your education.

— **Jordyn Burnouf, Associate, Medicine Rope Strategies**





Your tomorrow starts right here  
**right now.**

Use Job Chart 2020 to explore jobs, wages,  
training & education, soft skills & more.

Want practical info on hundreds of Saskatchewan jobs? Job Chart 2020 shows how much you could earn, what post-secondary training you need, what future job prospects look like, even what soft skills employers are looking for. Each listing includes:

#### **NOC CODE**

The National Occupational Classification (NOC) system is Canada's go-to source for information on occupations. Use the four-digit NOC code to dig deeper into career options.

#### **JOB DESCRIPTION**

A summary of typical job activities. If you want to know more, talk to someone who does this for a living or visit [jobbank.gc.ca/home](http://jobbank.gc.ca/home).

#### **WAGE RANGE, ANNUAL ESTIMATES**

This information is based on full-time, 40 hours a week, full-year (52 weeks a year) wages and estimated using 2018 Job Bank prevailing hourly wages.

#### **NUMBER EMPLOYEES**

(2019 Estimate)

Why is this helpful? Jobs with a higher number of employees have more turnover, which means more job openings.

#### **PROSPECTS TO 2023**

Knowing future employment prospects in different occupations can help you plan for tomorrow. Job Chart offers three employment indicators.

☆☆☆... Good

☆☆... Fair

☆... Limited

#### **SOFT SKILLS**

Today's employers want to know about your soft skills. Job Chart lists the most in-demand soft skills for hundreds of jobs.

#### **TRAINING AND EDUCATION**

This lists 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 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 details, **CONTACT THE INSTITUTION DIRECTLY.**

***Note:** These indicators reflect employment opportunities over a five-year period, 2019 to 2023, based on current and future labour market trends.*

NOC CODE	JOB TITLE	JOB DESCRIPTION	PREVAILING WAGE RANGE, ANNUAL ESTIMATES	EMPLOYMENT 2019 ESTIMATES	FORECASTED TOTAL JOB OPENINGS, 2019-2023	PROSPECTS TO 2023	MOST IN-DEMAND SOFT SKILLS (BASED ON JOB BANK 2018 NATIONAL DATA)	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	4,010	800	☆☆	Organized, accurate, reliability	Carlton Trail College, Cumberland College, Dumont Technical Institute, First Nations University of Canada, Great Plains College, Lakeland College, Northlands College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatoon Business College, 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	4,790	1,060	☆☆	Organized, reliability, accurate	Great Plains College, Lakeland College, Saskatchewan Polytechnic, Saskatoon Business College, University of Regina, University of Saskatchewan
1241	Administrative assistants	Perform a variety of administrative duties in support of managerial and professional staff.	\$31,990 to \$62,400	8,050	1,490	☆☆☆	Organized, reliability, attention to detail	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatoon Business College, 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	8,070	1,780	☆☆☆	Organized, attention to detail, reliability	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, Saskatoon Business College, 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	450	60	☆☆	n.a.	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	670	120	☆☆	Attention to detail, accurate, organized, effective interpersonal skills	Carlton Trail College, Cumberland College, Dumont Technical Institute, First Nations University of Canada, Great Plains College, Lakeland College, North West College, Northlands College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatoon Business College, 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	460	70	☆☆	Attention to detail, organized, effective interpersonal skills	University of Regina
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	770	150	☆☆	Attention to detail, team player, organized	University of Regina
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	1,080	230	☆☆	Reliability, attention to detail, dependability	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	370	70	☆☆	Reliability, excellent written communication, accurate, attention to detail	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	1,140	270	☆☆	Attention to detail, tight deadlines, work under pressure	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Northlands College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatoon Business College, Southeast College, University of Regina
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	1,270	200	☆☆	Attention to detail, team player, effective interpersonal skills	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	410	70	☆☆	Accurate, organized, excellent oral communication, attention to detail, work under pressure, client focus, effective interpersonal skills	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	1,210	230	☆☆☆	Organized, reliability, excellent written communication	Carlton Trail College, Cumberland College, Great Plains College, Lakeland College, North West College, Northlands College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatoon Business College, Southeast College, University of Regina, University of Saskatchewan

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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	590	80	☆☆	Organized, accurate, attention to detail	Saskatchewan Polytechnic, Saskatoon Business College, 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	5,380	870	☆☆	Organized, attention to detail, reliability	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	8,020	1,500	☆☆	Attention to detail, organized, reliability	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Northlands College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatoon Business College, Southeast College, University of Regina
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	680	120	☆☆	Organized, effective interpersonal skills, excellent oral communication	Cumberland College, Great Plains College, Lakeland College, Northlands College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatoon Business College, Southeast College, 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	1,910	290	☆☆	Team player, excellent oral communication, organized	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	1,020	220	☆☆	Attention to detail, tight deadlines, work under pressure	Lakeland College, Saskatchewan Polytechnic, Saskatoon Business College, 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	410	80	☆☆	Attention to detail, reliability, organized	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	970	160	☆	Attention to detail, reliability, organized	Carlton Trail College, Cumberland College, North West College, Parkland College, Saskatoon Business College, Southeast College
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	930	70	☆☆	n.a.	On The Job Training
1451	Library assistants and clerks	Process library materials, sort and shelf books, provide general library information to users and perform various clerical duties, such as filing and typing.	\$26,000 to \$52,000	360	80	☆☆	Organized, excellent oral communication, effective interpersonal skills, excellent written communication	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	850	90	☆☆	Attention to detail, reliability, team player	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	1,670	310	☆☆	Organized, reliability, attention to detail	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Northwest College, Parkland College, Saskatchewan Polytechnic, Saskatoon Business College, Southeast 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	2,940	550	☆☆☆	Attention to detail, excellent oral communication, organized	University of Regina, 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	1,170	210	☆☆	Organized, attention to detail, accurate	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Northlands College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatoon Business College, 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	690	100	☆☆	Attention to detail, excellent oral communication, team player	Saskatchewan Polytechnic, University of Regina
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	1,710	230	☆☆	Effective interpersonal skills, organized, excellent oral communication	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
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	1,020	160	☆☆	Excellent oral communication, organized, team player	Cumberland College, Great Plains College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan

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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	1,430	250	☆☆☆	Excellent oral communication, organized, effective interpersonal skills	Lakeland College, Saskatchewan Polytechnic, Saskatoon Business College, 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	1,570	320	☆☆	Organized, attention to detail, team player	Saskatchewan Polytechnic, Saskatchewan Indian Institute of Technologies, 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	840	150	☆☆	Team player, reliability, attention to detail	Saskatchewan Polytechnic, University of Regina
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	4,770	740	☆☆	Reliability, organized, excellent oral communication	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Northlands College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatoon Business College, 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	570	☆☆	Attention to detail, reliability, organized	Saskatchewan Polytechnic, Southeast College
1522	Storekeepers and partspersons	Sort, store and issue parts and supplies for companies in the agricultural, mechanical and service industries.	\$33,280 to \$68,640	2,170	380	☆☆	Attention to detail, reliability, team player	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	480	100	☆☆	Organized, accurate, reliability	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	420	80	☆☆	Organized, reliability, team player	Great Plains College, Saskatchewan Polytechnic, 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	560	100	☆☆☆	n.a.	University of Regina, 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	1,110	250	☆☆	Attention to detail, organized, team player	Saskatchewan Polytechnic, 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	750	180	☆☆	Excellent oral communication, effective interpersonal skills, attention to detail	Carlton Trail College, Cumberland College, Great Plains College, Saskatchewan Polytechnic, Southeast College, University of Regina
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	90	☆☆	Attention to detail, excellent oral communication, effective interpersonal skills	Lakeland College, University of Regina, 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	510	120	☆☆	Reliability, judgement, team player	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	320	70	☆	Organized, attention to detail, team player	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	450	50	☆	Attention to detail, excellent oral communication, accurate	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	750	90	☆☆	Excellent oral communication, excellent written communication, attention to detail	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	870	120	☆☆	Attention to detail, work under pressure, tight deadlines	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	730	120	☆☆	Attention to detail, organized, team player	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	1,650	300	☆☆	Attention to detail, work under pressure, tight deadlines	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	1,530	190	☆☆	Attention to detail, team player, organized	Northlands College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatoon Business College, 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	140	☆☆☆☆	Team player, initiative, effective interpersonal skills	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	110	☆☆	Attention to detail, organized, team player	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	610	140	☆☆	Attention to detail, organized, effective interpersonal skills	Saskatchewan Polytechnic, University of Regina
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	410	60	☆☆	Organized, accurate, team player	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	940	210	☆☆	Attention to detail, team player, organized	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	1,180	200	☆☆☆☆	Attention to detail, organized, team player	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	1,060	170	☆☆	Attention to detail, team player, accurate, excellent oral communication	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	1,670	280	☆☆	Team player, organized, attention to detail	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	410	40	☆	Team player, judgement, attention to detail	Northlands College, 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	30	☆	Attention to detail, work under pressure, tight deadlines	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	320	40	☆☆	Organized, team player, effective interpersonal skills	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	590	60	☆	Team player, excellent oral communication, organized	Cumberland College, Lakeland College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic, Southeast College, 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	370	☆☆	Team player, organized, initiative	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	210	☆☆	Excellent oral communication, team player, judgement	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	260	50	☆☆	Attention to detail, tight deadlines, team player	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	290	50	☆☆	Attention to detail, reliability, team player	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	470	70	☆☆	Team player, dependability, attention to detail	Lakeland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, 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	1,140	170	☆☆	Organized, reliability, team player	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	220	20	☆	n.a.	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	350	50	☆☆	Attention to detail, organized, accurate	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	390	40	☆☆☆	Team player, initiative, effective interpersonal skills	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	270	50	☆☆	Organized, attention to detail, accurate, excellent oral communication	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	40	☆☆	Organized, excellent oral communication, excellent written communication	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	760	90	☆☆	Team player, attention to detail, organized	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	330	20	☆☆	Organized, attention to detail, team player	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	30	☆	Organized, effective interpersonal skills, team player	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	380	50	☆☆☆	Dependability, reliability, effective interpersonal skills	University of Saskatchewan (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	910	100	☆☆	Attention to detail, reliability, team player	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	650	80	☆☆☆	Team player, excellent oral communication, client focus	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	440	40	☆☆	Reliability, team player, excellent oral communication, organized	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	2,780	390	☆☆☆	Attention to detail, team player, excellent oral communication, client focus	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, North West College, Northlands 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	810	130	☆☆☆	Team player, reliability, effective interpersonal skills, excellent oral communication	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	810	180	☆☆☆	Attention to detail, excellent written communication, organized, excellent oral communication	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	890	120	☆☆	Effective interpersonal skills, team player, judgement	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	10,370	1,720	☆☆☆	Team player, client focus, reliability	Carlton Trail College, Cumberland College, Great Plains College, Lakeland College, North West College, Northlands 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	520	130	☆☆☆	Client focus, team player, values and ethics, effective interpersonal skills	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	40	☆☆☆	Excellent oral communication, organized, excellent written communication	University of Saskatchewan (transfer program)
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	290	30	☆	Client focus, team player, reliability	On The Job Training
3234	Paramedical occupations	Administer emergency or critical medical care to patients and transport patients via ground or air ambulance.	\$47,840 to \$83,200	910	100	☆☆☆	Reliability, team player, flexibility	Carlton Trail College, Cumberland College, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Polytechnic, Southeast College
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	1,310	80	☆☆	Accurate, excellent oral communication, effective interpersonal skills	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	790	90	☆☆☆	Effective interpersonal skills, interpersonal awareness, excellent oral communication	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	12,360	1,900	☆☆☆	Effective interpersonal skills, team player, judgement	Northwest College, 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	370	40	☆☆	Excellent oral communication, effective interpersonal skills, team player	University of Saskatchewan
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	1,130	150	☆☆	Effective interpersonal skills, excellent oral communication, organized	First Nations University of Canada, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan

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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	2,580	470	☆☆	Excellent oral communication, organized, client focus	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	1,630	230	☆☆	Values and ethics, reliability, judgement, effective interpersonal skills, team player, excellent oral communication, dependability, excellent written communication	Gabriel Dumont College, 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	4,930	800	☆☆☆☆	Team player, dependability, reliability	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Northlands 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	280	50	☆☆	Initiative, organized, accurate	University of Regina
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	730	140	☆☆	Effective interpersonal skills, team player, excellent oral communication	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	120	☆☆	Effective interpersonal skills, organized, excellent oral communication	University of Regina, University of Saskatchewan
4413	Elementary and secondary school teacher assistants	Assist teachers by providing one-on-one support to students with diverse needs using learned guidance and classroom management strategies.	\$26,400	4,720	990	☆☆☆☆	Dependability, reliability, flexibility	Carlton Trail College, Cumberland College, Lakeland College, Northlands College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, 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.	\$46,260 to \$95,210	8,580	1,680	☆☆☆☆	Attention to detail, organized, excellent oral communication	First Nations University of Canada, Northern Saskatchewan Indigenous Teacher Education Program (NSITEP), Northlands College, Parkland 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	940	180	☆☆	Effective interpersonal skills, judgement, reliability, client focus	First Nations University of Canada, University of Regina, University of Saskatchewan
4312	Firefighters	Carry out firefighting and fire prevention activities; assist in other emergencies.	\$52,000 to \$105,000	950	200	☆☆	Team player, organized, judgement, excellent oral communication, reliability, excellent written communication, effective interpersonal skills, flexibility	Lakeland College, Parkland College, Saskatchewan Indian Institute of Technologies
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	870	140	☆☆	Team player, excellent written communication, work under pressure	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	4,260	830	☆☆☆☆	Reliability, organized, flexibility	First Nations University of Canada, Lakeland College, Northwest College
4412	Home support workers, housekeepers and related occupations/ Disability support worker	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	2,900	570	☆☆	Reliability, dependability, flexibility	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	1,780	220	☆☆	Excellent oral communication, excellent written communication, attention to detail	University of Saskatchewan
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	660	90	☆☆	Excellent oral communication, effective interpersonal skills, excellent written communication	University of Regina, University of Saskatchewan

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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	330	40	☆☆	Effective interpersonal skills, team player, reliability, initiative, work under pressure, judgement, organized	Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
4211	Legal Assistant and related occupations	Legal assistants prepare legal documents, maintain records and files and conduct research to assist lawyers or other legal professionals. Notaries public administer oaths, take affidavits, sign legal documents and perform other activities according to the limitations of their appointment.	\$40,560 to \$82,430	300	50	☆☆	Organized, reliability, excellent written communication	Saskatoon Business College, 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	2,170	410	☆☆	Attention to detail, work under pressure, reliability, excellent written communication, tight deadlines, values and ethics, excellent oral communication, judgement, organized	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
4012	Post-secondary teaching and research assistants	Assist with teaching and research activities at universities and colleges.	\$26,000 to \$85,340	1,960	-10	☆☆	Attention to detail, team player, reliability	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	310	30	☆☆	n.a.	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
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	1,550	360	☆☆	Excellent oral communication, initiative, flexibility	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 af PPs, elections and tribunals.	\$54,000 to \$114,130	290	60	☆☆	n.a.	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	430	80	☆☆	Effective interpersonal skills, excellent oral communication, client focus	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	390	60	☆☆	Team player, organized, excellent oral communication	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.	\$46,260 to \$95,210	4,170	850	☆☆	Excellent oral communication, effective interpersonal skills, team player	First Nations University of Canada, Northern Saskatchewan Indigenous Teacher Education Program (NSITEP), Parkland College, Saskatchewan Urban Native Teacher Education Program (SUNTEP), University of Regina, University of Saskatchewan
4212	Social and community service workers/Youth Care Worker	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	5,200	850	☆☆☆☆	Team player, client focus, flexibility	Cumberland College, First Nations University of Canada, Great Plains College, Lakeland College, North West College, Northlands 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 af PPs, employment, home economics, immigration, law enforcement, corrections, human rights, housing, labour, family services, foreign aid and international development.	\$50,920 to \$104,000	850	120	☆☆	Organized, excellent oral communication, team player	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	2,150	320	☆☆	Effective interpersonal skills, client focus, reliability	Cumberland College, First Nations University of Canada, Northlands College, Northwest College, Parkland College, University of Regina, University of Saskatchewan (transfer program)
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	2,530	270	☆☆	Excellent written communication, excellent oral communication, organized	University of Regina, University of Saskatchewan

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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	120	☆☆	Excellent written communication, team player, attention to detail	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	800	160	☆☆	Work under pressure, tight deadlines, team player	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan
5123	Journalists	Research, investigate, interpret and communicate news and public af PPs through newspapers, television, radio and other media.	\$31,350 to \$83,120	250	90	☆☆☆☆	Organized, initiative, excellent oral communication, excellent written communication	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	50	☆☆	Organized, initiative, attention to detail, effective interpersonal skills	University of Saskatchewan (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	480	120	☆☆	Organized, attention to detail, excellent written communication	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	2,610	180	☆☆	Team player, dependability, reliability	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	260	50	☆	Organized, team player, attention to detail	Saskatchewan Indian Institute of Technologies, 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	1,210	200	☆☆	Reliability, team player, dependability	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	1,430	150	☆☆	Reliability, team player, excellent oral communication	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	570	110	☆☆	Reliability, work under pressure, team player	Northwest College
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	9,740	1,220	☆☆☆☆	Attention to detail, team player, flexibility	Dumont Technical Institute
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	610	80	☆☆	Effective interpersonal skills, work under pressure, excellent oral communication	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	1,140	170	☆☆	Team player, organized, reliability	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	310	80	☆☆	Reliability, flexibility, dependability	On The Job Training
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	7,550	1,220	☆☆☆☆	Team player, reliability, work under pressure	Carlton Trail College, North West College, Northlands College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic, Southeast College ✖
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	190	40	☆☆	Attention to detail, organized, client focus	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	2,240	330	☆☆	Client focus, attention to detail, excellent oral communication	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	810	190	☆☆	Team player, attention to detail, work under pressure	On The Job Training

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6562	Estheticians, electrologists and related occupations	Cosmeticians, electrologists, estheticians, manicurists, pedicurists and tattoo artists provide facial and body treatments.	\$23,000 to \$48,010	1,550	160	☆☆	Client focus, reliability, attention to detail	Lakeland College, North West College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic, Southeast College, Private schools ✖
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	2,160	350	☆☆	Team player, organized, excellent oral communication	Carlton Trail College, Cumberland College, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Polytechnic, Saskatoon Business College, Southeast College, 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	7,000	680	☆☆☆	Team player, reliability, flexibility	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	11,400	1,140	☆☆☆	Team player, reliability, work under pressure	On The Job Training
6311	Food service supervisors	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	1,770	200	☆☆	Team player, flexibility, work under pressure	On The Job Training
6341	Hairstylists	Design hair by shampooing, cutting, styling and colouring; perform retail sales and customer service tasks.	\$23,000 to \$53,330	3,330	430	☆☆	Client focus, reliability, attention to detail	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	970	230	☆	Reliability, attention to detail, team player	Dumont Technical Institute, 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	1,970	400	☆☆	Excellent oral communication, client focus, team player, organized	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	8,940	1,900	☆☆☆	Reliability, dependability, flexibility	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	7,580	1,620	☆☆☆	Attention to detail, reliability, dependability	Saskatchewan Indian Institute of Technologies
6511	Maitres 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	860	70	☆☆	Team player, excellent oral communication, organized	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	850	110	☆	Reliability, team player, effective interpersonal skills	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	70	☆☆	Reliability, dependability, attention to detail	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	1,580	140	☆☆	n.a.	Lakeland College, Saskatchewan Polytechnic, Saskatoon Business College, 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	770	110	☆☆	Attention to detail, organized, accurate	University of Regina, University of Saskatchewan
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	2,250	370	☆☆	Team player, organized, reliability	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	20,020	3,030	☆☆☆	Team player, dependability, reliability	Cumberland College, Great Plains College, Lakeland College, Parkland College, Saskatchewan Polytechnic
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	2,920	620	☆☆☆	Excellent oral communication, client focus, organized	Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Polytechnic, Saskatoon Business College, University of Regina

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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	2,900	660	☆☆☆	Reliability, team player, excellent oral communication	Carlton Trail College, Parkland College, 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	1,980	220	☆	Reliability, effective interpersonal skills, flexibility	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	1,970	250	☆☆	Attention to detail, reliability, team player	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	5,430	710	☆☆	Attention to detail, team player, reliability	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	320	80	☆☆	Attention to detail, reliability, organized	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	2,450	440	☆☆	Excellent oral communication, effective interpersonal skills, client focus	Lakeland College, University of Saskatchewan
Trades, Transport & Equipment Operation								
7315	Aircraft mechanics and aircraft inspectors	Your job will be to repair and inspect all types of aircraft and avionic systems.	\$39,000 to \$70,990	340	80	☆☆	Attention to detail, team player, reliability	Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies ✖
7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	Use diagnostic, computer and mechanical skills to service and repair automobiles, light trucks and buses.	\$33,280 to \$84,240	5,800	970	☆☆☆	Reliability, team player, attention to detail	Lakeland College, North West College, Parkland College, Saskatchewan Apprenticeship and Trade Certification Commission, 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	20	☆	Attention to detail, tight deadlines	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	360	30	☆	Reliability, accurate, team player	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	3,350	980	☆☆☆	Reliability, team player, judgement	Carlton Trail College
7272	Cabinetmakers	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	300	110	☆	Attention to detail, team player, organized	Saskatchewan Apprenticeship and Trade Certification Commission ✖
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	6,390	1,130	☆☆	Team player, reliability, accurate	Cumberland College, Lakeland College, Northlands College, Northwest College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Carpenter Joint Training Committee, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College ✖
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	440	30	☆	Team player, attention to detail, flexibility	On The Job Training
7311	Industrial mechanic (millwright)	Install, maintain and repair machinery in factories, mines and production facilities.	\$41,600 to \$100,550	2,930	380	☆☆	Attention to detail, team player, excellent oral communication	Cumberland College, Dumont Technical Institute, Parkland College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic, Southeast College ✖
7611	Construction trades helpers and labourers	Prepares, cleans up construction sites, moves earth, places concrete structures and municipal lines.	\$31,200 to \$58,240	6,740	750	☆	Reliability, team player, flexibility	Dumont Technical Institute, Parkland College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic ✖
7371	Mobile and Tower Crane operators	Operate various types of hoisting equipment to move, place and position items.	\$52,000 to \$92,830	560	80	☆☆	Attention to detail, team player, dependability	Parkland College, Saskatchewan Apprenticeship and Trade Certification Commission, Western Trade Training Institute ✖
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	2,350	320	☆☆☆	Reliability, team player, organized	Carlton Trail College, Cumberland College, Lakeland College
7244	Powerline Technician	Construct and maintain overhead and underground power lines and related equipment.	\$41,600 to \$98,490	960	70	☆	Tight deadlines, team player, accurate, judgement	Northlands College, Saskatchewan Apprenticeship and Trade Certification Commission, SaskPower Training Centre, Southeast College ✖

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7241	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	3,930	240	☆☆	Attention to detail, team player, organized	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Northlands College, Parkland College, Saskatchewan Apprenticeship and Trade Certification Commission, 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	270	20	☆☆	n.a	Saskatchewan Apprenticeship and Trade Certification Commission ✖
7521	Heavy equipment operators (except crane)	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	5,280	540	☆☆	Attention to detail	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Parkland College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College ✖
7312	Heavy-duty equipment technicians, Agricultural equipment technicians	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	2,830	410	☆☆	Reliability, team player, attention to detail	Dumont Technical Institute, Lakeland College, Mechanical Trades, North West College, Parkland College, Saskatchewan Apprenticeship and Trade Certification Commission, 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	1,650	230	☆☆	Team player, excellent oral communication, organized	Carlton Trail College, Cumberland College, Great Plains College, Lakeland College, North West College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic, Southeast College ✖
7293	Insulators (Heat and Frost)	Maintain and apply thermal insulation to commercial and industrial structures and equipment.	\$37,440 to \$80,000	330	30	☆☆	n.a	Saskatchewan Apprenticeship and Trade Certification Commission, Heat and Frost Insulators Training Committee ✖
7236	Ironworkers (Reinforcing or Structural/Ornamental)	Fabricate, weld and install rebar and materials used in reinforcing concrete (reinforcing). Fabricate, weld, cut, erect/dismantle structural steel and miscellaneous metal work; erect and place pre-cast concrete; perform rigging and place machinery (structural/ornamental).	\$45,340 to \$91,520	560	50	☆☆	Reliability, team player, dependability	Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic ✖
7231	Machinists 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	790	130	☆☆	Attention to detail, accurate, dependability	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	5,210	910	☆☆	Reliability, team player, attention to detail	Saskatchewan Polytechnic
7322	Motor vehicle body repairers	Service and refinish motor vehicle bodies and frames.	\$32,240 to \$72,800	1,410	260	☆☆☆	Attention to detail, reliability, team player	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	1,470	160	☆☆	Attention to detail, team player, reliability	Saskatchewan Apprenticeship and Trade Certification Commission ✖
7284	Lather (Interior Systems 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	1,140	110	☆☆	Team player, reliability, dependability	Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies ✖
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	2,960	150	☆☆	Team player, work under pressure, judgement	Carlton Trail College, North West College, Northlands College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies, 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	1,290	270	☆☆☆	Dependability, team player, flexibility	On The Job Training
7522	Public works maintenance equipment operators and related worker	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	770	150	☆☆	Team player, excellent oral communication, flexibility	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	220	30	☆☆	Reliability, flexibility, team player	On The Job Training

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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	560	110	☆☆	n.a.	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	690	70	☆☆	Attention to detail, reliability, judgement, accurate, dependability	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	560	90	☆☆	Attention to detail, work under pressure, team player	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	370	80	☆☆	Attention to detail, accurate, team player	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	620	70	☆☆	Reliability, attention to detail, team player	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	1,470	200	☆☆	Attention to detail, team player, reliability	On The Job Training
7291	Roofers	Install and maintain various types of roofs using a variety of covering materials.	\$39,520 to \$79,040	710	50	☆☆	Team player, reliability, dependability	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	790	60	☆☆	Dependability, team player, attention to detail	Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic ✖
7252	Steamfitters, pipefitters and sprinkler system installers	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	860	80	☆	Attention to detail, team player, effective interpersonal skills	Carlton Trail College, Lakeland College, North West College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic ✖
7235	Metal Fabricator (Fitter)	Design, fabricate, cut and assemble structural steel, plate and miscellaneous metals.	\$38,500 to \$79,040	130	20	☆☆	Attention to detail, reliability, team player	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	1,550	410	☆☆☆	Reliability, flexibility, organized	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	900	120	☆☆	Attention to detail, accurate, flexibility	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	13,320	3,220	☆☆☆	Reliability, team player, flexibility	Carlton Trail College, Cumberland College, Dumont Technical Institute, 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	360	60	☆☆	Reliability, team player, attention to detail	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	5,230	730	☆☆	Attention to detail, team player, organized	Carlton Trail College, Cumberland College, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic ✖
Natural Resources, Agriculture and Related Production								
8252	Pork Production Technician	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	910	80	☆☆	Team player, attention to detail, organized	Saskatchewan Apprenticeship and Trade Certification Commission ✖
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	110	30	☆	Team player, judgement, dependability, flexibility, reliability	Saskatchewan Indian Institute of Technologies

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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	1,510	30	☆☆	Effective interpersonal skills, team player, accurate, attention to detail, judgement, organized, tight deadlines, excellent oral communication, work under pressure, excellent written communication, initiative	University of Regina
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	9,580	1,500	☆☆☆	Attention to detail, team player, work under pressure	Carlton Trail College, Lakeland College, Parkland College, Saskatchewan Polytechnic, Southeast College
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	3,080	530	☆☆	Reliability, team player, dependability	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	140	30	☆☆	Reliability, team player, attention to detail	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	150	30	☆☆	Team player, attention to detail, work under pressure	Saskatchewan Indian Institute of Technologies
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	380	10	☆☆	Team player, attention to detail, flexibility, effective interpersonal skills	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	1,020	-90	☆☆	Team player, attention to detail	Carlton Trail College, Great Plains College, Lakeland College, Parkland College, Southeast College
8232	Rig Technician	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	970	-90	☆☆	Attention to detail, work under pressure, team player, reliability	Carlton Trail College, Great Plains College, Lakeland College, Parkland College, Saskatchewan Apprenticeship and Trade Certification Commission, Southeast College, University of Regina ✖
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	720	-60	☆☆	Reliability, team player, judgement	University of Regina
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	770	130	☆☆	Work under pressure, attention to detail, judgement, effective interpersonal skills, team player, dependability, initiative, flexibility	University of Regina
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	1,760	70	☆☆	Work under pressure, team player, dependability	Northlands College, 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	130	10	☆☆	n.a.	Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic
9414	Concrete, clay and stone forming operators	Cast and finish concrete products, operate machines to extrude, mould, press and bake clay products, and operate machines to form, cut and finish stone products.	\$35,360 to \$73,320	150	20	☆☆	Team player, attention to detail, accurate	On The Job Training
9523	Electronics assemblers, fabricators, inspectors and testers	Assemble, repair and test circuit boards and other electronic components.	\$29,120 to \$81,060	160	80	☆☆	Attention to detail, team player, reliability	Saskatchewan Apprenticeship and Trade Certification Commission, SED Systems ✖
9536	Industrial painters, coaters and metal finishing process operators	Use machines or brushes and spray equipment to apply paint, enamel, lacquer or other non-metallic protective and decorative coatings to surfaces of various products. Metal finishing process operators use equipment to deposit metallized substances on surfaces to provide decorative, protective and restorative coatings.	\$31,200 to \$60,920	480	70	☆☆	Reliability, attention to detail, team player	On The Job Training
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	170	40	☆☆	Attention to detail, reliability, accurate	On The Job Training

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	PREVAILING WAGE RANGE, ANNUAL ESTIMATES	EMPLOYMENT 2019 ESTIMATES	FORECASTED TOTAL JOB OPENINGS, 2019-2023	PROSPECTS TO 2023	MOST IN-DEMAND SOFT SKILLS (BASED ON JOB BANK 2018 NATIONAL DATA)	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	160	20	☆☆	Attention to detail	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	1,710	310	☆☆	Reliability, team player, attention to detail	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	340	50	☆☆	Reliability, dependability, attention to detail	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	360	50	☆☆	Team player, dependability, flexibility	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	260	50	☆☆	Attention to detail, team player, excellent oral communication	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	110	20	☆☆	Attention to detail, reliability, excellent oral communication	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	680	140	☆☆	Attention to detail, reliability, team player	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	410	70	☆☆	Attention to detail, team player, organized	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	1,800	20	☆	Attention to detail, team player, initiative	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	1,650	160	☆	Dependability, team player, effective interpersonal skills	Carlton Trail College, Lakeland College, Saskatchewan Indian Institute of Technologies, University of Regina
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	180	☆☆	Team player, attention to detail, flexibility	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	390	100	☆☆	Attention to detail, team player, reliability, flexibility	University of Regina
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	170	40	☆☆	n.a.	University of Regina
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	840	170	☆☆	Team player, reliability, attention to detail, organized	University of Regina
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	130	☆☆	Reliability, excellent oral communication, organized	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



# You, School & MONEY

Financial survival tips for students.

## Make a budget

A budget helps you stay on track with your spending. It's one less thing to worry about when you're already dealing with living on your own, paying bills (maybe for the first time), making new friends and balancing your class load.

## Work part-time

If you can work a couple hours a week during the school year, great. The extra cash will help with living expenses . . . and mad money.

## Make your own coffee

It's amazing how much money you can spend at a coffee shop over a school year. Brew your coffee (or tea) at home and take it with you in a travel mug.

## Get cooking

Eating out is fun, but pricey. Learn to cook a few simple meals at home and pack a lunch (and snacks) if you're on campus all day.

## Ride the bus

Cars are also fun, but pricey. It's not just the gas, it's your license, insurance (plates), parking and more. Simplify your life—hop on a bus.

## Take advantage of free stuff

Your tuition might cover more than just your classes. It might include a bus pass, gym access, or any number of great perks. Use them!

Get more money tips at [affinitycu.ca/banking/tools-and-resources/advice](http://affinitycu.ca/banking/tools-and-resources/advice).



## Plan Your Future



### Saskatchewan's Top 10 In-Demand Occupations Forecasted For 2019-23 (With post-secondary, technical and trades education or university degree)

- |   |  |   |   |   |
|---|--|---|---|---|
| <b>1</b> Registered nurses and registered psychiatric nurses<br>\$66,600 - \$99,800 | <b>2</b> Administrative officers<br>\$31,200 - \$75,000                | <b>3</b> Elementary school and kindergarten teachers<br>\$46,300 - \$95,200 | <b>4</b> Administrative assistants<br>\$32,000 - \$62,400           | <b>5</b> Cooks<br>\$23,000 - \$45,800                                 |
| <b>6</b> Carpenters<br>\$35,400 - \$74,900  | <b>7</b> Accounting technicians and bookkeepers<br>\$31,200 - \$68,600 | <b>8</b> Automotive technicians and mechanics<br>\$33,300 - \$84,200        | <b>9</b> Financial auditors and accountants<br>\$41,600 - \$118,900 | <b>10</b> Social and community service workers<br>\$33,300 - \$71,300 |

[saskatchewan.ca](http://saskatchewan.ca)

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# Thriving in the **Gig** Economy

In this year's Relevance, half of our peers and one of our two mentors are participating in the gig economy. In the gig economy, companies hire part-time workers, independent contractors and freelancers for short-term projects rather than full time employees.

Non-traditional workers already make up to 30% of the workforce.

- Workforce 2025 The Future of the World of Work

A heads up—even though part-time jobs are a big part of today's gig economy, that's not our focus. We're talking about building a career as a freelancer or independent contractor. That's when you hire yourself out (as a carpenter, consultant, accountant, athlete, etc.) to do a specific job or handle a specific project. The work might be:

- long-term (e.g. project managing a construction project)
- short-term (e.g. doing a kitchen renovation)
- seasonal (e.g. working as a guide at a remote fishing camp)
- recurring (e.g. monthly bookkeeping)
- one-off (e.g. guest speaker at an event)

## What does a gig career look like?

It's up to you. Gig economy careers are self-made and self-directed. As a hair stylist, for example, you can be a salon employee (traditional economy) or you can rent a chair and build your clientele (gig economy). As an accountant, you can work for an accounting firm (traditional economy) or offer your services on a contract basis (gig economy).

These types of gig work have been around for decades. Technology has opened all kinds of new opportunities for gig work. In response, young people are pushing career boundaries in all kinds of innovative ways. Just look at our 2020 peers.

Michael Linklater just retired from a career in pro basketball. He also owns his own business, Prime Basketball Development, is a spokesperson for Nike N7 and a public speaker. Each job is its own gig. Some last longer, like a basketball season; others are one-offs, like speaking engagements.

Jordyn Burnouf left a permanent job with Northlands College to join Medicine Rope Strategies as an associate, where she lends her expertise on a contract basis. She's also a 20/20 Catalyst with the Indigenous Clean Energy network and is working on a clean energy project in her home community.

Omayra Issa is a bilingual reporter for Radio-Canada/CBC, but she's also growing a career as a public speaker. Just last year, she was invited to moderate a panel on Energy in Africa at the annual African Union Summit in Niger.

## Pros & Cons

### Pros:

- Be your own boss
- Flexible hours and work-like balance
- Manage your workload
- Focus on work you like
- Work remotely (no commute)

### Cons:

- Need self-discipline, work routine
- Income can fluctuate month to month
- Lack of health & medical benefits
- Lack of paid vacation & sick days
- Miss team aspects of workplace

Austin Grass is pursuing a career in film. His day-to-day work life is a moving schedule of gigs on different movies, television series and commercials. He's constantly networking to get the next gig, and each gig gets him closer to his goal of becoming a unionized camera operator.

Rachelle Brockman, one of our 2020 mentors, was an associate professor before leaving to start her own company, Eureka Experience. Now, she delivers corporate leadership and communication experiences, while also serving as academic director of the Betty-Ann Heggie Womensorship Program.

## Nurture your inner gigpreneur

Thriving in the gig economy is different than thriving in a traditional work environment. It comes with its own rewards and challenges. We found these 4 tips in the Harvard Business Review.

- **Connect to a place:** Almost all freelancers and contractors have a regular workspace. For some, it's a home office or studio; for others, it's the corner table at a local coffee shop.
- **Connect to a routine:** It's great to have flexible hours, but you still need to earn a living. To do that, you need to be productive, and to be productive, you need a disciplined work routine.
- **Connect to a purpose:** For many, there's a sense of wanting "something more," some purpose that drives you to carve out your own career on your own terms. Try to identify this purpose.
- **Connect to people:** Working from a home office can be lonely. That's why successful freelancers and contractors build their own network of friends, mentors, former co-workers, peer groups, etc.

Read the source article at the Harvard Business Review:

[hbr.org/2018/03/thriving-in-the-gig-economy](https://hbr.org/2018/03/thriving-in-the-gig-economy).



# Austin GRASS

“I’m living my dream.”

After graduating with a degree in film production from the University of Regina, Austin set out on a wing and a prayer for Montreal. Since then, he’s worked in the camera department on indie films, true crime series and Hollywood movies like John Wick 2, XMen: Dark Phoenix, Pet Sematary and Midway. Recently, he’s been operating cameras on commercials for Jeep, BMW, Dodge Ram and Volkswagen.

## When did you decide on film as a career?

I remember the exact moment. I was 15, sitting on the couch, telling my mom all about Quentin Tarantino’s films. She said, why don’t you think about that as a career option? I had never even considered film an option, but that was it, that’s when I decided.

## Were you a creative kid?

I was into art, drawing and being creative. In high school, I applied and got into a media school program. That was the first time I was really interested in school. It gave me a chance to be creative and use my brain the way I felt I should.

## Why a camera operator?

After high school, I enrolled in Film Production at the University of Regina. They don’t train you for specific jobs in film; instead, you learn about all areas of film production. My experiences in that program helped guide me into the camera department.

## Did you get work experience?

My first experience as a camera operator was when I volunteered for a 2-hour shift at a telethon. That led to a 1-day job pulling cable behind a camera operator, which led to a camera operator position for sports events. I also did a short film for a class project on an Edmonton artist named Chad Baba, which I sold to the CBC.



## How did you get your first “real” job?

The head of the U of R film department told me a film was coming to town and needed camera trainees. I immediately called the contact and sent them everything I’d worked on. I would have accepted a job picking up cigarette butts to get on my first production. But I was lucky enough to join the camera department—the department I was most interested in.

## What was the film?

The Stakelander. It’s still one of the best experiences of my life. I had built up in my head what being on set would be like, and it surpassed my expectations. It was 20 working days, or about a month, and every day I got to work, I would think, wow, I can’t believe I get to do this for a job. I still feel that.

## How do you grow a film career?

Being willing to take risks, being available for

work, making connections—I’m always making connections. Working on a true crime series, I bumped into a guy with a cool licence plate in Los Angeles. We got talking, and it turns out he’s the head of the sound union in Hollywood. Now I’ve got a contact in Hollywood.

## Any tips on making tough decisions?

My ultimate goal is to be a unionized camera operator, so I look at jobs that are the closest thing to that, or jobs that can get me another step closer to that future. My tip is to play your career like chess, where you’re always looking a couple moves ahead.

## Best career advice?

Make sure you let everyone know your goals. The more people that know what you want to do, the more chances you have of that person coming back to you with an opportunity or telling someone else who might have an opportunity.

## CHASING A CREATIVE CAREER?

- University of Regina offers film, music, theatre, creative technologies and visual arts, [uregina.ca/mediaartperformance](http://uregina.ca/mediaartperformance).
- University of Saskatchewan offers drama, fine art and music, [artsandscience.usask.ca](http://artsandscience.usask.ca).
- First Nations University offers Indian Communications Arts and Indigenous Fine Arts, [fnuniv.ca/a-programs](http://fnuniv.ca/a-programs).
- Saskatchewan Polytechnic offers graphic design, website design, interactive media and media production, [saskpolytech.ca/about/school-of-information-and-communications-technology](http://saskpolytech.ca/about/school-of-information-and-communications-technology).
- Recording Arts Institute of Saskatoon offers audio engineering, filmmaking and 3D animation, [rais.ca](http://rais.ca).





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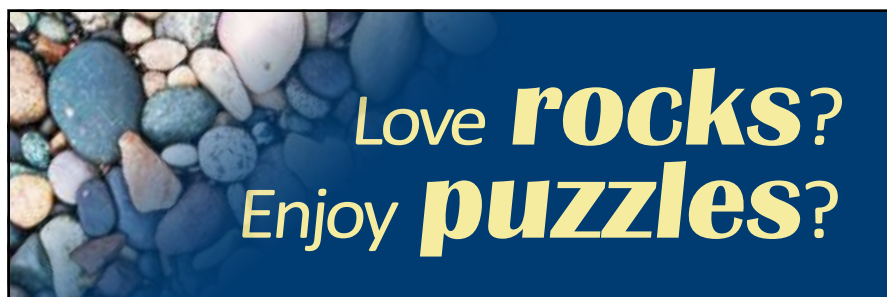


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# Raegan POLLARD

“I’m comfortable with change.”

One of the things Raegan likes most about her career as a senior project manager with Graham Construction is that the job is constantly changing—she’s comfortable with change. That’s why she signed up for an 8-month volunteer stint with Engineers Without Borders while at university. And why, after graduating from civil engineering, she “crossed the pond” to work as a site engineer in London, England for three years.

## Why engineering?

My whole family is in the construction industry—my dad and grandpa owned a construction company. It also helped that seven of my friends went into engineering; six guys, mind you, I was the only girl.

## Is it as tough as they say?

The first year was really hard. I actually took a year off and worked as a ski lift operator in Lake Louise while I considered other careers. I wasn’t used to having to study. I applied to optometry and got in, but then I thought I’d be bored, so I stayed in engineering.

## Are you easily bored?

I don’t know about that, but I like change. That’s one of the things I like about project management—you work on a project for a couple of months or years, and then you move on to something else. And while you’re on a project, it’s constantly changing.

## Why get involved in EWB?

I was fortunate to have the opportunity to go to university and felt it was important to give back. Through Engineers Without Borders, I worked as a site engineer on a CIDA-funded project in Kenya. It really gives you a wider perspective and experience.

## First post-uni job?

I went to England right after I graduated. I worked for AMEC for three years as a site engineer on the Docklands Light Railway project in London. We were working on building two tunnels under the river in East London. When that was done, I worked for another company on a highway project in Leeds. I came back to Saskatoon in 2008.



## Biggest challenge of the job?

On some projects, you’re working 60 and 80-hour work weeks, so it can be intense. There can be a lot of pressure, because people are waiting on you to make decisions. And you have to juggle a lot of tasks—scheduling, work planning, tracking, ordering.

## Does it involve travel?

Yes, that’s the other thing. You have to be willing to travel, because most project management jobs need you onsite. I’ve worked on projects from one end of the province to the other. Be ready to spend the first five years of your career on the road or out of town.

## Favourite project?

I was project manager on the two new bridges in Saskatoon. It was nice doing a public infrastructure project in my hometown.

## Key skills in project management?

Communication. Communication affects everything and everyone involved in a project. Being able to take feedback without taking it personally is part of that, and so is getting people to see other options.

## Any advice for students?

You have to be where the jobs are, so expect to put in the time on the road. But use that time to get as much field experience as you can, because you won’t understand things as well if you’re in an office.

## CALLING ALL MULTITASKERS.

Are you good at multitasking? Actually, are you more than good—do you love to multitask, organize, coordinate, communicate and calendar? Then consider the possibilities of a career in project management. “Project manager” used to be a job title, now it’s evolving into its own career path.

**Here’s the catch.** Project managers have education & training in specific industries, like Raegan in engineering or others in construction, IT, health, finance, accounting, transportation, natural resource industries and so on. Start by getting your degree, diploma or certificate in the field you want to work in. Look for project management classes in school and professional development courses once you’re in the workforce.

**The Project Management Institute is a great place to start exploring.** You’ll find connections to a global community, as well as two local Saskatchewan chapters, where you can connect to jobs, mentors and resources: [pminorthsask.com](http://pminorthsask.com), [pmisouthsask.org](http://pmisouthsask.org).

# No Such Thing as a Stupid Question



## When it comes to safety at work, speak up!

Grant Barnsley was just 19 when his life did an alarming 180. At the time, he was an eager apprentice machinist in Regina helping load a heavy hydraulic cylinder onto a flatbed truck. When the apparatus that was supporting the cylinder broke, the cylinder suddenly came crashing down on Grant's knees. A week later, his right leg had to be amputated from the mid-calf down.

Grant had been on the job seven months and had received no orientation in safe operating procedures, he says. He'd just wanted to please his boss.

That was 32 years ago and while safety awareness has increased in Saskatchewan, young workers are still getting hurt. Every year, about 3,600 youth in the province are injured on the job and three die in a workplace incident.

## Know your rights

As Grant can tell you (he's now an occupational health and safety officer with Saskatchewan's Ministry of Labour Relations and Workplace Safety), you have three basic rights under Saskatchewan employment law:

1. **The right to know** the hazards in your workplace and how you can prevent injuries from those hazards. It's your employer's responsibility to provide orientation and safety training so you don't get hurt.

Some hazards are obvious, such as working with knives or hot oil if you're in the food service industry. Others are **hidden hazards** and include:

- **Excessive noise.** Noise-induced hearing loss is painless and often gradual, but it's permanent. It's a hazard for construction and machinery workers, as well as for people who work in other loud environments, such as restaurants and athletic centres.
- **Asbestos exposure.** Breathing in asbestos fibres can cause serious illnesses, such as lung cancer, later in life. You're most at risk if you're renovating or demolishing a building erected before 1990, when asbestos was used in many residential and commercial building materials.
- **Hazardous products and chemicals.** Improper use of these agents can result in nausea, headache, blurred vision and laboured breathing.

2. **The right to participate** in health and safety activities in your workplace.

3. **The right to refuse** work you believe is unusually dangerous. Listen to your gut. If a task seems unsafe, such as removing shingles in high winds or driving a forklift with a flat tire, speak to your supervisor about why you're concerned. By law, your employer can't discipline you for refusing to do risky work.

## Know your responsibilities

Ensuring workplace safety is a shared responsibility. As a worker, you have the responsibility to:

- Properly use or wear protective devices
- Not remove a safety guard or device
- Use machinery and equipment properly
- Report health and safety concerns, including unsafe activities and conditions
- Ask questions if you're unsure of how to do something safely
- Protect yourself and others from harm as much as possible
- Not harass others at work

## Tap into online safety tools

Want to find out more?

- If you're between the ages of 14 and 21, you qualify for free **Career Safety Education** offered by the Saskatchewan Safety Council. You'll not only learn about safe practices on the job by completing the courses, but you'll also have one more accomplishment to add to your résumé.
- If you're 14 or 15 and want to work, you'll need to complete the **Young Worker Readiness Certificate Course** before starting a job.
- Check out [Worksafesask.ca/youth](https://worksafesask.ca/youth) for more resources.

## 2018 youth injuries by the numbers

**6%** of workers under the age of 25 are injured every year in Saskatchewan<sup>1</sup>

**30%** of these injuries are hand injuries

**26%** of these injuries are leg and back injuries

**18%** of these injuries are arm and head injuries

**100%** of these injuries could have been prevented

1. This is an estimated youth injury rate, based on full-time equivalent (FTE) estimates using data from Statistics Canada. Table 282-0087 - Labour force survey estimate (LFS), by sex and age group, seasonally adjusted and unadjusted, monthly (persons unless otherwise noted). Since not all workers in Saskatchewan are covered under the Workers' Compensation Board (WCB), the actual percentage of youth workers under the WCB may be slightly different. Additionally, percentages from Statistics Canada are based on number of workers, not FTEs.



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[www.saskatchewan.ca/business/employment-standards](http://www.saskatchewan.ca/business/employment-standards)



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## 6 Fascinating Facts About Tourism Employment



The tourism sector is composed of five industries: accommodation, food and beverage services, recreation and entertainment, transportation and travel services. Many businesses in these industries serve both tourists and residents of local communities.

### Who works in the Saskatchewan tourism industry?

**1 63,800**

Saskatchewan residents were employed in full- and part-time tourism-related jobs in 2018. That's 11.2% of total employment in the province.

**2**

Three in five people working in Saskatchewan's tourism sector are in full-time positions.



Full-time, full year  
Full-time, part year  
Part-time, full year  
Part-time, part year

**3**



**31%**

of people in tourism-related employment are youth between 15 and 24 years old.

**4**

Indigenous people make up 13.1% of tourism employees.

Of those, **21%** work in the recreation and entertainment industry.

**5**



Tourism is a significant source of employment for newcomers to Canada.

**28%**

of Saskatchewan tourism employees are immigrants or non-permanent residents.

**6**

The food and beverage services industry is the largest employer among tourism businesses, accounting for nearly half of tourism jobs.



Sources: 2016 Census of Canadian Residents and the Statistics Canada August 2018 Labour Force Survey



[industry.tourismsaskatchewan.com](http://industry.tourismsaskatchewan.com)

# Ali **ABUKAR**

“I see myself as a global citizen.”

Visit Ali’s LinkedIn page and you’ll find this Margaret Mead quote: *“Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has.”* When you talk to Ali, you quickly discover that this quote neatly sums up the career path he’s chosen.

## What do you do?

I’m Chief Executive Officer of the Saskatoon Open Door Society, which provides programming for refugees and newcomers to Saskatoon and Canada. I have a background in social work, migration and refugee studies and business administration.

## Why this career?

I’ve lived the refugee and newcomer experience, and I’m passionate about influencing and impacting bigger systems. The supports we have put in place at the Open Door Society weren’t there for me, but it would have been so helpful—that continues to influence my career path.

## Where did you grow up?

I was born in Somalia but left when I was young. At 18 I went to Egypt as a refugee. Egypt doesn’t have the financial resources to support refugee services, but I was lucky to have family members in Europe who helped me with living expenses and education.

## How did you decide on this career?

I started by getting an advanced certificate in English, which allowed me to tutor and work as an interpreter/translator. I enrolled at the Arab Open University, where I got a degree in business administration. That’s when I started to have a better idea of my future.

## How so?

I didn’t want money to be my focus. I wanted to use my degree to create social change, and I realized I could use my skills in non-profit organizations (NGOs) to help do that.

## When did you come to Canada?

In 2011 as a privately sponsored refugee. In Canada, privately sponsored refugees are resettled refugees.



**“You have to have a passion for helping people in this career. It can’t just be a job or about the money, or you won’t last.”**

That means my application was approved in Egypt and I arrived in Canada as a permanent resident. The relative who sponsored me provided financial support and settlement assistance for a year, and because I was a permanent resident, I could apply for student loans.

## What was your goal?

I was already focussing on refugee advocacy work in Egypt and had earned a graduate diploma in psycho-social interventions for migrants and refugees from the American University in Cairo. I enrolled in the Master of Social Work program at Wilfred Laurier University. As part of the program, I did an international practicum in Kampala, Uganda, where I met my future wife. I graduated with my MSW in 2013.

## How was the job hunt?

It was a struggle. I graduated in June and had

applied for more than 50 jobs by September. I was really discouraged. Finally, I got a job as a settlement support worker in schools with the Saskatoon Open Door Society in late 2013. After four months, I was promoted to team leader and then to chief executive officer in 2015.

## Where would you like to be in 10 years?

I would love to work internationally, especially in developing countries. I’ve always dreamed of starting an NGO. However, I have a 5-year contract with the Open Door Society, and an established family here, so we’ll see.

## Any advice for students?

Work hard in school, because by the time you’re figuring out what you want to do in post-secondary, your earlier success will have opened doors for you. It’s harder if you don’t have the right marks.

## IS SOCIAL CHANGE YOUR CAREER FOCUS?

Here are several post-secondary education options. First Nations University of Canada’s certificate and degree programs in Indigenous Social Work emphasize work with First Nations individuals, families and communities, [fnuniv.ca](http://fnuniv.ca). University of Regina’s Bachelor of Social Work is offered at Regina, Saskatoon and Prince Albert campuses as well as through regional colleges, [uregina.ca/socialwork](http://uregina.ca/socialwork). University of Saskatchewan’s Sociology program focuses on social structure and human interactions, [artsandsociology.usask.ca/sociology](http://artsandsociology.usask.ca/sociology). Saskatchewan Polytechnic’s Youth Care Worker program prepares you for jobs in educational, residential, social services or community-based agencies, [saskpolytech.ca/programs-and-courses/programs/Youth-Care-Worker-Certificate](http://saskpolytech.ca/programs-and-courses/programs/Youth-Care-Worker-Certificate).





# 9 Tips to Stress-free Virtual Interviews

1. **Prepare as you would for a traditional interview.** Do your homework; research the company and prepare answers to expected interview questions.
2. **Dress the part.** Dress just like you would if you were being interviewed in person.
3. **Choose a quiet location.** If you're at home, make sure other people and pets are kept quiet.
4. **Choose a visually neutral background.** Go for a subdued, neutral colour with minimal artwork/photos. Ensure some contrast between your clothes & the wall colour.
5. **Test your lighting.** Do a test call with a friend to ensure you're not sitting half in shadow or half in glaring sun.
6. **Check your sound.** Check your sound quality and volume while you're doing the test run with your friend.
7. **Ensure a strong internet connection.** If your home wifi is iffy, set up your video chat in a place with a strong internet connection (your parent's house or school).
8. **Look at the camera.** Look mostly at the camera, but alternate looking at the face on the screen to ensure you're making "eye contact."
9. **Check your battery.** If you're connecting from a laptop or other mobile device, ensure your battery is fully charged.

Adapted from Life Strategies. For the full tip sheet, visit <https://lifestrategies.ca/resources/tip-sheets.cfm>.



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# Michael LINKLATER

“I’ve got a fighting spirit.”



Want to know what a successful athletic career looks like? Ask Michael. He’s got a list of awards for 3x3 basketball as long as your arm, was a member of the CEBL 2019 Championship Saskatchewan Rattlers, is the new face of Nike N7, founder of Boys with Braids, owner of Prime Basketball Development and a popular public speaker. [We chatted on Facetime while he was in Budapest speaking at the World Urban Games.](#)

## What attracted you to basketball?

I fell in love with the game the first time I played. I started on the school playground, got into community basketball and was recruited to high school. I was bumped up to the junior team in Grade 9 and then tried out for the Saskatchewan provincial team. I was cut in Grades 9 and 10, selected in Grade 11, then cut again in Grade 12.

## How did you handle being cut?

When someone tells me I can’t do something, I have to prove them wrong, so I worked on my game to prove I was good enough. I guess it’s the fighting spirit my great aunt instilled in me.

## Your great aunt raised you?

Yes, I’m nehiyaw (Cree) from the Thunderchild First Nation in Treaty 6 Territory. My mom was part of the 60s Scoop. I was born in Trenton, New Jersey because that’s where my mom was adopted to, but I was raised in Canada by my great aunt and uncle, Maria and the late Walter Linklater.

## What did family teach you?

To speak our mind and use our voice. My aunt and uncle had their spiritual and cultural identity stripped from them in residential school. They had to fight to keep their ceremony and culture, so they understand the significance of rediscovering your culture and making sure you pass it down to future generations.

## Have you dealt with racism?

I got a lot of name calling from crowds during my playing career. I learned at a young age that it was ignorance; if these people took the time to learn about my culture, they would see how beautiful it is. That’s why I started Boys with Braids. It’s a social media platform for parents and boys who face teasing in school because of their braids.

## Did you play university basketball?

I played for several different colleges, then played my last year at the University of Saskatchewan. I was team captain when we won the CanWest Conference Championship and the team’s first CIS National Championship.

## How did you start your 3x3 career?

I entered a 3x3 challenger tournament in Edmonton. We won and advanced to the FIBA 3x3 World Tour. I played seven seasons on the world tour and captained Team Saskatoon at several FIBA 3x3 World Tour Finals.

## Has it been a good career?

I’ve had a wonderful experience in my career in 3x3. A lot of folks think that if you don’t make the NBA, what’s the point. But I represented Canada at the 2018 World Cup (we placed 6th) and the 2019 World Cup qualifier. When you’re passionate about something, follow that passion and it will take you where you want to go.

## Any advice for young people?

It’s important to understand that we’re the only ones stopping ourselves from achieving what we want. If we make the excuse that we can’t, it’s on us. There are people out there willing to help, especially when they see you’re passionate. Find those people, find solutions so you can go after what you want.

**3x3 basketball is played three to a side on one basketball hoop. The FIBA 3x3 World Tour is a global network of tournaments. Any group of players can qualify by winning regional tournaments. Learn more at [FIBA.com/3x3WorldTour](https://FIBA.com/3x3WorldTour).**

## TURN YOUR LOVE OF SPORT INTO A CAREER.

Are you an athlete who dreams of making it big? Go hard after your dreams! Just know that post-secondary education isn’t plan B—it’s your door to next-level training, coaching and opportunity. Kinesiology is a good option at the University of Saskatchewan or University of Regina ([kinesiology.usask.ca](https://kinesiology.usask.ca), [uregina.ca/kinesiology](https://uregina.ca/kinesiology)).

Our last tip—put your dreams in a BIG box. Say you don’t make the NBA, you can have an awesome career playing, competing, coaching and inspiring. Just ask Michael.





# 5 Rules for Avoiding Online Job Scams

**Rule #1 - If it sounds too good to be true ... it is.**

Jobs that offer a lot of money for little effort are scams. You've probably seen ads, like "earn \$7,000 a month for working from home!" Scammers are hoping you'll apply and give them your bank or credit card information. Don't take the bait.

## Rule #2 - When in doubt, check it out.

If you see a job you like on a job search site, always, always, always check it out. Don't use the link on the posting. Do your own online search of the company name. Learn what the company does and where it operates. Listen to your spidey senses; if it doesn't feel right or look right, steer clear.

**Rule #3 - Never, ever pay money to apply for a job.**

No matter how legit a job seems, if a job posting or recruiter asks you to pay upfront money for training materials, application fees, online training . . . run.

**Rule #4 - Never, ever give bank or credit card information.**

Ever.


## Rule #5 - Tell everybody.

The online job search can be lonely. Talk to your friends and family about your experiences. And if they offer a word of caution about something you're excited about, be open to listening. Revisit rule #2.

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# Rachelle BROCKMAN

“Pay attention to see the opportunities.”

From a carefree rural childhood, to being a carnie in Australia, to raising a family while getting her MBA, to teaching a new generation of business leaders, Rachelle has embraced the diverse experiences of her life and used them to fuel her career. Today, she inspires people, teams and organizations through her company, Eureka Experience, and as academic director of the Betty-Ann Heggie Womensorship Program at the University of Saskatchewan.

## Where did you grow up?

On an acreage north of Prince Albert. My family is Metis; my dad was a corrections officer and my mom was a hairdresser. I remember the freedom of exploring with my brothers, going out to pick mushrooms and herbs, roasting bannock over a fire, doing chores.

## Did you know what you wanted to be?

In high school, I wanted to be an artist or a hairdresser. But the practical side of my brain thrust me back into the world of being responsible, because I wanted to be independent. Even at 18, I was able to think big picture.

## Why university?

My guidance counsellor was the one who suggested university—I'd never even thought about it, because no one in my family had gone. Money was a barrier, so she suggested I apply for a scholarship. I got a scholarship to the College of Commerce (my math teacher was a huge mentor in high school) and went off to university.

## You took a gap year?

I did, right after first year. I felt I was in over my head that year, but I didn't want to quit. I saw a poster about student travel and signed up. I travelled and worked and thoroughly enjoyed myself, then came home and finished my degree.

**“Learn to say yes to opportunities. Look at what the world is showing you and listen to that.”**

## First job?

I worked at a bank. But I married and started a family young, so when they transferred me to Estevan, I made the decision to stay home and raise my girls. That was awesome. At the same time, I still wanted to do something for my future, so I got my MBA part-time.

## Any defining experiences in school?

Many, but one stands out. In my MBA leadership class, I learned that we do things, not to honour our true selves, but to be accepted. We strive for perfection but never find true success. I only truly understood this during the 5-hour final exam, which was all multiple choice. I had this “eureka” moment of total clarity—it was my final class and all I needed to do was pass to get my MBA. I didn't need the high marks I was normally driven to get.

So, I answered everything I could and handed it in 20 minutes later. My hands were shaking when I walked out.

## Did you pass?

I got 51%. I'm not proud of that mark, even now. But, my professor called two weeks later and offered me a job as a sessional lecturer in the leadership class. That led to other amazing opportunities; I was an assistant professor when I left 11 years later.

## Any career advice?

Personally, I don't like the idea of planning a career. I think of it more as paying attention, seeing the opportunities and taking action. It's cliché, I know, but still true. Pay attention to life around you, then go with what catches your interest.

## WANT TO BE A BUSINESS LEADER?

It's never too soon to start developing your business leadership skills. Sign up for business clubs in high school. Build your skills with post-secondary education in business programs at a regional college, Saskatchewan Polytechnic, Saskatchewan Indian Institute of Technologies, First Nations University of Canada, University of Regina or University of Saskatchewan.

Explore these sites for events and resources especially for young entrepreneurs: **Business Development Bank of Canada** ([bdc.ca](http://bdc.ca)), **Community Futures Saskatchewan** ([cfsask.ca](http://cfsask.ca)), **Futurpreneur Canada** ([futurpreneur.ca](http://futurpreneur.ca)), **Saskatchewan Young Professionals and Entrepreneurs** ([sype.ca](http://sype.ca)), **Saskatchewan Young Ag-Entrepreneurs** ([saskyoungag.ca](http://saskyoungag.ca)) and **Women Entrepreneurs of Saskatchewan** ([womenentrepreneurs.sk.ca](http://womenentrepreneurs.sk.ca)).



# Neal KEWISTEP

“Own your identity.”



**“We are literally a part of this place, it’s in our DNA. That’s your connection to who and what you are.”**

Neal was one of our peer profiles in 2017. This year, he’s back as a Relevance mentor, sharing his experiences and reflections on building a successful career while staying true to your identity.

## What’s your new job?

I’m an Executive-in-Residence at Johnson Shoyama Graduate School of Public Policy. I facilitate and deliver Indigenous leadership and governance training to students, faculty and others. I also co-teach some of the graduate and executive education classes and mentor students.

## What’s your educational background?

I have a bachelor’s degree in Indigenous Studies from First Nations University and a Master of Public Administration (MPA) from Johnson Shoyama. But the most influential part of my training comes from my elders, who taught me the traditional First Nations role of a servant leader. My traditional training has as much relevance as my degrees.

## Did you plan out your career?

It’s more that I had an idea of what kind of career I wanted. I had a good job in Alberta but I wanted to come home, so I took a risk and took a lower position

with Saskatoon Health Region as manager of the Building Health Equity Program. That leads me to my first piece of career advice—when you’ve come to a decision, jump in with both feet.

## Define “jumping in”?

Give it your all. I took a risk but gave it my all, and I was rewarded for that effort. I kept climbing the career ladder. Within five years, I had risen to Director of Population Health with the Saskatchewan Health Authority. I still wanted to shift into more direct work in my home communities, so when Johnson Shoyama approached me about joining the team, I thought it was a good time to grow in other ways.

## Any doubts?

Many! What if I’m not successful? What if I’m not good enough? What if no one likes me? It’s so easy to talk ourselves out of opportunity, especially early in our careers. That’s my second piece of advice—talk to people you trust, because they’ll point out the positives—what if it’s the best thing that ever happened to you?

## What is your leadership “style”?

The traditional role of servant leader, which I inherited from my father and grandfather. I’ve actually come across the servant leader style in textbooks. That enlightened me to the fact that there was intent in the time my father and grandfather spent teaching me.

## How is Indigenous work culture different?

One example is that in Indigenous culture, we plan for seven generations ahead. For example, it’s our responsibility to leave the environment the same or better than when we took over. Why plant a tree when I won’t taste the fruit or enjoy the shade? Because someone will—our children, grandchildren and great grandchildren. That same value can be transferred to other areas of life and work. It’s not just language and culture, it’s how we carry ourselves, where we rest our feet. As an Indigenous leader, I’ve come to understand our stewardship role.

## Advice for young people?

In the Indigenous experience, especially the urban experience, there’s a lot of collective trauma. The human inside you can’t help but be affected by it. Because of that collective trauma, there’s also a sense of collective shame. Give yourself permission to leave that shame—it’s not yours to carry. Celebrate the positives, all the things you’re proud of.

## WANT A CAREER IN PUBLIC SERVICE?

There are hundreds of public service (government) jobs, each with its own educational path. If management in public service is a career goal, consider a post-secondary business program.

- First Nations University provides a good foundation in all things business, plus online certificate programs in Indigenous Management, Economic Development and Reconciliation Studies, [www.fnuiv.ca](http://www.fnuiv.ca).
- University of Regina and University of Saskatchewan offer diploma and degree business programs. Sharpen your focus (and your resume) with certificates in Local Government Administration, Political and International Governance and more, [uregina.ca/business\\_admissions](http://uregina.ca/business_admissions). [usask.ca](http://usask.ca).
- Saskatchewan Polytechnic offers certificate, diploma and post-graduate certificate programs in business, with management as one of several specialities, [saskpolytech.ca/about/school-of-business](http://saskpolytech.ca/about/school-of-business).

# Got plans for tomorrow ...and tomorrow after that?

Still in high school and just starting to think about career options? Or maybe you already know **exactly** what you want to be. Job search sites are a great way to explore possible careers. Go to any site, type in the type of job you'd like (e.g. "engineer," "farmer," "manager") and see what comes up. You'll get insight into the kind of wages, responsibilities and work environments your "maybe" career offers.

## Popular Job Search Websites

- [Canadajobs.com](http://Canadajobs.com)
- [Careerbuilder.ca](http://Careerbuilder.ca)
- [Eluta.ca](http://Eluta.ca)
- [Firstnationsjobsonline.com](http://Firstnationsjobsonline.com)
- [Glassdoor.ca](http://Glassdoor.ca)
- [Indeed.ca](http://Indeed.ca)
- [Jobpostings.ca](http://Jobpostings.ca)
- [Monster.ca](http://Monster.ca)
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- [Saskjobs.ca](http://Saskjobs.ca)
- [Simplyhired.ca](http://Simplyhired.ca)
- [Workopolis.com](http://Workopolis.com)
- [WOWjobs.ca](http://WOWjobs.ca)

## Industry Specific Sites

- Agriculture Careers, [agcareers.com/saskatchewan-jobs.cfm](http://agcareers.com/saskatchewan-jobs.cfm)
- Casino Careers, [siga.sk.ca](http://siga.sk.ca)
- Educational Jobs, [educationcanada.com](http://educationcanada.com)
- Engineering Jobs, [engineeringcareers.ca](http://engineeringcareers.ca)
- Environmental Jobs, [workcabin.ca](http://workcabin.ca)
- Green jobs, [goodwork.ca](http://goodwork.ca)
- Health Careers, [healthcareersinsask.ca/work/opportunities](http://healthcareersinsask.ca/work/opportunities)
- Hospitality Jobs, [hcareers.com](http://hcareers.com)
- Library Jobs, [libraryjobs.ca](http://libraryjobs.ca)
- Part-time Jobs, [part-time.ca](http://part-time.ca)
- Tourism jobs, [cooljobscanada.com](http://cooljobscanada.com)

## Government Job Search Sites

- Canada Job Bank, [jobbank.gc.ca](http://jobbank.gc.ca)
- Canadian Forces, [canada.ca/en/department-national-defence/corporate/job-opportunities.html](http://canada.ca/en/department-national-defence/corporate/job-opportunities.html)
- Government of Canada Public Service, [jobs-emplois.gc.ca](http://jobs-emplois.gc.ca)
- Government of Saskatchewan Public Service, [careers.gov.sk.ca](http://careers.gov.sk.ca)





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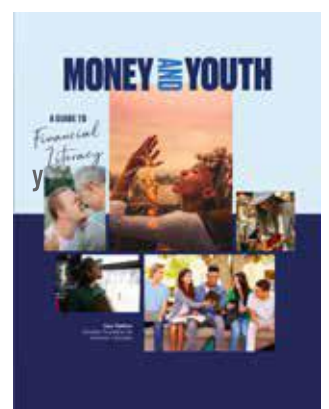
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