

relevance

CAREER OPTIONS FOR YOUR FUTURE

2017



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Transitions

Welcome to Relevance 2017! We've got a great lineup of peer profiles, articles, tips and resources to help you make the transition from high school to post-secondary training to career.

Check out the 2017 Job Chart in the heart of the magazine. It lists practical information on hundreds of career options. Each includes training and education routes, employment numbers, wage estimates and even future prospects.

As always, our 2017 peer profiles feature young people in a variety of careers. What's different is that when we started way back in 2004, we profiled young people according to where they fit in the National Occupation Code (NOC). Now, it's way harder to pigeon-hole young people into a single NOC.

Your generation is more adventurous when it comes to exploring different careers—you're not afraid to check out your options or to leapfrog from one NOC to another. You're not afraid to change direction or try something new. And that's why we made transitions our theme.

So this year, you'll read about a young woman who began her career journey wanting to be an architect, then moved toward urban planning, then photography and is now a successful entrepreneur. Read how one young man went from wanting a high octane career in federal politics, to wanting a career that balanced professional success with personal fulfillment. Or how a young family man followed his elders' example and is now practicing a traditional First Nations leadership style in the workplace. Or how a young woman used her interest in the environment as a guide that led to a practical career in engineering.

There is a good career fit for you out there. Relevance 2017 offers some great tips, links and resources to help you transition from high school to post-secondary, from post-secondary to a career, even from one career to another.

Remember, life isn't just about the destination—it's about the journey. Enjoy your transitions.

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Thank You!

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Ch-ch-ch-ch- Changes



Easing the Transition from School to ... Whatever Comes Next

Ch-ch-ch-ch-Changes, Turn and face the strange, Turn and face the strain ... The old David Bowie song still rings true today, especially when you're just coming out of high school and looking to find your path. Making the transition from one stage of life to another is exciting and stressful, both at the same time. Our 2017 peer profiles know the pressure you're facing—just a few years ago, they were in the same place as you are now. Here's what they have to say about handling life's ch-ch-ch-ch-changes.

Take Some Time

"As a kid, I didn't know what I wanted to be . . . a Ninja Turtle, maybe, or a lawyer since that's what my dad was. After high school, my parents wanted me to take a year off so I could get a better idea of what I wanted to do with my life. A gap year was a good choice because it made me pull my head out of the books and learn from real life."

- **Mike McDonald, BSc (Kinesiology)**

Make Eye Contact

"When you're in an interview, make eye contact with the person or people you're talking to. It's a simple thing, but so important. It's really disconcerting as an employer to interview someone who doesn't look at you."

- **Maile Crowe, Entrepreneur**

Are You Ready?

"The question you have to ask yourself when you go from high school to university is, 'Am I ready for more freedom and less supervision?' That's what university gives you. The standards are higher; you're expected to do more on your own. You might struggle at first, but if you're organized and diligent, you'll adapt."

- **Levi Goertz, MBA, BE (Electrical)**

Be in the Moment

"Whatever job you're doing, even if it's not something you want to do long term, do it the best you can. You'll learn a lot more from the experience."

- **Rochelle Laflamme, Business Dip (SITT), Electrician Apprentice, Entrepreneur**

Be Open

"Even if you don't find a job that exactly fits what you went to school for, you can still get a good job that gives you practical experience. You'll also discover what your strengths are and gain more confidence."

- **Lyndsay Stobbs, BE (Environmental)**

Be Teachable

"Take every opportunity to learn what you can from coworkers. From my experience as an apprentice, people are always willing to share what they know. That's the benefit of having a journeyperson watching over you—their experience is vital to your career."

- **Andrew Bell, Journeyperson Automotive Service Technician**

Be a Sponge

"Absorb what you can from every job or volunteer experience."

- **Neal Kewistep, MPA, BA (Indigenous Studies)**

Independence = Responsibility

"I worked full time in high school, so I always had money. But then I went from having a lot of money and living at home, to working the same hours, but having to pay rent, utilities, food, transportation—you name it. That's a big adjustment."

- **Greg Monson, Journeyperson Food & Beverage Server**

Boldly Go ...

"I enrolled in Political Science at university but then changed to Commerce. At the time, I remember being worried that changing my major would look indecisive on my resume. It doesn't. There's nothing wrong with changing direction."

– *Luke Hergott, BComm (Accounting)*

Do Good Because You Care

"My grandfather always said the world takes care of people who take care of others, but he also said that you shouldn't help others with the expectation of it coming back to you. Be a helper because you want to help."

– *Neal Kewistep*

Network

"Network, network, network. In business, you never know who you'll click with, or what opportunities will arise from the relationships you make."

– *Rochelle Laflamme*

You've Got to Start Somewhere

"Don't be afraid to start at the bottom and work your way up; I've always done that. If you're good at what you do, you'll always find a job with opportunities to advance."

– *Greg Monson*

Volunteer

"Nobody has a lot of experience when you're just starting out, but you do have skills. Volunteer activities let you showcase those skills, things like leadership, communication, decision-making. You can put all that on your resume."

– *Luke Hergott*

Test Drive Your Ideas

"If you have an idea for a great business or enterprise, something you're passionate about, put it out there. It's the only way you'll really know for sure if it could work, and if you're really, really committed to making it happen."

– *Levi Goertz*

Find a Mentor

"Mentors are important, but you have to actively look for them. Call people you know and ask if they can suggest anybody. If there's someone you really respect, ask them outright. Even if they say no, they might suggest other people you can call."

– *Maile Crowe*

Be Happy

"I know it's cliché, but anything is possible. For every person who says you can't, use that as motivation to make it happen. It's going to be hard at times, you'll be stressed and have doubts, but knowing that you're doing something you love makes it worthwhile."

– *Mike McDonald*

Stand Tall

"Remember, you're just as good as everyone else. Be proud of who you are."

– *Neal Kewistep*

Tips for Successful Transitions

1. Understand yourself – knowing your strengths, skills, interests, values and more can help you with career decisions.
2. Create your own personal mission statement— knowing what you're most passionate about can provide energy and focus to your career (and life).
3. Set priorities—knowing what's most important to you, in your personal life and your job, can help narrow down options.
4. Use your network—talk to people (friends, teachers, coaches, mentors) about the kinds of job you're looking for.
5. Learn from your mistakes—everyone makes mistakes. Everyone. It's part of being human. It's also how we learn. When you make a mistake, accept it, learn from it and move on.

Adapted from Life Strategies Tip Sheets
(lifestrategies.ca/resources/tip-sheets.cfm).



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Essential Skills

You've probably had the "essential skills" drummed into your brain since elementary school. So you're probably thinking, 'Yeah, yeah, I know how to read, write, do math, use a computer, think for myself, so I'm good.' Of course you're good. But our job is to help you be great. So like any good teacher, we are going over them one more time to show how you'll use these skills in real life.

Reading

You can read and understand written materials. This includes scanning for information and meaning, evaluating what you read and integrating information from several sources.

Real life impact: Reading and understanding textbooks and novels (graphic, comic, online, etc.), instruction manuals, job postings, news reports, online media.



Numeracy

You can use numbers and think in quantitative terms.

Real life impact: Managing your money, following a budget, taking measurements, doing numerical estimates, analyzing data, creating schedules.



Writing

You're able to write text and documents—on paper, on computer, online.

Real life impact: Organizing, documenting and sharing information, requesting information or service, persuading others or justifying a position.



Document Use

You can perform tasks that involve a variety of information displays in which words, numbers, symbols and other visual characteristics are given meaning by their spatial relationship.

Real life impact: Basically, it means you can read and interpret blueprints or schematic drawings, signs, labels, lists, graphs and charts.



Oral Communication

An everyday skill you probably take for granted—it's how you talk with friends and family, how you exchange thoughts and information.

Real life impact: At work, it's how you meet people, take and leave voicemails, reassure or persuade customers, seek out information from others and resolve conflicts.



Digital

You have the ability to understand and process information from digital sources and use digital systems, technical tools and applications.

Real life impact: Using a smartphone counts, but digital skills also mean using a computer for word processing, presentations, emails and spreadsheets, using a digital cash register or other digital tools of your trade.



Working with Others

This is a two-sided skill. It means you have the ability to work with others ("team player"), and it means you have the ability to supervise or lead others.

Real life impact: Being able to cooperate and collaborate with others, partner on a project, playing on a team, working in a department.



Continuous Learning

You have the ability to participate in an ongoing process of acquiring skills and knowledge. Yep, lifelong learning.

Real life impact: Technology is changing the way we do . . . well, just about everything. You use this skill to learn from co-workers, participate in workplace training, pursue professional development.



Thinking

Everyone knows how to think, right? Sure. But as an essential skill, thinking means the ability to engage in the process of evaluating ideas or information to reach a rational decision.

Real life impact: You can think your way around a problem, make good decisions, organize tasks, plan ahead, find and remember information.



Get the App!

The Skills Canada Essential Skills Mobile App is your own personal cheat-sheet for career planning. It summarizes each of the 9 essential skills in everyday terms. It also ties the essential skills to over 40 different trade and technology careers in five different sectors: construction, information technology (IT), manufacturing & engineering, services and transportation.

Test your proficiency in the 9 skills. Earn a star rating that links you to different types of careers. Post and share results with friends. Check out the links to post-secondary schools offering trades and technology programs, as well as various career resources.



EXPLORE CAREERS BY ESSENTIAL SKILLS PROFILES

Go to http://www.jobbank.gc.ca/es_all-eng.do to explore essential skills profiles for over 350 careers. You'll get a brief description of the occupation, examples of tasks that illustrate how each essential skill is applied and complexity ratings that indicate the level of difficulty of the example tasks.

Tap into your future in the trades with Youth Apprenticeship.




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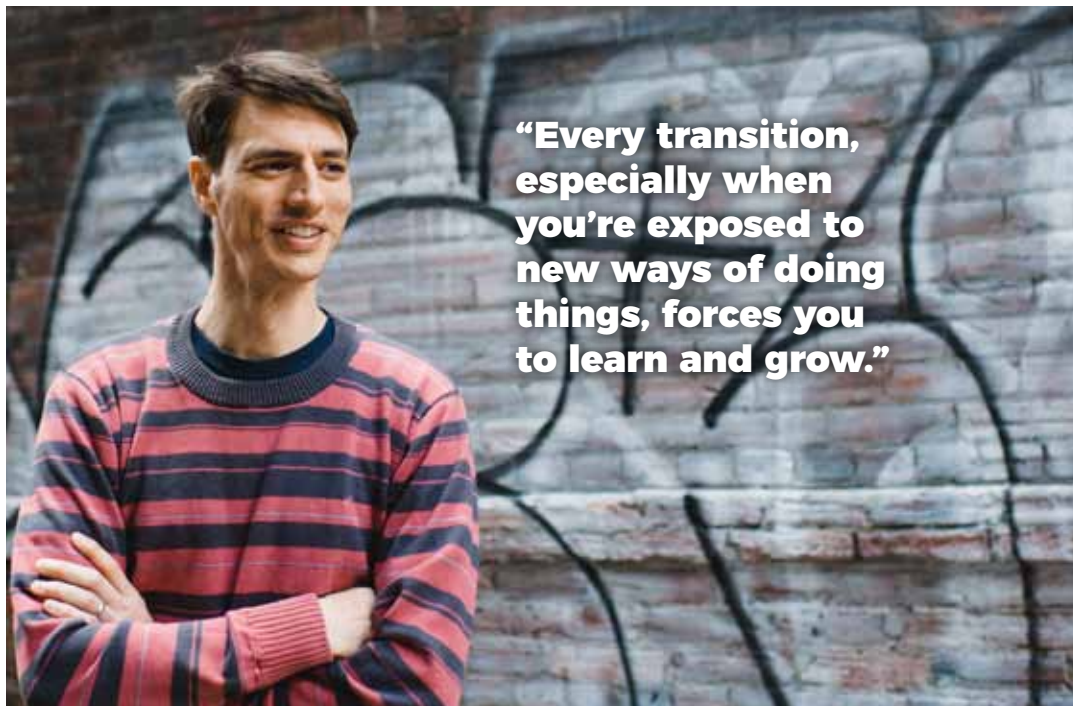
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Levi GOERTZ

A Career Without Borders



Levi Goertz is one of a new breed of entrepreneur—the social entrepreneur. His transition from an electrical engineering student at the University of Saskatchewan to chief operating officer (COO) of a tech start-up and social enterprise based in Africa began when he heard about Engineers Without Borders.

How did you get involved?

I enrolled in electrical engineering because I was good at math and science, but also because I wanted to be an agent of change. I felt electrical engineers had a big part to play in the changes happening in the world. Engineers Without Borders (EWB) was just starting up, and when I couldn't get anyone to start a chapter at the university, I founded it myself. It was the first EWB in the province.

Were you involved after university?

Yes, after I got my degree, I did a month long training session with EWB in Toronto and then flew to Benin, in West Africa, where I spent two years doing value chain analysis, business development and management training for local organizations.

What was West Africa like?

Despite my training, Benin was still a huge culture shock. First, the working language is French, so that's an adjustment. My job was related to my degree, but once you're there you realize there's a big difference

between knowledge and practical application. I had to figure out my job, and I had to figure out how it fit in with this brand new (to me) culture, climate, region and market.

How did you adjust?

I had come into the posting with the mindset that, yes, it was going to be difficult and challenging at times, but also that I chose it. I was motivated to overcome the challenges—I realized that that's one of the things that made it interesting for me. And with that mindset, I was able to have a lot more fun with it.

What did Africa teach you?

Everything looks so different, and at first, you think the people must be different too. But our base emotions and motivations are the same—it's the cultural context you have to figure out. For example, in Benin, the workplace is very hierarchical and the boss is expected to micro-manage, which was very unlike my experience at home. It took me a while to figure that out.

Best part of the experience?

Our projects weren't always successful, but when they were, it was amazing. You got to see people make enough money to feed their family and put their kids in school. The exposure to such different social and workplace cultures makes your life experience richer. It sets you up to be a better contributor.

How was the transition home?

Reverse culture shock. Just seeing the insane amount of food in our grocery stores was a shock. I had to

readjust to the Canadian workplace, where the level of initiative and direction expected of me was different than the way I'd been working the last two years. It took a while to adjust to a new normal.

What came next?

When I came back to Canada, I spent three years with EWB head office in Toronto, first as director of overseas spending and then as director of Canadian programs. After five years with EWB, I wanted to open new doors so I enrolled in an MBA program at the University of California, Berkley. Going from Canada to California and from the non-profit world to the business world was almost as big a transition as going to Africa. From there, I used my MBA to get hired on with a big consulting firm in Toronto.

What drew you back to social enterprise?

Consulting was interesting, but it didn't feel important. I want to make a contribution to society. So, I reached out to people, which led me to the founders of VOTO Mobile. It's a young social enterprise based in Africa that helps governments and non-government organizations (NGOs) engage difficult-to-reach populations through their mobile phones. I knew both guys from EWB, and I felt their vision was a fit, so I joined as COO in 2014.

Social Entrepreneurship

What is social entrepreneurship?

It's generally defined as developing, funding and implementing a revenue-generating business that offers solutions to social, cultural or other issues. The business can be non-profit or for-profit. If it is for-profit, the goal is to balance profit with having a positive benefit, usually on a local or regional scale.

5 Great Sites for Budding Social Entrepreneurs

1. Business Development Bank of Canada (bdc.ca)
2. Canadian Social Entrepreneurship Foundation (csef.ca)
3. Engineers Without Borders, University of Saskatchewan (usask.ewb.ca), University of Regina (uregina.ewb.ca)
4. School for Social Entrepreneurs with Social Enterprise Canada (socialenterprisecanada.ca)
5. Students Without Borders (wusc.ca/en/swb)

Tips for a **STRONG** Financial Future

Ah yes, life after school. Welcome to a bold new world where you aren't forced to spend thousands on textbooks. Oh, and you know that nightmare you've had for the past few years? The one where you show up to write that final exam naked? Gone! What's more, the fun is just starting—you're at the beginning of very rewarding journey towards a strong financial future.

Okay, this may not strike you as the most thrilling journey in the world. But wouldn't it be amazing to be able to afford that sweet ride you've been thinking about? And we know you've always dreamed of taking six months off to take that trip around the world. These are the kind of perks building a strong financial future get you.

So, now that you know where the rewarding journey is headed, where do you start? Simple.

#1 Make Saving a Habit

Congratulations! You managed to make those early Monday morning classes. And even more admirably, you stayed awake through them (at least, through most of them). You proved that if you put your mind to it, you can make anything a habit.

Now's the time to take your amazing talent for developing habits and apply it to saving for the future.

If you put \$100 a week towards an RRSP, your life savings could look something like this: using an average rate of 3.5%, a 25-year old who contributes \$5,000 annually to his or her RRSP will wind up with \$412,079 at age 65. Yes, that's right. \$200,000 in lifetime contributions could turn into over \$400,000. Not bad, not bad at all. Don't worry though, you don't have to start with \$100 a week, start with \$25 or \$50 ... the key is to start saving and keep saving.

#2 Shop Sensibly

Now that paying for tuition and textbooks is behind you, it may be tempting to start buying all of the cool things you've been putting off—like a new iPhone or an awesome new car.

As enticing as it may be to let your credit and debit cards go crazy, you'll be doing yourself a huge favour if you shop sensibly and stay within your means. Yes, we know that doesn't sound like fun. But, it's a lot less fun to be overwhelmed by debt. Because when that happens, you won't just have to sell your cool stuff. You might also be forced to accept a job that you don't love, just to pay the bills. Not cool.

#3 Build a Good Credit History

Though you may still be a few years away from deciding what colour you'd like your new Benz to be, or whether you should buy your winter home in the Bahamas or South Beach, it's never too early to start building a good credit history. And you do this by regularly paying your bills, which include your student debt, credit card debt, car loans and other financial obligations.

In less time than you think, your good credit history will allow you to apply for loans and even a mortgage at an attractive interest rate, which can springboard you ahead much farther on your journey.

#4 Talk to Someone

Your personal journey towards a strong financial future doesn't have to be long and difficult,

and you definitely don't have to go it alone. Talk to your parents, a trusted mentor or a financial advisor at your local financial institution for advice and tips on building a strong financial future.

For more tips and financial advice, visit affinitycu.ca or one of our 65 branches. Our knowledgeable and friendly staff members would be happy to speak with you about your options.



Jessie Usselman is a Community Investment Specialist at Affinity Credit Union. An engaged and passionate facilitator, Jessie has valuable experience in community assessments that support public, private and educational sectors in relation to financial literacy.

Awesome \$\$ Apps

- **Affinity Mobile:** Most major financial institutions have their own personal finance apps—Affinity Credit Union's is easy to set up and easy to use. Check balances, pay bills, transfer funds, review history, find ATMs, deposit cheques, use INTERAC e-Transfer† and more.
- **Mint:** Financial tracker app from Intuit links to your financial institution to automatically track spending and bill payments. Create a budget, receive bill reminders and get tips for reducing fees and saving money.
- **GoodBudget:** A digital version of the old envelop budget system, where you divvy your paycheck into separate envelopes, one for rent, one for food, cell phone, car payment, savings, date night, etc. Lets you know what you're spending and where.

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Rochelle LAFLAMME

Not Afraid to Dream Big

In her early 30s, Rochelle Laflamme is finishing her final year of apprenticeship to become a journeyperson electrician. She's also partner in two growing companies: Epic Alliance Real Estate Inc. and Epic Alliance Electrical Inc. **But she's not transitioning from tradesperson to entrepreneur ... she's merging the two.**

Why a skilled trade now?

I didn't find what I wanted to do until I was almost 30. It's not that I hadn't worked—I got my first job at 16 and I've worked two jobs at a time ever since. I got my work ethic from my mom and grandmother. I love to work, probably because I love having money and being independent. I just didn't have a career passion early on.

Did you pursue post-secondary?

Yes, my mom's an educator, so school and education were very important in our house. Even though I didn't like school much, she was adamant that I finish Grade 12 and adamant that I get some post-secondary. I was involved in Junior Achievement (JA) in high school, so a diploma in Business Management at Saskatchewan Indian Institute of Technologies (SIIT) seemed like a good route.

Has it been useful?

Definitely. It gave me a broad enough skill set that I wasn't tied to one area, but at first, I didn't know what to do with it. I had coffee with an old JA contact who got me an interview for a one-year term position at First Nations Bank. I got the job, then morphed into a loans position and then into a position on the commercial side.

Why didn't you stay?

I thrive on a steep learning curve. Once I've learned the job, it gets less interesting. And after three years I realized I wasn't the office cubicle type. So, I went off to find a job in the oil patch.

Wow, that's a big career shift.

It is, right? I worked 10 different jobs in the year I was in Alberta, everything from food and beverage server to delivery driver, call centre dispatcher, grocery clerk, road crew. I had a lot of fun, but I had no plan. Then



I came home and worked in a retail store, I had a seasonal job with the City, I was a Santa's Helper ... I can't even remember all the jobs I've had.

What drew you to the trades?

I was 27 and still looking for my passion, or at least something that would hold my interest. There was a lot of advertising about skilled trades, so I looked into it and found a whole world of opportunity. I like working with my hands, I like that it's only 2 months a year in school. I took a pre-employment program to help launch me into apprenticeship.

What got you interested in real estate?

The same thing that got me interested in being an electrician, actually. I met someone who had worked as an electrician on an offshore oil rig, one month in, one month out. He'd been doing it for years, and he used his money to buy rental properties. I thought, yeah, that's what I want to do.

How did it become a business?

I met Alisa, my business partner, at an apprenticeship training session. We became friends, and when I mentioned I wanted to build a rental suite in the basement, she offered to help. A month later, we had the suite built and rented. We started talking about buying and renovating properties to rent, which turned into Epic Alliance Real Estate Inc. in 2013.

What's different about Epic Alliance?

A big focus for us is to provide employment and apprenticeship training for women, single parents

and Aboriginal people. We also have a big vision. We incorporated Epic Alliance Electrical Inc. in 2016, and our long term plan is to expand into plumbing, carpentry—all the residential construction trades.

Where do you see yourself in 10 years?

I see myself owning multiple businesses. I don't want to be tied to one location—I want to grow across North America.

Any advice for students?

Don't be afraid to be different. Whatever career you choose, try to fill a niche and do what others aren't doing. And don't be afraid to pursue several options, because you never really know what's going to pair well. When I started down the apprenticeship path, I had no idea it would (or could) lead me into a real estate business.

Tips for Multicareerists

Check out these 5 tips for following several different career paths at brazen.com/blog/archive/career-growth/how-to-succeed-as-a-multi-passionate-careerist

1. Acknowledge that you're blessed
2. Freely offer your time
3. Choose to work in a "connector" field
4. Schedule your focus in waves
5. Make sure you finish what you start

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 or education are often a scam—the scammers are hoping you apply and give them your personal information. You've probably seen the ads—\$7,000 a month for working from home. Uh, no. Doesn't happen. Not ever. 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.

Job scammers want your money. Some will go to elaborate lengths to make a job look legit. No matter what, if a job posting or recruiter asks you to pay upfront money for training materials, application fees, online training ... it's bogus.

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

See Rule 3.

Rule #5 - Tell everybody.

The online job search can be lonely, so pull your head out of cyberspace and go work out, go for coffee, go spend time with family. Talk about your search. Your family and friends will have your best interests at heart, which means they won't be shy about telling you if they think something is off.



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Mike McDONALD

Taking Back the Playground

Sometimes, life's biggest transitions happen quietly. Take Mike McDonald for example. Since high school, he's gone from wanting to be a stock broker to studying to be a phys. ed. teacher to starting his own non-profit organization. **For him, it's all about following his interests, his instincts and his heart.**

What do you do?

I'm founder and executive director of Saskatchewan Blue Cross Recess Guardians. We're a non-profit organization dedicated to bringing play back to recess. Our program uses unstructured play to enhance life skills and empower youth to become leaders at their school and in their community. Saskatchewan Blue Cross' title sponsorship means our program is 100% free for schools and kids.

Where did the idea come from?

I was working as a CAP (community access program) intern in a core community school. I noticed that the kids didn't seem to like recess. They'd try to stay inside or just stand around on the playground. I started developing a fun, inclusive program that would make kids like recess again, something volunteers could deliver in schools.

How did Recess Guardians start?

I talked to a lot of people about the idea, which led to finding several mentors. From there, we developed a great program, got funding support from Saskatoon's Law Enforcement Guardians through Care & Share and started phoning schools. We started in 2008 in 11 schools.

How did you transition it into a career?

I always felt I could make it work. I was still in university when we launched—I graduated with a Bachelor of Science in Kinesiology in 2010. By then, I had shifted from thinking about phys. ed. as a career to Recess Guardians. By 2014, I was able to make it my full time job.

How did friends & family react?

People have been really supportive, even if they sometimes encouraged me to get an Education degree as a "back-up." I know they had my best interests at heart, but other people don't always share your vision.

Toughest lesson?

Learning to deal with rejection. At first, when funders turned us down, I would get really torn up about it. I took it personally; they don't like me, they don't like my program, they don't think it has merit. I had to learn that you hear a lot of "no's" before you get one "yes". It's not personal—it's just business.

What do you like most about your career?

I like that it's a job with growth potential. I like that we're giving every kid a chance to play and be a leader—it can be scary out on the playground alone. And I like that we are getting kids active. They don't really care that they're getting a lot of benefits out of play, they just know they're having fun.

Name 2 key skills.

No. 1 - be willing to step out of your comfort zone. Cold calling and networking at an event where I don't know anybody, those aren't things I'm really comfortable with. I've learned to step outside my comfort zone and do them, because it means I can get our program in more schools.

No. 2 - learn how to deal with rejection, because you get a lot of that too. You have to move on, make the next call or take the next step. It's like Wayne Gretzky always says, 'you miss 100% of the shots you don't take.' Just move on and make the next call.



Where do you see yourself in 10 years?

Still making a difference in kids' lives, still bringing play back to the playground, hopefully seeing Saskatchewan Blue Cross Recess Guardians in every school in the province.

Any advice on finding mentors?

Reach out to people you know. One of my high school football coaches was my first mentor; I reached out to him because he was energetic and passionate about fitness. Talk to friends, family and people you work with, see if they suggest anybody. In my case, that led to another great mentor.

Explore Careers in Recreation, Sport and Fitness

- **Education & Training**—University of Saskatchewan College of Kinesiology (kinesiology.usask.ca) and University of Regina Faculty of Kinesiology (uregina.ca/kinesiology) offer undergraduate and graduate degree programs. Saskatchewan Polytechnic offers diploma programs in Recreation and Community Development and Therapeutic Recreation (saskpolytech.ca). You can also check out the SPRA Fitness Leadership Certification Program at spra.sk.ca/programs-services/fitness/certification.
- **Typical Jobs**—Personal trainer, strength and conditioning coach, fitness instructor, program leader, sports program supervisor, athletic administrator, sports management, exercise physiologist, exercise therapist, recreation consultant, sports consultant, sports policy analyst, athletic administrator, physical education teacher, resort sports director.



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Maile CROWE

Thriving on Her Own



“Fear can really hold you back; it makes you start ‘unconvincing’ yourself that your idea is a good idea.”

Maile Crowe, owner of Thrive Juice Co., is something of an expert on transitions. In her 20s, she struggled to find a career path. *She wasn't afraid to try new things, but if they didn't fit, she also wasn't afraid to move on.* In 2013, Maile and a partner hit on a great idea—and her career began to thrive.

What was your first career choice?

I wanted to be an architect. In Grade 12, I made this big binder of architecture and engineering programs at universities across Canada. I got accepted to the University of Victoria Engineering program and moved there for first year university.

What changed your mind?

I liked the program, and I came home for the summer intending to go back, but I had done a lot of growing up that year and made some hard choices. I switched to the regional urban planning program at the University of Saskatchewan. I really enjoyed it, but . . . it just wasn't quite right.

What did you do?

I didn't want to get a degree in something I didn't plan on using, so I took a break from school. I worked at different jobs, I travelled. I took a 10-month course in photography and videography. I moved to Ontario for a while, I took French immersion. Nothing had really clicked yet.

How did Thrive Juice come about?

When I was pregnant with my son (he's almost 4 now), a friend and I saw an opportunity to bring raw cold-pressed juices to Saskatchewan, so we decided to act on it. At that point in my life, I wasn't in school and I didn't have a career, so I didn't feel I had a lot to lose.

How did you start?

We bought a small press and started creating recipes in our moms' kitchens. We started with a booth at the Saskatoon Farmers' Market in the summer of 2013, and it just took off. It was interesting how naturally the business side of things seemed to come for me; I didn't know that about myself before.

Any challenges along the way?

Lots. We grew really quickly, from a booth to a food truck the next summer to opening our own store in 2015. We had to set up a commercial kitchen, develop our product line, streamline our process, build an e-commerce website, develop our branding. All the while, we're figuring out financing. And then in 2016, my business partner transitioned out of Thrive and I moved forward on my own.

How do you handle the stress?

I've learned to keep business and personal things separate. Actually, I'm still learning. It's so easy to make business decisions personal, and then you have bad feelings which can lead to bad decisions. But I've got great mentors and personal support that keep my perspectives in check.

What have you learned about yourself?

I'm stronger than I thought. And it's not just about the money for me. I want the business to succeed, but I've never, ever thought of Thrive Juice Co. as a cash cow. Ultimately, we're a business with a purpose, and our purpose is make positive change in our community. I need that to be happy.

How do you see Thrive growing?

Sometimes I'd like to see Thrive go national, other times I'd like to stay small and local. I think we've got a unique business model that we could grow, but for right now, I've got a young family, so I'm letting things unfold naturally.

What skill do you value most?

Being able to connect with people, below the surface. As a business owner and a boss, I spend time connecting with my team, involving them in ideas and projects and encouraging them to reach outside their comfort zones so they continue to grow.

Any advice for young entrepreneurs?

Invest in self-development. Read books or go to seminars. Learn more about yourself—who you are, what you value, how you show up in the world.

Starting Your Own Business?

- Aboriginal Youth Entrepreneurship Camp is hosted by First Nations University of Canada's School of Business and Public Administration for Aboriginal youth in Grades 11 and 12 (entrepreneurecamp.ca).
- Business Development Bank of Canada offers programs for young entrepreneurs, Aboriginal entrepreneurs and women entrepreneurs (www.bdc.ca).
- Community Futures Saskatchewan offers programs to help entrepreneurs succeed (cfsask.ca).
- Saskatchewan Young Professionals and Entrepreneurs connects, inspires and engages young people through networking events and professional development. Student membership is free (syype.ca).
- Women Entrepreneurs of Saskatchewan provides business advisory and support services, lending, mentoring and networking and learning opportunities (womenentrepreneurs.sk.ca).

AL AND REMOTE NURSING NON-PROFIT SECTOR FORENSICS FLIGHT NURSE OCCUPATIONAL
 LTH NORTHERN NURSING GOVERNMENT NURSING OFFICERS SURGICAL PEDIATRICS OBSTETRICS
 LIC HEALTH SCHOOL NURSE INTERNATIONAL HEALTH AGENCIES ADDICTIONS SHELTER AGENCIES
 G-TERM CARE REHABILITATION NURSE EDUCATOR RURAL AND REMOTE NURSING NON-PROFIT
 OR FORENSICS FLIGHT NURSE OCCUPATIONAL HEALTH NORTHERN NURSING GOVERNMENT
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Engineering and Geoscience Bursaries, Scholarships and Member Grants Available

The Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS) is pleased to announce 14 annual bursaries and scholarships to be awarded at the University of Saskatchewan and the University of Regina and two member grants to be awarded by APEGS.

Entrance Bursaries

These bursaries are aimed at encouraging and assisting high school graduates entering the study of engineering or geoscience.

These bursaries are particularly aimed at Aboriginal students who are under-represented in the professions.

Two bursaries of \$3,625 (one for each university) to be applied towards first-year tuition in any field of engineering for a self-identified Aboriginal student.

Two bursaries of \$2,750 (one for each university) to be applied towards first-year tuition in any field of geoscience for a self-identified Aboriginal student.

Two bursaries of \$3,625 (one for each university) to be applied towards first-year tuition in any field of engineering for a student of any background.

Undergraduate Scholarships

These academic performance and community participation-based scholarships are aimed at recognizing leadership and volunteerism among students currently enrolled in engineering or geoscience.

Six scholarships of \$1,875 (three for each university) for current students of any field of engineering.

Two scholarships of \$1,875 (one for each university) for current students of any field of geoscience.

For more information on Bursaries and Scholarships contact the universities.
<http://www.uregina.ca/safa/> OR <http://students.usask.ca/>

Member Grants

These merit-based member grants are aimed at encouraging existing APEGS members to further their education.

Two member grants of \$7,500 (one for each university) for current APEGS members returning for postgraduate studies in fields of engineering, geosciences or an MBA program.

For more information on Member Grants refer to the APEGS website.
<http://www.apegs.ca/Portal/Pages/Scholarships-Bursaries-Grants>

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For more information on these scholarships please visit the APEGS website at www.apegs.ca



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Don't plan your career without knowing
your options.

This section of Relevance magazine will give you a better understanding of your options.

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

Job Chart 2017 provides information about hundreds of Saskatchewan jobs. Some will be more familiar than others. Who knows? Job Chart might introduce you to a job that you have never heard of but would be perfect for. Take some time to learn more about what's out there.

What Does This Information Mean?

Job Chart contains the following relevant information for each job title listed:

Job Description

This is merely an introduction. For more detail about job duties, talk to someone who does this for a living, or visit workingincanada.gc.ca for career information on an array of occupations for regions in Saskatchewan (and across Canada).

Number Employees (2016 Estimate)

Remember, there is more turnover (and as a result, more openings) in jobs with high employment.

Wage Estimate (2016)

This gives you a general sense of what you can expect to earn in each job. Within designated trades, journeypersons typically earn more than apprentices.

Training and Education Routes

This gives you a general list of Saskatchewan institutions that offer programs relevant to each job. We have made every effort to ensure the information provided in Relevance is accurate. As an applicant or counsellor, you should check with the appropriate institution to verify information and check for changes. In some instances, the training information provided represents a starting point and additional training and/or transfer may be required to meet professional, occupation or trade requirements. University classes are available at all Saskatchewan Regional Colleges. Courses from both the University of Regina and the University of Saskatchewan, through transfer agreements, enable students to complete one or more years of full-time university study at an institution near them. For specific details, CONTACT THE INSTITUTION DIRECTLY!

Prospects to 2020

If you are planning a career, it's important to know what your long-term employment prospects might be. With this in mind, we offer you the following three employment indicators.

☆☆☆... Good
☆☆... Fair
☆... Limited

***Note:** These indicators reflect employment opportunities over a five-year period, 2016 to 2020, based on current and future labour market trends.*

NOC Code	job title	number emp. 2016 est.	job description	wage est. 2016	training and education routes	prospects to 2020
Business, Finance and Administration						
1431	Accounting and related clerks	4,200	Your job will be to calculate, prepare and process bills, invoices, accounts payable and receivable, budgets and other routine financial records according to established procedures, using manual and computerized systems.	\$47,800	Carlton Trail College, Cumberland College, Dumont Technical Institute, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan	☆☆
1241	Administrative assistants	10,300	You will perform a variety of administrative duties in support of managerial and professional employers.	\$47,200	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan	☆☆☆
1221	Administrative officers	8,400	You will oversee and implement administrative procedures, establish work priorities, and co-ordinate the acquisition of administrative services such as office space, supplies and security services.	\$54,300	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan	☆☆☆
1434	Banking, insurance and other financial clerks	800	You will compile, process and maintain banking, insurance and other financial information.	\$54,100	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan	☆☆
1227	Court officers and justices of the peace	100	As a court officer you will co-ordinate the administrative and procedural functions of federal and provincial courts. As a Justice of the Peace you will administer oaths, issue subpoenas, summonses and warrants and perform other court related duties.	\$73,300	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆☆
1251	Court reporters, medical transcriptionists and related occupations	500	Court reporters record and transcribe the proceedings of courts and committees, and prepare transcripts for use by judges, tribunals and quasi-judicial panels. Medical transcriptionists record, transcribe and edit dictation by physicians and other health care providers.	\$44,000	Private schools	☆☆☆
1422	Data entry clerks	1,200	Working as a data entry clerk, you will type at keyboards and data entry consoles to input coded statistical and other information for storage. A wide variety of businesses will require your services - from financial institutions to government departments.	\$46,400	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan	☆☆
1228	Employment insurance, immigration, border services and revenue officers	400	Your job will be to administer and enforce laws and regulations related to immigration, unemployment insurance, and customs and tax revenue.	\$83,300	Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆☆
1222	Executive assistants	1,000	You will co-ordinate administrative procedures, public relations activities and research and analysis functions for members of legislative assemblies, ministers, deputy ministers, corporate officials and executives, committees and boards of directors.	\$60,500	Carlton Trail College, Cumberland College, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan	☆☆☆

DATA SOURCES:

Job Title and Job Description: This information, and in fact, the whole structure of the Relevance Job Chart, is derived from the National Occupational Classification System (NOC). For more information on the NOC, visit <http://www5.hrsdc.gc.ca/NOC>.

Median Annual Income 2016: Wages are based on full-year, full-time employment for each occupation. Workers may earn more or less depending on their employer, location, size of company, training, experience and hours worked. Highly skilled workers may earn significantly more than the median. Wage information provided by the Saskatchewan Ministry of the Economy.

Training and Educational Routes: This information is provided by Saskatchewan education and training institutions. This is not a comprehensive list of programs and courses. It is intended as a general guide to help you find education related to Saskatchewan occupations.

Number Employed - 2016 Provincial Estimates

Employment Prospects - 2020: Based on a number of statistical factors, some measuring changes in the recent past, and some based on an economic model of where the provincial economy is headed. Among those measuring changes in the recent past are i) growth in employment, ii) growth in wage rates and hours of work, and iii) the unemployment rate. Among those based on future estimates are expected increases in employment and the number of retirements.


University classes are available at all Saskatchewan Regional Colleges. Courses from both the University of Regina and the University of Saskatchewan, through transfer agreements, enable students to complete one or more years of full time university study. For specific details, CONTACT THE INSTITUTION DIRECTLY.

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

NOC Code	job title	number emp. 2016 est.	job description	wage est. 2016	training and education routes	prospects to 2020
1112	Financial and investment analysts	600	Your job will be to collect and analyze financial marketplace information to provide financial and investment advice for their company or their company's clients.	\$77,800	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
1111	Financial auditors and accountants	5,100	As a financial auditor you will examine and analyze the accounting and financial records of individuals and establishments. Accountants plan, organize and administer accounting systems for individuals and establishments. There is now one designation for financial auditors and accountants: CPA.	\$72,800	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
1411	General office clerks	7,700	You will type and file correspondence, reports, statements and other material, operate office equipment, answer telephones and perform clerical duties of a general nature according to established procedures.	\$48,100	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆
1223	Human resources and recruitment officers	300	In your job as a personnel and recruitment officer you will identify and advertise job vacancies, recruit candidates, and assist in the selection and reassignment of employees.	\$54,300	Cumberland College, Great Plains College, Lakeland College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
1121	Human resources professionals	1,400	Your responsibility will be to develop, implement and evaluate human resources and labour relations policies, programs and procedures and advise managers and employees on personnel matters.	\$69,300	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
1312	Insurance adjusters and claims examiners	1,200	As an insurance adjuster you will investigate insurance claims and determine the amount covered by insurance policies. Insurance Claims Examiners examine claims investigated by insurance adjusters and authorize payments.	\$69,000	Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
1313	Insurance underwriters	500	You will review and evaluate insurance applications to determine insurance risks, insurance premiums and extent of insurance coverage according to company policies.	\$75,700	Lakeland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
1242	Legal administrative assistants	1,000	You will perform a variety of secretarial and administrative duties in law offices, legal departments of large firms, real estate companies, land title offices, municipal, provincial and federal courts and government.	\$50,800	Carlton Trail College, Cumberland College, North West College, Parkland College, Southeast College	☆☆
1451	Library assistants and clerks	400	In your job you will issue and receive library materials, sort and shelf books and provide general library information to users. You will also perform clerical functions such as filing, typing and word processing.	\$46,500	Saskatchewan Polytechnic, University of Regina	☆
1243	Medical administrative assistants	200	You will perform a variety of secretarial and administrative duties in doctor's offices, hospitals, medical clinics and other medical settings.	\$46,500	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Parkland College	☆☆
1432	Payroll clerks	900	You will collect, verify and process payroll information and determine pay and benefit entitlements for employees within a department, company or other establishment, using manual or computerized systems.	\$56,700	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan	☆
1415	Personnel clerks	200	As a personnel clerk you will assist personnel officers and human resources specialists and compile, maintain and process information relating to staffing, recruitment, training, labour relations, performance evaluations and classifications.	\$68,900	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, Northlands College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan	☆
1122	Professional occupations in business services to management	1,300	This unit group includes those who provide services to management such as analyzing the structure, operations, managerial methods or functions of an organization in order to propose, plan and implement improvements.	\$76,700	Great Plains College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆

University classes are available at all Saskatchewan Regional Colleges. Courses from both the University of Regina and the University of Saskatchewan, through transfer agreements, enable students to complete one or more years of full time university study. For specific details, CONTACT THE INSTITUTION DIRECTLY.


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

NOC Code	job title	number emp. 2016 est.	job description	wage est. 2016	training and education routes	prospects to 2020
1224	Property administrators	1,600	As a property administrator you will perform administrative duties and co-ordinate activities related to the management and rental of investment property and real estate.	\$47,300	Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆☆
1225	Purchasing agents and officers	1,500	As a purchasing agent or officer you will purchase general and specialized equipment, materials and business services for in-house use or for further processing by your establishment.	\$66,600	Saskatchewan Polytechnic, Saskatchewan Indian Institute of Technologies, University of Regina, University of Saskatchewan	☆☆
1414	Receptionists	5,700	As a receptionist or switchboard operator you will greet and direct people arriving at offices, hospitals and other establishments, answer and forward telephone calls, take messages, schedule appointments, and perform other clerical duties.	\$36,300	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technology, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan	☆
1113	Securities agents, investment dealers and brokers	200	In this job you will buy and sell stocks, bonds, treasury bills, mutual funds and other securities for individual investors, pension fund managers, banks, trust companies, insurance firms, credit unions and other establishments.	\$75,300	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
1522	Storekeepers and parts clerks	2,500	You will sort, store and issue parts and supplies for use by the mechanical, service, agricultural industry or other establishment in which you work and for sale to the public.	\$49,400	Lakeland College, Saskatchewan Polytechnic 	☆☆
1454	Survey interviewers and statistical clerks	1,200	As an interviewer you will gather information for market research, public opinion polls or election and census enumeration. Working as a statistical clerk you will code and compile interview and other data into reports, lists, directories and other documents.	\$56,100	Carlton Trail College, Cumberland College, Great Plains College, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan	☆☆

Natural & Applied Science


2222	Agricultural and fish products inspectors	100	As an agricultural and fish products inspector you will inspect agricultural and fish products for conformity to prescribed production, storage and transportation.	\$71,600	Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆☆
2271	Air pilots, flight engineers and flying instructors	400	As a pilot you will fly fixed wing aircraft and helicopters to provide air transportation and other services. As a flight engineer (second officer) you will monitor the functioning of aircraft during flight and may assist in flying aircraft. As a flying instructor you will teach flying techniques and procedures to student and licensed pilots.	\$76,500	Saskatchewan Polytechnic	☆☆
2151	Architects	200	Architects conceptualize, plan and develop designs for the construction and renovation of commercial, institutional and residential buildings.	\$84,000	University of Regina (transfer program), University of Saskatchewan	☆☆☆
2251	Architectural technologists and technicians	200	You may work independently or provide technical assistance to professional architects and civil design engineers in conducting research, preparing drawings, architectural models, specifications and contracts and in supervising construction projects.	\$64,100	Saskatchewan Polytechnic	☆☆
2221	Biological technologists and technicians	400	As a biological technologist or technician you may work independently or provide technical support and services to scientists, engineers and other professionals working in fields of agriculture, resource management, plant and animal biology, microbiology, cell and molecular biology.	\$75,900	Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆☆
2121	Biologists and related scientists	800	You will conduct basic and applied research to extend knowledge of living organisms, to manage natural resources, and to develop new practices and products related to medicine and agriculture.	\$81,600	University of Regina, University of Saskatchewan	☆☆

University classes are available at all Saskatchewan Regional Colleges. Courses from both the University of Regina and the University of Saskatchewan, through transfer agreements, enable students to complete one or more years of full time university study. For specific details, CONTACT THE INSTITUTION DIRECTLY.

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


NOC Code	job title	number emp. 2016 est.	job description	wage est. 2016	training and education routes	prospects to 2020
2134	Chemical engineers	100	As a chemical engineer you will research, design, and develop chemical processes and equipment and oversee the operation and maintenance of large production or processing plants. You will also perform duties related to chemical quality control, environmental protection and biochemical or bio-technical engineering.	\$108,100	University of Regina, University of Saskatchewan	☆☆
2211	Chemical technologists and technicians	600	You may work independently or provide technical support in chemical engineering, chemical and biochemical research and analysis, industrial chemistry, chemical quality control and environmental monitoring.	\$62,700	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
2112	Chemists	100	As a chemist you will conduct research and analysis in support of industrial operations, product and process development, quality control, environmental control, medical diagnosis and treatment, biotechnology and other applications.	\$80,900	University of Regina, University of Saskatchewan	☆☆
2131	Civil engineers	1,300	Civil engineers plan, design, develop and manage projects for the construction or repair of buildings, earth structures, roads, airports, railways, rapid transit facilities, bridges, tunnels, dams and coastal installations and systems related to highway and transportation services, water distribution and sanitation. Civil engineers may also specialize in foundation analysis, building and structural inspection, surveying, geomatics and municipal planning.	\$107,200	University of Regina, University of Saskatchewan	☆☆
2231	Civil engineering technologists and technicians	500	You may work independently or provide technical support and services in civil engineering in fields such as structural engineering, municipal engineering, and construction design and supervision, highways and transportation engineering, water resources engineering and geotechnical engineering.	\$67,500	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
2147	Computer engineers (except software engineers and designers)	300	As a computer engineer you will be required to research, plan, design, develop and test computers and related equipment, and design and develop software for engineering and industrial applications.	\$105,200	University of Regina, University of Saskatchewan	☆☆
2281	Computer network technicians	1,400	As a computer and network operator you will establish, operate, maintain, and coordinate the use of local and wide area networks (LANs and WANs), mainframe networks, hardware, software and related computer equipment. As a web technician you will set up and maintain Internet and intranet web sites and web server hardware and software. You may also monitor and optimize network connectivity and performance.	\$73,300	Saskatchewan Indian Institute of Technology, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
2174	Computer programmers and interactive media developers	1,700	Your job as an interactive media developer will involve writing, modifying, integrating and testing computer code for internet applications, computer-based training software, computer games, film, video and other interactive media.	\$77,800	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
2224	Conservation and fishery officers	200	In this job you will enforce the federal and provincial regulations established for the protection of fish, wildlife and other natural resources and collect and relay information on resource management.	\$79,500	Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
2234	Construction estimators	300	As a construction estimator you will analyze costs of and prepare estimates on civil engineering, architectural, structural, electrical and mechanical construction projects.	\$76,100	Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆
2264	Construction inspectors	300	Construction inspectors inspect the construction and maintenance of new and existing buildings, bridges, highways and industrial construction to ensure that specifications and building codes are observed and monitor work site safety.	\$83,600	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆


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NOC Code	job title	number emp. 2016 est.	job description	wage est. 2016	training and education routes	prospects to 2020
2172	Database analysts and data administrators	200	As a database analyst you will design, develop and administer data management solutions using database management software. In your job as a data administrator you will develop and implement data administration policy, standards and models.	\$85,400	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
2253	Drafting technologists and technicians	1,000	You will be responsible for preparing engineering designs, drawings and related technical information.	\$67,200	Lakeland College, Saskatchewan Polytechnic	☆☆
2241	Electrical and electronics engineering technologists and technicians	1,200	Electrical and electronics engineering technologists and technicians may work independently or provide technical support and services 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.	\$83,300	Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan	☆☆
2133	Electrical and electronics engineers	900	You will design, plan, research, evaluate and test electrical and electronic equipment and systems. You may work independently or provide technical support and services 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.	\$103,400	University of Regina, University of Saskatchewan	☆☆
2242	Electronic service technicians (household and business equipment)	1,200	As an electronic service technician you will service and repair household and business electronic equipment such as audio and video systems, computers and peripherals, office equipment and other consumer electronic equipment and assemblies. Electronics technician (Consumer Products) is a designated trade in Saskatchewan.	\$54,500	Saskatchewan Polytechnic	☆☆
2223	Forestry technologists and technicians	100	Your career as a forestry technologist or technician may have you working independently or performing technical and supervisory functions in support of forestry research, forest management, forest harvesting and forest resources conservation and protection.	\$62,200	Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
2212	Geological and mineral technologists and technicians	500	Working as a geological and mineral technologist or technician you will provide technical support and services in the fields of geology, mining and mining engineering, and mineralogy.	\$87,500	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
2113	Geoscientists and oceanographers	500	Your job as a geologist, geochemist or geophysicist will be to conduct programs of exploration and research to extend knowledge of the structure, composition and processes of the mine site or geographic area.	\$121,900	University of Regina, University of Saskatchewan	☆☆
2141	Industrial and manufacturing engineers	200	You will conduct studies and develop and supervise programs to achieve efficient industrial production and efficient utilization of industrial human resources, machinery and materials.	\$92,900	University of Regina, University of Saskatchewan	☆☆
2243	Industrial instrument technicians and mechanics	500	You will maintain, diagnose, calibrate and repair control instruments in commercial and industrial settings.	\$110,300	Cumberland College, Lakeland College, Saskatchewan Polytechnic, University of Regina 	☆☆
2171	Information systems analysts and consultants	2,400	Your job will be to analyze system requirements, develop and implement information systems development plans, policies and procedures, and provide advice on a wide range of information systems issues.	\$92,500	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆☆
2263	Inspectors in public and environmental health and occupational health and safety	1,400	In this career you will investigate health and safety related complaints and inspect restaurants, food processing and industrial establishments, hotels, municipal water systems and other workplaces.	\$83,100	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
2254	Land survey technologists and technicians	100	You will conduct or participate in surveys to determine the exact locations and relative positions of natural features and other structures on the earth's surface, underground and underwater.	\$60,500	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆

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2154	Land surveyors	300	As a land surveyor you will plan, direct and conduct legal surveys to establish the location of real property boundaries, contours and other natural or human-made features. You will also prepare and maintain cross sectional drawings, official plans, records and documents pertaining to these surveys.	\$98,200	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
2225	Landscape and horticulture technicians and specialists	200	Your job will be to grow plants, operate greenhouses, nurseries and garden centres, and perform landscaping duties.	\$55,400	Saskatchewan Apprenticeship and Trade Certification Commission, University of Saskatchewan 	☆☆☆
2161	Mathematicians, statisticians and actuaries	100	Mathematicians and statisticians research mathematical or statistical theories, and develop and apply mathematical or statistical techniques for solving problems in such fields as science, engineering, business and social science. Actuaries apply mathematics, statistics, probability and risk theory to assess potential financial impacts of future events.	\$105,100	University of Regina, University of Saskatchewan	☆☆☆
2232	Mechanical engineering technologists and technicians	300	You may provide technical support and services in mechanical engineering fields such as the design, development, maintenance and testing of machines, components, tools, heating and ventilating systems, power generation and power conversion plants, and manufacturing plants and equipment.	\$91,900	Lakeland College, Saskatchewan Indian Institute of Technology, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
2132	Mechanical engineers	800	As a mechanical engineer you will research, design and develop machinery and systems for heating, ventilating and air conditioning, power generation, transportation, processing and manufacturing.	\$103,500	University of Regina, University of Saskatchewan	☆☆
2143	Mining engineers	300	As a mine engineer you will plan and design the development of mines, mine facilities, systems and equipment, and plan, organize and supervise the extraction of minerals and ores from underground or surface mines.	\$120,600	University of Regina, University of Saskatchewan	☆
2173	Software engineers and designers	200	Your job as a software engineer will require you to research, design, evaluate, integrate and maintain software applications, technical environments, operating systems, embedded software, information warehouses and telecommunications software.	\$94,600	University of Regina, University of Saskatchewan	☆☆
2153	Urban and land use planners	100	In this job you will develop plans and recommend policies for managing the utilization of land, physical facilities and associated services for urban and rural areas and remote regions.	\$72,400	Lakeland College, University of Regina, University of Saskatchewan	☆☆☆
2282	User support technicians	900	You will provide first-line technical support to computer users experiencing difficulties with computer hardware and with computer applications and communications software.	\$61,700	Saskatchewan Indian Institute of Technology, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
2175	Web designers and developers	400	Working as a web designer and developer you will research, design, develop and produce internet and intranet sites.	\$52,600	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆

Health

3141	Audiologists and speech-language pathologists	200	As an audiologist you will diagnose, evaluate and treat hearing disorders. As a speech/language pathologist you will diagnose, evaluate and treat speech, language and voice disorders.	\$88,000	University of Regina (transfer program)	☆☆☆
3122	Chiropractors	200	You will diagnose and treat patients' disorders of the spine and other body joints by adjusting the spinal column or through other corrective manipulation. Chiropractors are usually in private practice.	\$79,300	University of Regina, University of Saskatchewan	☆☆
3411	Dental assistants	800	You will assist dentists during the examination and treatment of patients and perform clerical functions.	\$45,300	Saskatchewan Polytechnic	☆☆

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3222	Dental hygienists	700	As a dental hygienist you will provide dental hygiene treatment and information related to the prevention of diseases and disorders of the teeth and mouth. As a dental therapist you will carry out dental services related to the prevention and treatment of diseases and disorders of the teeth and mouth.	\$71,900	Saskatchewan Polytechnic	☆☆
3223	Dental technologists, technicians and laboratory bench work	100	Your job will be to prepare and fabricate dentures and dental devices as prescribed by dentists or dental therapists.	\$45,700	No program currently offered in Saskatchewan	☆
3113	Dentists	400	As a dentist you will be responsible for diagnosing and treating disorders of the teeth and mouth.	\$165,100	University of Regina (pre-dentistry program), University of Saskatchewan	☆☆
3221	Denturists	100	Denturists examine patients and design, construct and repair removable dentures. Most denturists work in private practice.	\$41,200	No program currently offered in Saskatchewan	☆☆
3132	Dietitians and nutritionists	300	Dietitians and nutritionists plan, implement and oversee nutrition and food service programs. They are employed in a variety of settings including hospitals, home health-care agencies and extended care facilities, community health centres, the food and beverage industry, the pharmaceutical industry, educational institutions, and government and sports organizations, or they may work as private consultants.	\$73,400	University of Regina (transfer program), University of Saskatchewan	☆☆
3112	General practitioners and family physicians	1,300	As a general practitioner or family physician you will diagnose and treat the diseases, physiological disorders and injuries of patients.	\$151,500	University of Regina (transfer program), University of Saskatchewan	☆☆
3233	Licensed practical nurses	2,600	Licensed practical nurses provide nursing care usually under the direction of medical practitioners, registered nurses or other health team members.	\$59,200	Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, North West College, Parkland College, Saskatchewan Polytechnic, Southeast College	☆☆
3212	Medical laboratory technicians	800	In your work as a medical laboratory technician you will perform pre-analytical duties, conduct simple medical laboratory tests and set up, clean and maintain laboratory equipment.	\$66,100	Saskatchewan Polytechnic, University of Regina	☆☆
3211	Medical laboratory technologists and pathologists' assistants	800	In your work as a medical laboratory technologist you will conduct medical laboratory tests, experiments and analysis to assist in the diagnosis, treatment and prevention of disease. As a pathologists' assistant you will assist with autopsies and examinations of surgical specimens or perform autopsies under a pathologist's supervision.	\$71,300	Dumont Technical Institute, Saskatchewan Polytechnic, University of Regina	☆☆☆
3215	Medical radiation technologists	700	You will operate radiographic and radiation therapy equipment to administer radiation treatment and produce images of body structures for the diagnosis and treatment of injury and disease.	\$75,200	Saskatchewan Polytechnic, University of Regina	☆☆
3216	Medical sonographers	200	Medical sonographers operate ultrasound equipment to produce and record images of various parts of the body to aid physicians in monitoring pregnancies and in diagnosing cardiac, ophthalmic, vascular and other medical disorders.	\$77,900	No program currently offered in Saskatchewan	☆☆☆
3413	Nurse aides, orderlies and patient service associates	10,000	Your job as a nurse aide or orderly will require you to assist nurses, hospital staff and physicians in the care of patients.	\$42,900	Carlton Trail College, Cumberland College, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, University of Regina	☆☆☆
3143	Occupational therapists	400	As an occupational therapist you will plan and carry out individually designed programs of activity to help patients with physical or mental health problems become more self-reliant.	\$71,500	University of Regina (transfer program), University of Saskatchewan	☆☆☆

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3414	Other assisting occupations in support of health services	1,000	You will provide services and technical assistance to health care professionals such as orthopedic surgeons, pharmacists, pathologists and optometrists.	\$39,800	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
3144	Other professional occupations in therapy and assessment	300	As a recreational therapist, remedial gymnast or art therapist you will use art, athletics and recreation to aid in the treatment of mental and physical disabilities.	\$58,600	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
3237	Other technical occupations in therapy and assessment	200	Your job will be to perform various technical functions that assist in therapy and assessment of patients when you work as a speech therapy aide, speech technician, audiometric assistant, physical rehabilitation technician, massage therapist, communication assistant, or hearing aide assistant.	\$48,500	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
3234	Paramedical occupations	1,200	Your job will be to administer pre-hospital emergency medical care to patients and transport them to hospitals or other medical facilities for further medical care.	\$72,300	Carlton Trail College, Cumberland College, Lakeland College, North West College, Parkland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
3131	Pharmacists	1,300	Community pharmacists 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.	\$117,800	University of Regina (transfer program), University of Saskatchewan	☆☆
3142	Physiotherapists	900	Your job will be to plan and carry out individually designed programs of physical treatment to maintain, improve or restore physical functioning, alleviate pain and prevent physical dysfunction in patients.	\$74,600	University of Regina (transfer program), University of Saskatchewan	☆☆☆
3012	Registered nurses and registered psychiatric nurses	15,000	Your work as a registered nurse or registered psychiatric nurse will require you to provide direct nursing care to patients, deliver health education programs and provide consultative services regarding issues relevant to the practice of nursing.	\$90,900	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
3111	Specialist physicians	1,100	In your career as a specialist physician you will research, diagnose and treat diseases and physiological or psychiatric disorders and act as a supervisor and consultant to other physicians.	\$155,500	University of Saskatchewan	☆☆
3114	Veterinarians	300	As a veterinarian you will prevent, diagnose and treat diseases and disorders in animals and advise clients on the feeding, hygiene, housing and general care of animals.	\$94,500	University of Regina (pre-veterinary medicine program), University of Saskatchewan	☆☆
3213	Veterinary and animal health technologists and technicians	400	You will provide technical support to veterinarians by caring for animals and assisting in the diagnosis and treatment of animal health disorders.	\$40,900	Lakeland College, Saskatchewan Polytechnic	☆☆

Social Science, Education, Government & Religion

4163	Business development officers and marketing researchers and consultants	800	You will be required to conduct research, develop policies and administer programs to promote industrial and commercial business investment or tourism in urban and rural areas, or to promote commercial or industrial products and services.	\$68,200	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
4212	Community and social service workers	4,600	You will administer and implement a variety of social assistance programs and community services, and assist clients to deal with personal and social problems.	\$44,800	Cumberland College, Great Plains College, North West College, Parkland College, Saskatchewan Indian Institute of Technology, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆☆
4422	Correctional service officers	1,600	Your job as a correctional service officer will be to guard prisoners and detainees and maintain order in correctional institutions and other places of detention.	\$81,900	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆☆
4214	Early childhood educators and assistants	7,100	In your job as an early childhood educator you will design and supervise activities that stimulate physical, intellectual and emotional growth in pre-school children.	\$25,100	Carlton Trail College, Cumberland College, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technology, Saskatchewan Polytechnic, Southeast College, University of Regina	☆☆☆

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4033	Educational counsellors	700	Your job as a school or guidance counsellor will be to advise current and prospective students on educational issues, career planning and personal development, and co-ordinate the provision of counselling services to students, parents, teachers, faculty and staff.	\$66,400	University of Regina, University of Saskatchewan	☆☆
4032	Elementary school and kindergarten teachers	10,200	In your career as an elementary school or kindergarten teacher you will 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.	\$75,800	Parkland College, Saskatchewan Urban Native Education Program (SUNTEP), University of Regina, University of Saskatchewan	☆☆☆
4413	Elementary and secondary school teacher assistants	5,000	In this job you will assist teachers and counsellors in the teaching and supervision of elementary and secondary school students.	\$35,400	Carlton Trail College, Cumberland College, Lakeland College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆☆
4156	Employment counsellors	500	You will provide assistance, counsel and information to worker clients on all aspects of employment search and career planning. You will also provide counsel and information to employer clients regarding human resource and employment issues.	\$64,600	Parkland College, University of Regina, University of Saskatchewan	☆☆
4312	Firefighters	700	You will carry out firefighting and fire prevention activities, and assist in other emergencies.	\$106,100	Lakeland College, Parkland College	☆☆☆
4112	Lawyers and Quebec notaries	1,400	Your job as a lawyer will be to 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.	\$137,800	University of Regina (transfer program), University of Saskatchewan	☆☆
4211	Paralegal and related occupations	300	As a legal assistant or paralegal you will prepare legal documents, maintain records and files and conduct research. As a notary public you will prepare promissory notes, wills, mortgages and other legal documents.	\$51,900	University of Regina	☆☆
4311	Police officers (except commissioned)	2,100	You will protect the public, detect and prevent crime and perform other activities directed at maintaining law and order.	\$111,500	Saskatchewan Polytechnic, University of Regina	☆☆☆
4155	Probation and parole officers and related occupations	300	As a probation officer you will monitor the conduct and behaviour of criminal offenders serving probation terms. As a parole officer you will monitor the reintegration of criminal offenders serving the remainder of sentences while conditionally released into the community on parole.	\$78,100	Saskatchewan Polytechnic, University of Regina	☆☆
4151	Psychologists	400	In your career as a psychologist you will diagnose psychological and emotional disorders, counsel clients, provide therapy and research and apply theory relating to behaviour and mental processes.	\$96,700	University of Regina, University of Saskatchewan	☆☆
4031	Secondary school teachers	5,000	As a secondary school teacher you will prepare and teach academic, technical, vocational or specialized subjects at public and private secondary schools.	\$80,700	Parkland College, Saskatchewan Urban Native Teacher Education Program (SUNTEP), University of Regina, University of Saskatchewan	☆☆
4152	Social workers	1,700	Social workers help individuals, couples, families, groups, communities and organizations develop the skills and resources they need to enhance social functioning and provide counselling, therapy and referral to other supportive social services.	\$68,100	Parkland College, University of Regina, University of Saskatchewan	☆☆
4011	University professors and lecturers	2,200	As a university professor you will teach courses to undergraduate and graduate students and conduct research at universities and degree-granting colleges.	\$115,900	University of Regina, University of Saskatchewan	☆☆

Art, Culture, Recreation and Sport

5231	Announcers and other broadcasters	200	You will read news, sports, weather and commercial messages and host entertainment and information programs for broadcast on radio or television.	\$49,700	University of Regina	☆☆☆
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5244	Artisans and craftspersons	400	Your profession will involve using manual and artistic skills to design and make ornamental objects, pottery, stained glass, jewelry, rugs, blankets, musical instruments and other handicrafts.	\$33,100	University of Regina, University of Saskatchewan	☆☆
5121	Authors and writers	400	You will plan, research and write books, scripts, plays, essays, speeches, manuals, specifications and other non-journalistic articles for publication, broadcast, or presentation. There are no standardized qualifications for writers in Saskatchewan.	\$49,400	University of Regina, University of Saskatchewan	☆☆
5252	Coaches	200	You will prepare and train individual athletes or teams for competitive events. Depending on the sport, you may also be required to complete the National Coaching Certificate program.	\$37,700	University of Regina, University of Saskatchewan	☆
5122	Editors	200	You will review, evaluate and edit manuscripts, articles, news reports and other material for publication or broadcast, and co-ordinate the activities of writers, journalists and other staff. You may also work on a freelance basis.	\$58,400	University of Regina, University of Saskatchewan	☆☆☆
5241	Graphic designers and illustrators	600	As a graphic designer or illustrating artist you will conceptualize and produce designs, illustrations, layouts and visual images to effectively communicate information for publications, advertising, films, posters and signs.	\$39,600	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
5242	Interior designers and interior decorators	200	You will conceptualize and produce aesthetic and functional designs for interior spaces in residential, commercial, institutional and industrial buildings.	\$49,700	Lakeland College, Saskatchewan Polytechnic	☆☆
5123	Journalists	300	As a journalist you will research, investigate, interpret and communicate news and public affairs through newspapers, television, radio and other media.	\$57,600	University of Regina, University of Saskatchewan	☆☆☆
5111	Librarians	400	As a librarian you will develop, organize and maintain library collections and provide advisory services for users. The minimum educational requirement for most librarians is a Master's degree in Library Science.	\$66,500	University of Regina (transfer program)	☆☆☆
5211	Library and public archive technicians	500	As a library and archive technician or assistant you will assist users in accessing library or archive resources, assist in describing new acquisitions, participate in archive processing and storage, and conduct reference searches.	\$46,100	Saskatchewan Polytechnic	☆☆
5136	Painters, sculptors and other visual artists	300	As an artist you will create original paintings, drawings, sculptures, etchings, engravings and other artistic works. Both universities offer degree programs in painting, sculpture and other visual arts.	\$12,800	University of Regina, University of Saskatchewan	☆☆
5221	Photographers	300	As a photographer you will operate still cameras to photograph people, events, scenes, materials, products and other subjects.	\$37,700	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
5131	Producers, directors, choreographers and related occupations	400	In your work as a producer, director or choreographer you will be among those who oversee and control the technical and artistic aspects of film, television, radio, and dance and theatre productions.	\$52,100	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆

Sales & Service



6332	Bakers	1,200	Bakers prepare bread, rolls, muffins, pies, pastries, cakes and cookies in retail and wholesale bakeries and dining establishments.	\$34,000	North West College, Saskatchewan Polytechnic	☆☆
6322	Cooks	8,900	Your job will be to prepare food and meals, cut meat and learn basic baking and pastry cooking methods.	\$29,800	Carlton Trail College, Cumberland College, North West College, Saskatchewan Polytechnic	☆☆☆
6562	Estheticians, electrologists and related occupations	1,100	This group provides facial and body treatments designed to enhance an individual's physical appearance including: cosmetician, electrologist, esthetician, manicurist, pedicurist, and tattoo artist.	\$33,400	Lakeland College, North West College, Saskatchewan Polytechnic, Southeast College	☆

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6513	Food and beverage servers	7,300	You will be required to sell and serve food and beverages, and prepare alcoholic and non-alcoholic beverages.	\$21,000	Saskatchewan Polytechnic, Saskatchewan Tourism Education Council 	☆☆
6346	Funeral directors and embalmers	100	Funeral directors co-ordinate and arrange all aspects of funeral services. Embalmers prepare human remains for funerals and burial.	\$44,800	Saskatchewan Polytechnic	☆☆
6221	Grain elevator operators	1,700	Grain elevator operators are part of a larger group of specialist technical sales persons. You will purchase grain, determine the grade and weight of grain delivered, and maintain records for farmers and companies.	\$76,000	Lakeland College	☆☆
6231	Insurance agents and brokers	2,000	As an insurance adjuster or broker you will sell automobile, fire, life, property, marine and other types of insurance to businesses and individuals.	\$57,500	Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
4313	Occupations unique to the armed forces	400	In the Armed Forces your duties may include engaging in drills and other training in preparation for peacekeeping, combat and natural disaster; operating armored vehicles, artillery, hand-held weapons and other military combat equipment and defense systems; and policing and protecting Canadian waters, land, airspace and other interests.	\$76,100	Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆☆
6563	Pet groomers and animal care workers	500	You will feed, handle, train and groom animals and assist veterinarians, animal health technologists and animal breeders.	\$29,400	Lakeland College, Saskatchewan Polytechnic	☆☆
6232	Real estate agents and salespersons	1,200	You will act as 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.	\$59,600	Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
6235	Financial sales representative	1,900	In your job as a sales representative you will work in a bank, credit union, or other financial institution to sell basic deposit, investment and loan products and services to individuals and businesses.	\$57,400	Carlton Trail College, Cumberland College, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
6221	Retail and wholesale buyers	1,700	As a retail and wholesale buyer you will buy merchandise for resale by retail and wholesale establishments and will usually be responsible for the merchandising operations of retail establishments.	\$76,000	Lakeland College, Parkland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆
6421	Retail salespersons and sales clerks	20,700	Your job will be to sell or rent a range of goods and services in stores and other retail businesses and in wholesale businesses that sell on a retail basis to the general public.	\$37,400	Cumberland College, Great Plains College, Lakeland College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic	☆☆
6411	Sales and account representatives - wholesale trade (non-technical)	3,500	You will sell non-technical goods and services, such as petroleum, food, and transportation to wholesale, commercial, industrial and professional clients.	\$65,300	Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆☆
6541	Security guards and related occupations	2,900	You will be required to guard property against theft and vandalism, control access to establishments, maintain order and enforce regulations at public events and within establishments.	\$39,600	Carlton Trail College, Dumont Technical Institute, Saskatchewan Polytechnic	☆☆
6221	Technical sales specialists - wholesale trade	1,700	You will sell a range of technical goods and services, such as scientific and industrial products, electricity, telecommunications services and computer services, to governments and to commercial and industrial establishments.	\$76,000	Great Plains College, Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆

Trades, Transport and Equipment Operation


7315	Aircraft mechanics and aircraft inspectors	400	Your job will be to repair and inspect all types of aircraft and avionic systems.	\$62,600	Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technology 	☆☆
7321	Automotive service technicians, truck transport and mechanics	5,200	In your career you will service and repair automobiles, light trucks and buses. Diagnostic, computer, and mechanical skills will be used.	\$60,800	Saskatchewan Apprenticeship and Trade Certification Commission, Lakeland College, North West College, Parkland College, Saskatchewan Polytechnic 	☆☆

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

NOC Code	job title	number emp. 2016 est.	job description	wage est. 2016	training and education routes	prospects to 2020
7234	Boilermakers	100	Boilermakers make and assemble dust, gas, steam, oil, water or other liquid-tight containers, structures and equipment.	\$111,700	Saskatchewan Apprenticeship and Trade Certification Commission 	☆☆
7281	Bricklayers	500	You will lay concrete block, brick, pre-cut stone to either construct or repair structures.	\$50,700	Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic 	☆☆
7512	Bus drivers and subway and other transit operators	2,600	As a bus driver, subway operator or other transit operator you will drive buses and operate streetcars, subway trains and light rail transit vehicles to transport passengers on established routes.	\$54,600	Carlton Trail College	☆☆
7272	Cabinetmakers	600	Your job will be to construct, repair, and finish and install cabinets, furniture, fixtures and related products.	\$41,900	Saskatchewan Apprenticeship and Trade Certification Commission 	☆☆
7271	Carpenters	9,300	In this career you will construct, renovate and repair buildings and structures made of wood and other materials. As a scaffolder you will lay out, assemble, maintain and dismantle scaffolds, bleachers, and stages. As a framer, you will construct and erect floor, wall and roof framing and install exterior doors and windows.	\$50,700	Saskatchewan Apprenticeship and Trade Certification Commission, Cumberland College, Lakeland College, Saskatchewan Carpenter Joint Training Committee, Saskatchewan Indian Institute of Technology, Saskatchewan Polytechnic 	☆
7311	Construction millwrights and industrial mechanics (except textile)	3,000	In this career you will install, maintain and repair machinery in factories, mines and production facilities.	\$97,500	Saskatchewan Apprenticeship and Trade Certification Commission, Cumberland College, Dumont Technical Institute, Parkland College, Saskatchewan Polytechnic, Southeast College 	☆☆☆
7611	Construction trades helpers and labourers	7,700	Construction trades helpers and labourers assist skilled tradespersons and perform labouring activities at construction sites, in quarries and in surface mines.	\$45,500	Saskatchewan Apprenticeship and Trade Certification Commission, Dumont Technical Institute, Parkland College, Saskatchewan Indian Institute of Technology, Saskatchewan Polytechnic	☆
7371	Crane operators	600	You will operate many types of hoisting equipment to move, place and position items.	\$90,900	Saskatchewan Apprenticeship and Trade Certification Commission, Carlton Trail College, Great Plains College, Parkland College, Western Trade Training Institute 	☆☆
7514	Delivery and courier service drivers	2,600	You will drive automobiles, vans and light trucks to pick up and deliver products. You may be required to have a Class 1A or Class 3A drivers license.	\$39,500	Carlton Trail College, Cumberland College, Lakeland College	☆☆
7244	Electrical power line and cable workers	900	Your job will be to construct and maintain overhead and underground power lines and related equipment.	\$122,900	Saskatchewan Apprenticeship and Trade Certification Commission, SaskPower Training Centre 	☆☆
7241	Electricians (except industrial and power system)	3,700	As an electrician you will install, repair, test and maintain wiring, controls, motors and other electrical devices in both the industrial and construction sectors.	\$65,300	Saskatchewan Apprenticeship and Trade Certification Commission, Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technology, Saskatchewan Polytechnic, Southeast College 	☆☆
7253	Gas fitters	100	You will install, inspect, repair and maintain gas lines and gas equipment such as meters, regulators and heating units in residential, commercial and industrial establishments.	\$97,700	Lakeland College	☆☆
7292	Glaziers	600	Glaziers cut, fit, install and replace glass in residential, commercial and industrial buildings, on exterior walls of buildings and other structures and in furniture and other products.	\$49,900	No program currently offered in Saskatchewan 	☆☆
6341	Hairstylists and barbers	3,700	As a hairstylist you will design hair by shampooing, cutting, styling and colouring. You will also be required to perform tasks related to retail sales and customer service.	\$27,000	Saskatchewan Apprenticeship and Trade Certification Commission, Lakeland College, North West College, Private Schools, Saskatchewan Polytechnic, Southeast College 	☆☆
7521	Heavy equipment operators (except crane)	6,200	You use equipment in the construction and maintenance of roads, bridges, airports, gas and oil pipelines, tunnels, buildings and other structures; in mining, manufacturing and construction; and in material handling work.	\$66,900	Saskatchewan Apprenticeship and Trade Certification Commission, Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Parkland College, Saskatchewan Indian Institute of Technology, Saskatchewan Polytechnic, Southeast College 	☆☆
7312	Heavy-duty equipment mechanics	3,200	You will repair, overhaul and maintain mobile heavy-duty equipment used in construction, forestry, mining, material handling, landscaping, land clearing, farming and similar activities.	\$73,300	Saskatchewan Apprenticeship and Trade Certification Commission, Dumont Technical Institute, Lakeland College, Mechanical Trades, North West College, Parkland College, Saskatchewan Polytechnic, Southeast College 	☆☆

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

NOC Code	job title	number emp. 2016 est.	job description	wage est. 2016	training and education routes	prospects to 2020
6525	Hotel front desk clerks	1,200	You will promote, sell and book accommodation products and services.	\$29,800	Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic, Saskatchewan Tourism Education Council	☆
7242	Industrial electricians	1,600	You will install, maintain, test, troubleshoot and repair industrial electrical equipment and associated electrical and electronic controls.	\$111,000	Saskatchewan Apprenticeship and Trade Certification Commission, Carlton Trail College, Cumberland College, Great Plains College, Lakeland College, North West College, Saskatchewan Polytechnic, Southeast College	☆☆
7293	Insulators	200	You will maintain and apply thermal insulation to commercial and industrial structures and equipment.	\$90,600	Saskatchewan Apprenticeship and Trade Certification Commission, Heat and Frost Insulators Training Committee	☆
7236	Ironworkers	900	You will field fabricate, weld, erect/dismantle metal work and erect and place pre-cast concrete, rig and place machinery.	\$89,100	Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technology, Saskatchewan Polytechnic	☆
7231	Machinists and machining and tooling inspectors	1,100	Your career will involve working with metals and operating metal cutting and metal shaping machinery.	\$60,200	Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic	☆☆
7322	Motor vehicle body repairers	1,400	Your job will be to service and refinish motor vehicle bodies and frames.	\$53,400	Saskatchewan Apprenticeship and Trade Certification Commission, Lakeland College, Saskatchewan Polytechnic	☆☆
7294	Painters and decorators (except interior decorators)	1,600	You will apply paint, varnish and wallpaper interior and exterior building surfaces, and other fittings and furnishings.	\$50,400	Saskatchewan Apprenticeship and Trade Certification Commission	☆
7284	Plasterers, drywall installers and finishers and lathers	1,300	Plasterers apply finish, and maintain and restore plaster or similar materials, on interior and exterior walls, ceilings and building partitions to produce plain or decorative surfaces. Drywall installers and finishers install and finish drywall sheets and various types of ceiling systems. Lathers install support framework for ceiling systems, interior and exterior walls and building partitions.	\$42,200	Saskatchewan Apprenticeship and Trade Certification Commission	☆
7251	Plumbers	2,700	In this job you will install and maintain water and sewage systems in residential, commercial and industrial buildings; you may be licensed as a gasfitter. Once you have attained certain levels of the Plumber trade, you are eligible to challenge the Gasfitter exam.	\$61,700	Saskatchewan Apprenticeship and Trade Certification Commission, Carlton Trail College, North West College, Saskatchewan Indian Institute of Technology, Saskatchewan Polytechnic	☆
7313	Refrigeration and air conditioning mechanics	500	You will install and maintain primary and secondary refrigeration and cooling systems in commercial and industrial settings.	\$68,400	Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic	☆☆
7291	Roofers and shinglers	700	You will install and maintain built-up roofs, flat deck roofs, steep roofs and other roofs with a variety of covering materials.	\$54,000	Saskatchewan Apprenticeship and Trade Certification Commission	☆
7233	Sheet metal workers	900	In this job you will be required to use ten-gauge or lighter metal to make and repair products and buildings.	\$61,400	Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technology, Saskatchewan Polytechnic	☆☆
7252	Steamfitters, pipefitters and sprinkler system installers	1,100	Steamfitters and pipefitters lay out, assemble, fabricate, maintain and repair piping systems carrying water, steam, chemicals and fuel in heating, cooling, lubricating and other process piping systems. Sprinkler system installers fabricate, install, test, maintain and repair water, foam, carbon dioxide and dry chemical sprinkler systems in buildings, for fire protection purposes.	\$87,400	Saskatchewan Apprenticeship and Trade Certification Commission, Carlton Trail College, Lakeland College, North West College, Saskatchewan Indian Institute of Technology, Saskatchewan Polytechnic	☆☆
7235	Structural metal and platework fabricators and fitters	100	You will design, fabricate, cut and assemble structural steel, plate and miscellaneous metals.	\$74,200	Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic	☆☆
7246	Telecommunications installation and repair workers	800	You will install, test, maintain and repair telephones, telephone switching equipment or other telecommunications equipment. Telecommunications Installation and Repair Worker is not a designated trade in Saskatchewan.	\$79,400	Saskatchewan Polytechnic	☆☆
7245	Telecommunications line and cable workers	400	As a telecommunications line and cable worker you will install, repair and maintain telecommunication lines and cables. Telecommunications Line and Cable Worker is not a designated trade in Saskatchewan.	\$83,500	Saskatchewan Polytechnic	☆☆

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

NOC Code	job title	number emp. 2016 est.	job description	wage est. 2016	training and education routes	prospects to 2020
7511	Transport truck drivers	13,700	Truck drivers operate heavy trucks to transport goods and materials over urban, interurban, provincial and international routes.	\$61,100	Carlton Trail College, Cumberland College, Lakeland College, Southeast College	☆☆
7237	Welders and related machine operators	5,900	You will join metals and plastics together using various welding methods and equipment. Work will be in manufacturing facilities, primarily with MIG and flux-core welding processes.	\$68,300	Saskatchewan Apprenticeship and Trade Certification Commission, Carlton Trail College, Cumberland College, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technology, Saskatchewan Polytechnic	☆☆


Primary Industry

8431	General farm workers	8,100	In this job you will plant, cultivate and harvest crops; raise livestock and poultry and maintain and repair farm equipment and buildings.	\$30,000	Carlton Trail College, Lakeland College, Parkland College, Saskatchewan Polytechnic, Southeast College, University of Saskatchewan	☆☆
8616	Logging and forestry labourers	100	In this job you will 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 in woodlands operations.	\$37,600	Saskatchewan Polytechnic	☆☆
8614	Mine labourers	500	You will carry out a variety of general labouring duties to assist in the extraction of coal, minerals and ore, and in other services in support of mining operations.	\$81,700	Carlton Trail College, Parkland College, Saskatchewan Indian Institute of Technology, Saskatchewan Polytechnic	☆
8615	Oil and gas drilling, servicing and related labourers	1,700	You will carry out a variety of general labour duties and operate equipment to assist in the drilling and servicing of oil and gas wells.	\$59,200	Carlton Trail College, Great Plains College, Lakeland College, Parkland College, Southeast College	☆
8412	Oil and gas well drillers, servicers, testers and related workers	1,000	As a Rig Technician you will control rig set up and demobilization, and the operation of drilling and hoisting equipment on drilling and service rigs. Rig Technicians direct the activities of the rig crew under supervision of the Rig Manager.	\$90,800	Carlton Trail College, Great Plains College, Lakeland College, Parkland College, Southeast College, University of Regina, University of Saskatchewan	☆
8422	Silviculture and forestry workers	400	In this job you will be required to perform a variety of duties related to reforestation and to the management, improvement and conservation of forestlands.	\$53,700	Lakeland College, Saskatchewan Polytechnic, University of Regina	☆☆
8411	Underground mine service and support workers	200	As an underground mine service and support worker you will perform a range of duties related to the operation of ore passes, chutes and conveyor systems, the construction and support of underground structures, passages and roadways, and the supply of materials and supplies to support underground mining.	\$96,500	Carlton Trail College, Parkland College, Saskatchewan Polytechnic	☆
8231	Underground production and development miners	1,800	As an underground production and development miner you will 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.	\$101,300	Saskatchewan Polytechnic	☆

Processing, Manufacturing and Utilities

9231	Central control and process operators, mineral and metal processing	200	You will operate and monitor multi-function process control machinery and equipment to control the processing of mineral ores, metals or cement.	\$86,600	Saskatchewan Indian Institute of Technology, Saskatchewan Polytechnic	☆☆
9523	Electronics assemblers, fabricators, inspectors and testers	400	You will assemble, repair and test circuit boards and other electronic components.	\$39,300	Saskatchewan Apprenticeship and Trade Certification Commission, SED Systems	☆☆
9532	Furniture and fixture assemblers and inspectors	200	As an assembler you will assemble parts to form subassemblies or complete articles of furniture and fixtures. As an inspector you will inspect furniture and fixture subassemblies and finished products to ensure product quality.	\$42,600	Saskatchewan Polytechnic	☆☆☆

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NOC Code	job title	number emp. 2016 est.	job description	wage est. 2016	training and education routes	prospects to 2020
9612	Labourers in metal fabrication	300	Labourers in this unit group remove excess metal and unwanted materials from metal parts, castings and other metal products and perform other labouring activities.	\$71,100	No program currently offered in Saskatchewan	☆☆
9411	Machine operators, mineral and metal processing	200	You will operate single-function machines or machinery that is part of a larger production operation to process mineral ore and metal products.	\$77,500	Saskatchewan Polytechnic	☆☆
9526	Mechanical assemblers and inspectors	500	You will assemble a wide variety of mechanical products such as trucks, buses, snowmobiles, garden tractors, automotive engines, transmissions, outboard motors, gearboxes and hydraulic pumps.	\$49,700	Saskatchewan Polytechnic	☆☆
9232	Petroleum, gas and chemical process operators	2,000	In your job you will be required to monitor and operate petroleum, petrochemical and chemical plants and monitor, adjust and maintain processing units and equipment in these plants.	\$99,000	Great Plains College, Lakeland College, Saskatchewan Indian Institute of Technology, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan	☆
9461	Process control and machine operators, food, beverage and associated products processing	1,100	Working in this field you will be required to operate multi-function process control machinery or single function machines to process and package food and beverage products.	\$53,000	Saskatchewan Indian Institute of Technology, Saskatchewan Polytechnic	☆☆
9243	Water and waste plant operators	1,000	You will be responsible for monitoring and operating computerized control systems and related equipment in water filtration and treatment plants to regulate the treatment and distribution of water.	\$66,100	Cumberland College, Great Plains College, Parkland College, Saskatchewan Indian Institute of Technology, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan	☆☆

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Canada Job Bank,
jobbank.gc.ca

Canada Jobs,
canadajobs.com

Canadian Forces,
forces.gc.ca/en/jobs-caf/index.page

Career Builder,
careerbuilder.ca

Casino Careers,
sigask.ca

Educational Jobs,
educationcanada.com

Eluta,
eluta.ca

First Nations Jobs Online,
firstnationsjobsonline.com

GoodWork (Green jobs),
goodwork.ca

Government of Canada Public Service,
jobs-emplois.gc.ca

Government of Saskatchewan Public Service,
careers.gov.sk.ca

Indeed,
indeed.ca

Job Bank Library Jobs,
libraryjobs.ca

Jobpostings,
jobpostings.ca

Monster Job Board,
monster.ca

Randstad,
randstad.ca

Saskatoon Job Shop,
saskatoonjobshop.ca

SaskJobs,
saskjobs.ca

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simplyhired.ca

Workopolis,
workopolis.com

WOW Jobs Search Engine,
wowjobs.ca



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Neal KEWISTEP

Staying True to Tradition

Growing up in an Aboriginal community, Neal Kewistep saw his father struggle with identity, saw the over-representation of his people in justice and health systems, saw the gap between mainstream and traditional education. He wanted to help. **So began his transition from young man in search of purpose to family man and servant leader.**

Why did you choose this career?

I wanted a career where I had an opportunity to significantly improve the environment in which Aboriginal people live and work. Aboriginal people are over-represented in public health issues. Because our population is young, I think there's a real opportunity to influence lives. It's part of my traditional role as a servant leader, which is something I inherited from my father and grandfather.

What training did you need?

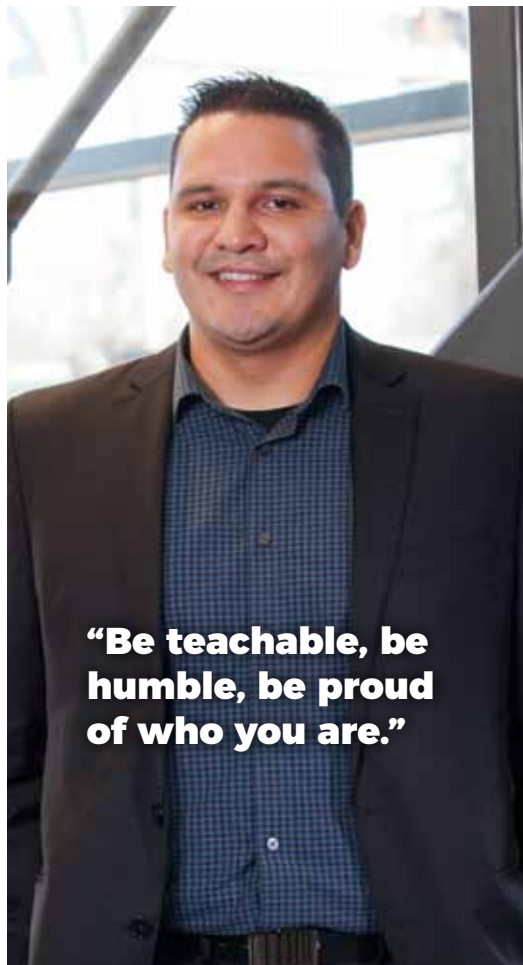
I have a bachelor's degree in Indigenous Studies from First Nations University (FNU) and a Master of Public Administration (MPA) from Johnson-Shoyama Graduate School (JSGS). **(PS—Neal was the first First Nations graduate of the MPA program).** But the most influential part of my training comes from my elders, who taught me the traditional First Nations role of a servant leader. For me, my traditional training has as much relevance as my degrees.

What inspires you?

My father was a residential school survivor. The ultimate goal in those schools was to remove traditional teachings. He had to fight hard to rediscover those traditions and to find his role. I saw how hard he worked to regain his identity. He fought to give this role to me; his passion became my passion. This is a way for me to honour and respect him.

What challenges did you face?

The biggest challenge was understanding who I am and what it means to be Indigenous. That's something many of us are starving for, to fill that emptiness we feel. Taking the Indigenous Studies



program at FNU was key, because it allowed me to learn my own history, value systems and traditions. I was very fortunate to have my dad and grandfather validate what I learned. That fostered a sense of pride.

Why was the MPA important?

The MPA gives you hard skills and knowledge in public policy and administration. I wanted that, because I wanted to have a seat at the table when policy decisions are made, because so many of those decisions have a huge impact on Aboriginal people. It is humbling to hold someone else's best interests in your hands, but I felt very prepared to do that when I graduated. Johnson-Shoyama prepared us to be change-makers.

How does the MPA fit?

It complements my traditional education. I'm the manager of the Building Health Equity Program at Saskatoon Health Region. When we discuss health equity issues, I have the skills to participate in policy discussions and decisions, but I'm also able to address some of the assumptions around Aboriginal people. Often, I'm the only one bringing that voice to the discussion. I think that leads to better decision-making and healthier outcomes.

How was the transition to work?

For me, school was a form of work, so making the transition to full-time work wasn't difficult. I was able to translate good study habits into good work habits.

What do you like most about your job?

I like that it changes every day. I like that I'm not at a desk all day, I can go out and interact with the community and stay connected to the people we serve. The best thing, though, is that my traditional role as a servant leader aligns with my paid role as a manager.

Where do you see yourself in 10 years?

I aspire to be in a political role, serving my community as a leader, but I'm not sure what that looks like. Part of me wants to be premier of Saskatchewan. But whatever I'm doing, as long as I'm giving back I will feel fulfilled.

What advice do you have for kids?

Be proud of who you are and where you come from. Embrace your identity. Celebrate your differences—and celebrate the differences in others. Don't be afraid to fail. Some of my best learnings have come from failure. Be teachable, be open, be willing to learn.

Careers in Health

- The health sector is a major employer with a wide range of career opportunities. If you want to become a hands-on practitioner explore your options in the Health section of the Job Chart.
- Check out certificate, diploma and degree programs at First Nations University of Canada, Saskatchewan Polytechnic, Saskatchewan Indian Institute of Technologies, Gabriel Dumont Institute, regional colleges, University of Regina and University of Saskatchewan.
- If you're interested in taking your career to the next level and, like Neal, having a seat at the decision-making table, check out graduate programs at the Johnson Shoyama Graduate School of Public Policy (schoolofpublicpolicy.sk.ca).

Scholarships & AWARDS

Saskatchewan-Canada Student Loans Program

- saskatchewan.ca/residents/education-and-learning/student-loans

Saskatchewan Scholarships

- Government of Saskatchewan, saskatchewan.ca/residents/education-and-learning/scholarships-bursaries-grants
- Saskatchewan Graduate Retention Program, saskatchewan.ca/residents/education-and-learning/graduate-retention-program
- Keewatin Career Development Corporation, career.kcdc.ca/index.php/funding
- SaskatchewanScholarships.ca, saskatchewanscholarships.ca/
- SGEU, sgeu.org/member-resources/scholarships-bursaries

Apprenticeship

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

Saskatchewan Post-Secondary

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

Saskatchewan & Canada-wide

- AANDC Aboriginal Bursaries Search Tool, aadnc-aandc.gc.ca/eng/1351687337141/1351687403171
- Aboriginal Multi-media Society, ammsa.com/community-access/scholarships/
- Affinity Credit Union, affinitycu.ca/Community/Funding/ScholarshipsAwards
 - Build a Better World Scholarship
 - Elwood Harvey Co-operative Leadership Award
- Bank of Canada Scholarship & Work Placement Program, bankofcanada.ca/careers/scholarship-work-placement-program
- CanLearn, canlearn.ca/eng/index.shtml
- Canadian Scholarship Trust Plan, cst.org/en/about-cst/awards
- CIBC Student Scholarships, cibc.com/ca/advice-centre/student-life/cibc-scholarships.html
- DisabilityAwards.ca, disabilityawards.ca
- FCC Aboriginal Student Empowerment Fund, fcc-fac.ca/en/in-your-community/giving-back/fcc-aboriginal-student-empowerment-fund.html
- Fund Your Future, fundyourfuture.ca/scholarships
- Indspire, indspire.ca/for-students/bursaries-scholarships/
- Loran Scholars, loranscholar.ca/becoming-a-scholar
- RBC Royal Bank Scholarships, scholarships.rbc.com
- ScholarshipsCanada.com, scholarshipscanada.com
- Schulich Leader Scholarships, schulichleaders.com/
- Terry Fox Humanitarian Award, terryfoxawards.ca/
- The Canadian Hospitality Foundation, thechf.ca/scholarships
- TD Scholarships for Community Leadership, tdcanadatrust.com/products-services/banking/student-life/scholarship-for-community-leadership/index.jsp
- Universities Canada, univcan.ca/programs-and-scholarships/
- Yconic (formerly Student Awards), yconic.com
- Zonta International, zonta.org/WhatWeDo/InternationalPrograms/EducationalProgramsAwards.aspx

Looking to Apply to Schools Outside Saskatchewan?

Check out these websites to help streamline the application process.

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

THE POLYTECHNIC ADVANTAGE:

YOU'LL LEARN BY DOING.

HANDS-ON LEARNING OPPORTUNITIES

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



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TIPS

for YOUNG WORKERS

If your job requires safety gear, wear it. Always. It's there to protect you.

Every year in Saskatchewan, 6,000 young people under the age of 25 are injured at work, 3 of them badly enough that they die. C'mon, work is what you do to make money to have a great life. Nobody should die at work.

While it's true that young workers aren't the only ones injured on the job, you are the most at-risk. It's also true that most of the 6,000 injuries aren't life-altering. That means the young worker didn't lose a leg or cut off a finger, didn't blind him or herself, didn't damage their brain or end up paralyzed for life ... but some of them did.

Be Safe Out There

WorkSafe Saskatchewan has a tip sheet for young workers on workplace safety. You can download it at worksafesask.ca, but here are the highlights:

- Ask your employer about working conditions before you accept a job.
- Make sure you understand your rights and responsibilities.
- Learn to do the job safely. Ask yourself, "Am I in any danger?"
- Think the job through. Know what to do when there is an injury or emergency situation.
- Ask, ask, ask – there are no stupid questions.
- Get help, especially if you have to lift something heavy.
- Tell your supervisor if you see anything unsafe that may hurt you or someone else.
- Discuss concerns with your supervisor. Be polite and use positive, problem-solving techniques.
- Discuss concerns you cannot resolve with your supervisor with the workplace's occupational health committee (OHC) or worker health and safety representative.

- Report injuries – if you get hurt, tell your supervisor. See a doctor and report your injury to the Saskatchewan Workers' Compensation Board (WCB) at 1.800.667.7590.
- Talk to your family about your job. Sometimes they know something you do not.
- Wear the gear. Find out what you need to wear to protect yourself. Learn how to wear it and how to maintain it.

Ask your employer about working conditions and safety training before you accept a job.

It's Okay to Ask. Really.

Good employers know that safety is good business. Accidents cost them time and money. And nobody wants the guilt and grief of having someone injured on their shift. So don't be afraid to ask about safety during your job interview. For example, ask:

- Are there any job hazards?
- Will I get training on workplace safety?
- Do I need to wear safety equipment? Who provides the equipment?
- Who do I talk to if I have questions or safety concerns?

If it feels wrong, it probably is wrong. If you're unsure, ask questions. You can't be fired for refusing unusually dangerous work.

Where You Can and Cannot Work Under 18?

If you're under 18, you cannot work:

- underground or in an open pit at a mine
- as a radiation worker
- in an asbestos process
- in a silica process
- in any activity that requires the use of an atmosphere supplying respirator

Under 16?

If you're under 16, you cannot work:

- on a construction site
- at a pulp mill, sawmill or woodworking establishment
- at a smelter, foundry, refinery or metal processing or fabricating operation
- in a confined space (such as a manhole)
- in a meat, fish or poultry processing plant
- in a forestry or logging operation
- on a drilling service rig
- as an operator of powered mobile equipment (e.g. forklift, crane or a hoist)
- where there is exposure to chemical or biological substances that could endanger your health and safety
- in power line construction or maintenance

14 or 15?

If you're 14 or 15 years old, you cannot work:

- more than 16 hours a week in which school is in session
- after 10 p.m. on a day before school
- before classes start on any school day.

Except ... 14 and 15 year-olds can work the same hours as other employees during school breaks and summer vacation.

2017 WorkSafe Saskatchewan

Youth Video Contest

Are you a high school student? Have something to say about safety? Here's your chance. The 2017 WorkSafe Saskatchewan Youth Video Contest is open to all Saskatchewan high school students. Create your own mind-blowing 2-minute video about workplace health and safety. This year's theme is 'Focus on Safety'.

Contest closes March 31, 2017

If you have any questions, email askwcb@wcbask.com. Get contest rules & regulations at worksafesask.ca/youth/teachers/youth-video. Subscribe to WorkSafe's YouTube channel to view winning videos from past years. And share the contest on social media with #Focusonsafety #MissionZero #YVC2017 #WorkSafeSK.

Getting a job?

Know your rights

You have the right:

- ✓ to know the hazards at work.
- ✓ to refuse dangerous work.
- ✓ to participate in safety at work.

Questions to Ask

- ✓ What are the hazards at this job?
- ✓ How will I be trained to know the hazards and do my job safely?

For more information, visit
www.worksafesask.ca/youth



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Lyndsay **STOBBS**

Engineering a Career with Impact

Less than a year out from her engineering degree, Lyndsay Stobbs is getting hands-on experience in the potash industry. It's an entry level job, not quite in line with her degree. But Lyndsay knows it's one step closer to her ultimate goal—**becoming a PEng working in environmental remediation and monitoring.**

Where do you work?

I'm in the quality control lab at the PotashCorp Rocanville potash mine, in southeast Saskatchewan. It's not an environmental engineering job, but it's a good start. It's giving me experience in the mining industry, so I'm learning a lot.

Did you always want to be an engineer?

I always knew I wanted to do something environmental. I'm good at maths and sciences, so environmental engineering seemed like a good career fit.

How was the transition to university?

I did the Experience US tour at the University of Saskatchewan, which gave me a good idea of what the engineering program was like, and I did a summer workshop before actually starting, so I knew what to expect. Still, the first term was really difficult—I nearly dropped out at Christmas. But, I held on and made it through first year. After that, I was able to take more electives and focus more on classes I liked.

Are there student supports?

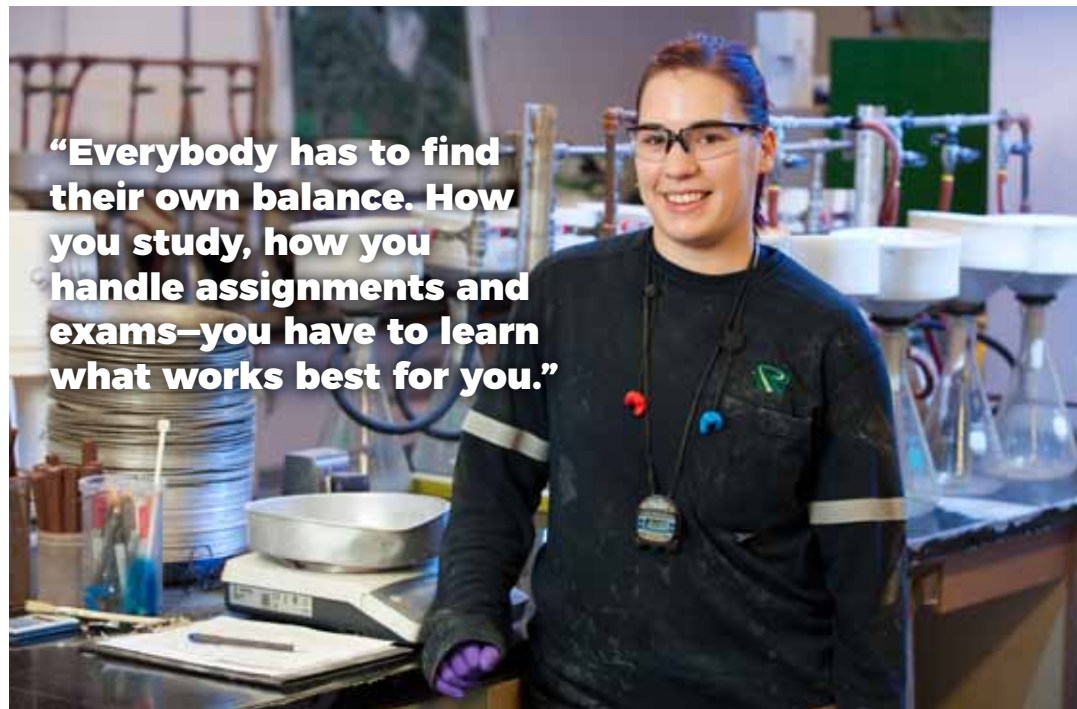
Lots, actually. The university offers tutors and study groups. The math help centre was great. Second year engineering students also get a 'big buddy,' an upper year student who can help you out with textbooks and midterms and advice. That was really helpful.

How about social life?

I'm from North Battleford, so I chose to live in residence my first year. I highly recommend it for first years, especially if you're coming from a different town and don't know anybody. The biggest challenge was finding a balance between studying and having a social life—it took me a while to get it right.

Do you miss school?

I miss the environment of school, where you're



“Everybody has to find their own balance. How you study, how you handle assignments and exams—you have to learn what works best for you.”

around a lot of people all the time. I miss the social setting and the friends I made. I moved to Rocanville, where I didn't know anybody. I grew up in North Battleford, so coming to a small town wasn't as big a change for me as it would be for someone from a larger city, but you still have to make an effort to get involved and connect to the community.

Best thing about your job?

Seeing the inner workings of a mine, from how the ore is mined, to how they bring it up, to the mill, to the sampling and quality control. I like getting that hands on experience, which is why I think this job is a good start for me. Down the road as you get more experience, you're not as hands-on.

Any advice on landing a first job?

You might not get a job that exactly matches what you went to school for, but it can still get you good experience. I worked two summers with a company that did work for various pipeline companies. It wasn't right on target, but it helped me build confidence. I learned what my strengths were, that I

could work independently. At Rocanville, I'm learning a lot about how a potash mine works. That's all valuable experience.

Where do you see yourself in 10 years?

I would definitely like to have my Professional Engineer (PEng) designation and be working in an environmental engineering position. I hope to be working in site remediation, monitoring or tailings management. There's a lot of different areas you can go in the natural resource sector, so I can make my career what I want it to be.

What advice would you give girls thinking of engineering?

Don't let the fact that it's a male-dominated profession stop you. At university, they want to bring more women into engineering. And I've worked in jobs where there are not a lot of women, but it hasn't been a big thing. You have to be a strong person because of the work, but don't think you can't be an engineer just because you're a woman.

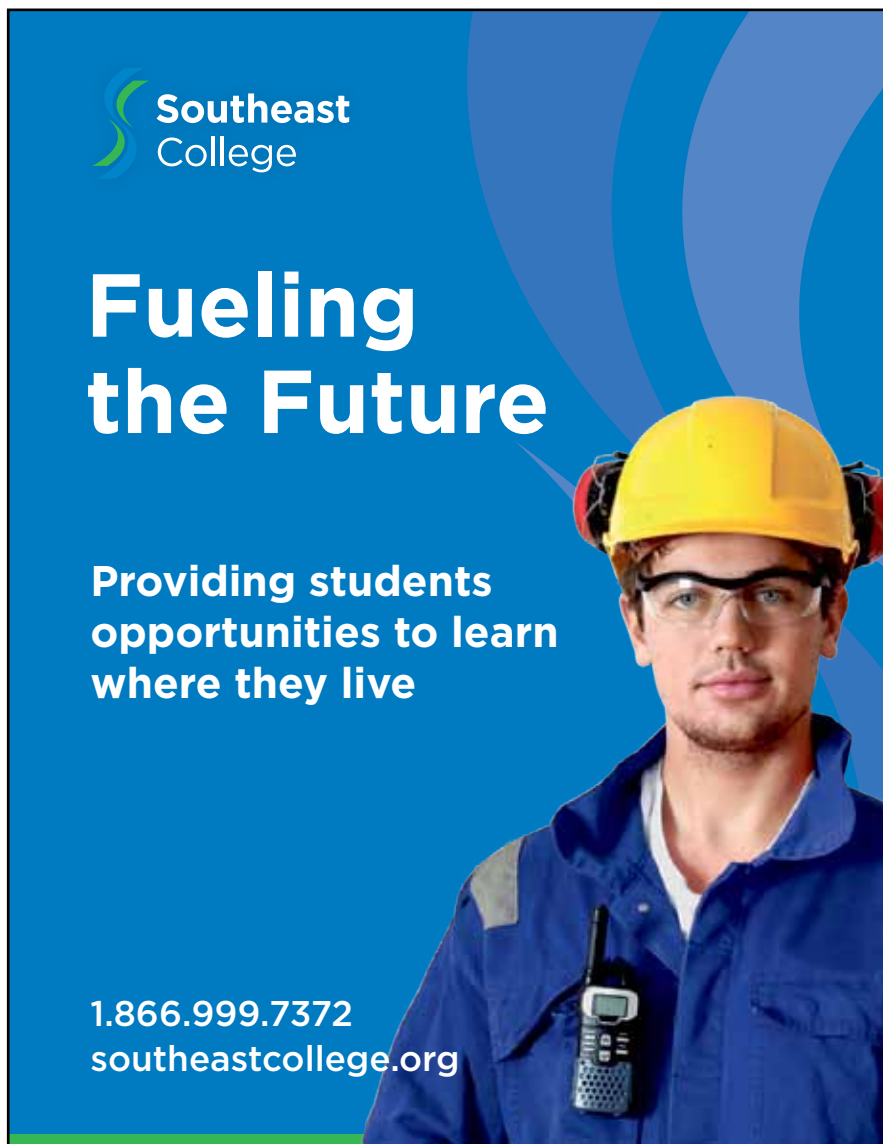
Options in Engineering

- University of Saskatchewan College of Engineering (engineering.usask.ca)—Choose to a degree in Biological, Chemical, Civil, Computer, Electrical, Engineering Physics, Environmental, Geological or Mechanical Engineering.
- University of Regina Faculty of Engineering and Applied Science (uregina.ca/engineering)—Choose to a degree in Electronic Systems, Environmental Systems, Industrial Systems, Petroleum Systems or Software Systems Engineering.
- Saskatchewan Polytech Programs (saskpolytech.ca)—Choose from more than 12 diploma and certificate programs in the School of Mining, Energy and Manufacturing or the School of Natural Resources and Built Environment.

WORK EXPERIENCE & INTERNSHIPS

- **Computers for Schools (CFS) Saskatchewan Technical Work Experience Program**—Paid work experience opportunities to youth ages 15–30 seeking a career in the IT field (cfs-sask.ca).
- **Federal Student Work Experience Program**—Provides full-time students valuable, hands-on work experience. There are many job opportunities for both high school and post-secondary students. You don't need previous work experience to apply, but you do have to meet the program's eligibility criteria (jobs-emplois.gc.ca/fswep-pfete/index-eng.php).
- **International Internships**—Links to internships for youth and Aboriginal youth interested in working abroad (international.gc.ca/development-developement/partners-partenaires/avail-internships-stages-dispo.aspx?lang=eng).
- **Parks Canada - Young Canada Works**—Unique summer work experience for full-time high school and post-secondary students (pc.gc.ca/eng/agen/empl/sub/jct-ycw.aspx).
- **Science Horizons Youth Internship Program**—Green jobs for recent college or university graduates in science, technology, engineering or math (STEM) (ec.gc.ca/scitech/default.asp?lang=En&n=B58899DC-1).
- **Summer Youth Internship Program**—Six-week program for Grade 11 and 12 students interested in a career in the skilled trades or information technology (www.saskcareers.ca)

This is just a start—there are more opportunities available. Some are specific to certain regions of the province. Some are offered through school partnerships or training programs—ask your guidance counsellor.



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Saskatchewan Polytechnic not only develops **CURRICULUM IN CONSULTATION WITH EMPLOYERS**, but we ensure that it's up-to-date and relevant through program advisory committees. About 700 representatives lend their expertise to these committees, which include employers, practitioners and grads.



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Luke HERGOTT

A Positive Balance Sheet

Growing up in a small town, Luke Hergott's career dreams were so big, he didn't think Saskatchewan could hold them ... or him. Then a unique student experience gave him a chance to actually explore the province. **That's when his transition from uber-ambitious over-achiever to, well, ambitious achiever began.**

You had your career all mapped out?

Yes—federal politics. I wanted to change the world.

What changed your mind?

Being chosen for the Lieutenant Governor's Leadership Forum in Grade 12. We spent two weeks travelling the province and meeting leaders in government, business and other sectors. I fell in love with Saskatchewan and realized there were a lot of opportunities here. That's when I enrolled in the Bachelor of Commerce program at the University of Saskatchewan.

Describe the transition to university.

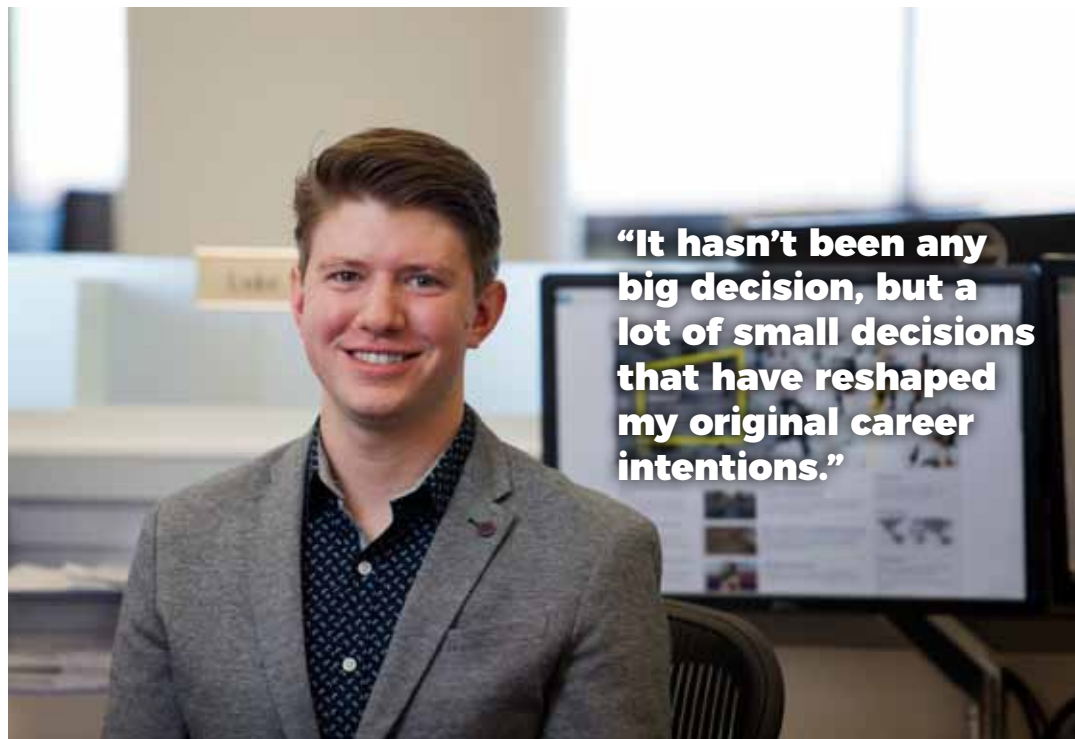
Culture shock! I moved from home to sharing a house with other students. One day, my parents are looking after me; the next day, I'm responsible for getting groceries, cooking food, doing laundry, paying bills and going to school. The class sizes were a shock—some of my classes were as big as my entire school in Bruno.

What was the biggest challenge?

Learning how to motivate myself. You have classes you have to go to, but there's no teacher telling you to do this or that. You're completely free to make your own schedule. I had to learn to take control of my life and my decisions, because everything was up to me. I had to grow up quickly.

Why a work co-op?

That's another one of those small decisions that changed the direction of my career. When I started university, I wasn't going to do the co-op program because it takes longer to get your degree. But then I started talking to people and saw how the work co-op gave them valuable work experience. Even entry level jobs call for some accounting-related experience, and this was a chance to get it.



“It hasn’t been any big decision, but a lot of small decisions that have reshaped my original career intentions.”

How was it?

A great experience. It was a challenge going from a flexible schedule to working an eight-hour day. At school, you can take time off to have a nap or meet up with friends, then come back to study, but at work, you have to do what your employers are asking. On the other hand, it was nice not having to study for exams or do homework on weekends.

And going back to school?

That was a tougher transition. For me, a big thing was going from a set schedule, Monday to Friday, to the total freedom of university classes. But, the work experience made my class work a lot more relatable. The co-op teaches you how to do the work, school teaches you why we do things a certain way. Putting them together gave me a broader perspective.

What have you learned about yourself?

In high school, I thought career and status and money were what I wanted. Now my ambition has been tempered by learning the value of other things. It's

still important for me to succeed and have a good job, but it's just one part of my life. My friends, family and faith are equally important. When career is everything, it's never enough. You don't really enjoy your achievements, because you're already looking at the next thing you want.

Where do you see yourself in 10 years?

I want to have my CPA designation and hopefully be on track to becoming a partner at EY, the global professional services firm I work for. I don't plan on leaving the industry—it's a secure career.

Any advice on making transitions?

Be flexible. Even if you think you've got your career all mapped out, other opportunities will come up and you suddenly won't be as keen on your high school plan. There's nothing wrong with changing direction. You find yourself making career decisions in response to changing interests, goals and opportunities.

Ladder Up!

Laddering is using a certificate or diploma from one institution to “ladder” into an advanced program in another institution. Case in point—both the SaskPoly Business Accountancy and SIIT Business Accounting programs have transfer agreements with the University of Regina, University of Saskatchewan and First Nations University of Canada to allow graduates to transfer their diploma credits and potentially complete a degree in accounting in as little as two years.

Take a Test Drive

Co-op education work terms let you take a break from the books and work full-time, practicing skills you learned in the classroom. You still pay a course fee, but you also earn a wage. And while you won't have class assignments or exams, you will have performance evaluations from your employer ... so, yeah, just like a real job. All in all, a co-op work term is a great way to “test drive” an accounting career.

Spotlight on Accounting

Embrace your inner ‘bean counter.’ Okay, that’s a stereotype. Accounting is actually a lot more than counting up columns of numbers ... a whole lot more. That’s because accounting is the language of business, whether you’re in high finance or high fashion.

The great thing about accounting? It’s pretty much recession-proof. It pays well and the hours are regular (well, except at tax time). You’re not limited to one industry or sector, so the potential job market is diverse and advancement opportunities are good. Plus, there are jobs in public, private and non-profit sectors as well as self-employment.

Choose an Educational Path

[University of Saskatchewan,](#)

[Edwards School of Business \(edwards.usask.ca\)](#)

Bachelor of Commerce (BComm) – Accounting

Accounting is one of 6 disciplines in the BComm program at the Edwards School of Business. The 4-year program offers hands-on experiential learning designed to help students develop critical thinking, problem-solving, communication and teamwork skills.

Master of Professional Accounting Program (MPAcc)

Kick your career into overdrive in the only CPA accredited post-secondary institution program in western Canada. Take the graduate level accounting program over the two summer terms; on completion, you’ll jump to the head of the line for CPA qualification.

[University of Regina,](#)

[Paul J Hill School of Business \(uregina.ca/business\)](#)

Bachelor of Business Administration (BBA) – Accounting

Accounting is one of 7 disciplines you can specialize in at the Paul J. Hill School of Business. The 4-year BBA program will prepare you for an effective career in the management of private and non-profit organizations.

[First Nations University of Canada, School of Business and Public Administration \(fnuniv.ca/programs\)](#)

Bachelor of Administration (BAdmin) – Accounting

Accounting is one of 7 disciplines you can specialize in at FNU’s School of Business and Public Administration. The 4-year BA program emphasizes a unique First Nations perspective in the fields of business management and public administration. Courses are offered full and part-time at the Regina Campus and Prince Albert Campus.

[Saskatchewan Polytechnic,](#)

[School of Business \(saskpolytech.ca\)](#)

Business Diploma – Accountancy

Accountancy is one of 6 areas of specialty you can specialize in at Saskatchewan Polytechnic’s School of Business. The 2-year diploma program provides a practical, real-world world foundation in the fundamental concepts of business in year one, with specialized Accountancy courses in year two.

Accounting Certificate

The Accounting certificate program is offered part-time through distance education and night classes in Regina and Saskatoon.

[Saskatchewan Indian Institute of Technologies \(siit.sk.ca\)](#)

Business Diploma – Accounting

Accounting is one of 3 areas of specialty you can specialize in the SIIT Business program. The 2-year diploma program covers the fundamental concepts of business in year one and core courses and specialized Accounting courses in year two.

Boost Your Earning Power

So you’ve got your degree or diploma and landed your first real accounting job. Don’t put away the books just yet—getting the Chartered Professional Accountant (CPA) professional designation or the could literally double your career earning potential!

The CPA designation is recognized around the world. That’s the first reason to get it: professional recognition and mobility. CPAs also climb the corporate ladder to become managers, partners, CEOs (chief executive officers), CFOs (chief financial officers), consultants and executive directors. That’s the second reason to get your CPA: no ceiling on your career.

We saved the best for last. CPAs earn more. According to the 2017 Job Chart, accounting clerks earn an average of \$46,800 a year. (Good.) Financial auditors and accountants earn an average of \$73,200 a year. (Better.) According to CPACanada.ca, CPAs earn an average of \$141,000 a year. (Wow.)

Paths to Professional Certification



Learn more at the CPA Saskatchewan ([cpask.ca/en](#)).

Greg **MONSON**

Working His Way Up



“I like bringing people together, I like entertaining—and the people watching is fantastic.”

When you talk about career transitions, Greg Monson’s journey stands out. He’s a self-described “people person” who’s worked his way up from part-time server to food & beverage journeyperson, to successful career in sales, to Tourism Ambassador Award winner. And he’s not done climbing the career ladder yet.

Did you always have a plan?

To be honest, I didn’t have a clue what I wanted to do with my life after high school. But I did know that I wanted to live on my own by 18, start a family by 25 and have my own home by 30. I didn’t think of it as a plan, it’s just what I wanted to do. And I’ve actually done those things.

So how did you start?

Well, I’ve had a job since I was 12. By the time I was in Grade 12, I was actually working full-time hours at our local grocery store, early mornings before school and then evenings after school. My teachers didn’t like that much.

You must like working.

I was raised with the importance of family and hard work, so those things have always been important to me. I was also independent-minded, and work gives you independence.

What drew you to tourism?

After high school, I took psychology at university. I liked it, but making it my career required more of a financial commitment than I wanted to make. So, I started working at a local restaurant to support myself while I figured out what I wanted to do. I

found that I really enjoyed the work—and I did well at it. I worked my way up to head server/bartender and then to food and beverage supervisor.

Was it hard to move up?

I think when you show a willingness to work hard, the opportunities come. I started part-time at a restaurant and just kept adding more shifts. I eventually worked my way to full-time as a head server/bartender. When I came to Prairieland Park, I started as part-time casual. Again, I showed that I was interested and willing to work. I kept getting more shifts and working my way up until I was food and beverage supervisor. One of the reasons I took the job at Prairieland was the opportunity to advance, and that’s how I got into my current position as sales co-ordinator.

What’s the toughest part?

Balancing all the different parts, making enough time for everything—family, work, time for myself. You’re always adjusting, balancing. You look at your

life like a pie, and all the different things are a piece of the pie. The ‘me’ part is important, even if it is a small piece right now.

What skills do you need?

You need a willingness to learn, that’s one of my strengths. People skills are really important in tourism careers—you have to like people and enjoy talking with people. You need to communicate well, be able to listen and also be able to take feedback and apply it to make yourself better.

Why become a journeyperson?

I had no idea I could even get a journeyperson certificate—someone here at Prairieland told me about it, so I checked it out. It’s offered through Saskatchewan Tourism Education Council (STEC) and the Saskatchewan Apprenticeship and Trades Certification Commission (SATCC). I pursued it because I think it shows that you’re knowledgeable, well-trained, professional and capable of handling responsibility.

Was the STEC program helpful?

Indispensable! I have a lot of skills, and STEC programs validate those skills. I also learned a lot. I love that it’s at your own pace, so you can fit it into your schedule.

Any advice for students?

Find something you’re good at, something you enjoy, something that plays to your strengths and build on that. I really believe in hard work and perseverance, but I also believe in working somewhere that makes me happy. I want to be able to get up and go to work with a smile—that’s what I need.

Careers in Tourism

- Tourism is big business in Saskatchewan—3,400 tourism-related businesses employ over 57,000 people in 5 tourism industries: accommodation, food and beverage services, recreation and entertainment, transportation and travel services.
- Tourism Training—Saskatchewan Tourism Education Council offers work readiness training and a wide range of professional development programs. Download STEC’s Education and Training Opportunities Catalogue at (industrymatters.com/stec).
- Apprenticeship—STEC and SATCC work in partnership to offer two tourism apprenticeships: Food and Beverage Person and Guest Services Representative. Learn more at industrymatters.com/stec/tourism-apprenticeships.
- Saskatchewan Polytechnic—The School of Hospitality and Tourism offers diploma programs in Culinary Arts, Food and Nutrition Management, Hotel and Restaurant Management and Recreation and Community Development; certificate programs in Meat Processing and Professional Cooking; applied certificate programs in Food and Beverage Service, Food Service Cook, Institutional Cooking, Retail Meat Specialist; and cook apprenticeship training.

Looking for Variety & Flexibility? Look at TOURISM.



The tourism sector is huge—in terms of the 1.66 million people working in tourism in Canada right now, the eye-popping variety of possible career paths, or the simple scope of the industry. Tourism is a career that can take you coast to coast, north to south and around the world.

The opportunities are plentiful, whether you like working directly with customers or you have your eyes on a management career, like working in the background in IT or HR or accounting, or want to be active and outside.

Discover Tourism

Discover Tourism (discovertourism.ca) is a great site for exploring careers in tourism. Take the quizzes:

- Is tourism for me?
- How much do you know about your dream job?
- Thinking about management?
- Tourism, what is it really like?
- Which industry groups am I best suited for?

5 Things Tourism Employees Like About Their Jobs

Discover Tourism asked people who work in the tourism sector what they liked about their jobs. Here's what they said.

1. **Variety**—Person after person said how much they enjoyed the variety in their jobs. Every day is different. Most employees were grateful not to be stuck in a routine, predictable job.
2. **People**—Getting to meet and deal with people from all over the world is a big attraction for a lot of tourism employees.
3. **Co-workers**—Tourism employees say the industry tends to attract people who are dynamic, interesting and upbeat. It makes for a social work environment.
4. **Opportunity**—Employees say there are many different types of jobs in the tourism sector, and lots of career paths to explore. You can learn new skills while searching for that perfect career fit.
5. **Advancement**—Employees were also enthusiastic about advancement opportunities. If you work hard, they say you can move up the ladder faster than in other sectors.

Workshops and Online Training

Saskatchewan Tourism and Education Council (STEC) offers a wide variety of workshops, online training and events for tourism industry professionals.

Download the Opportunities catalogue at industrymatters.com/stec (scroll down to "STEC Education and Training Products", click on download PDF)



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- Direction in their career paths
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Professional Certification from emerit is also offered for select management level occupations, and is a valuable tool for advancing a tourism and hospitality management career, owning and operating a small or medium sized business, or refreshing and honing professional skills and knowledge.

emerit.ca

discover
TOURISM

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Andrew **BELL**

Rewing Into a Career



Andrew Bell has been riding dirt bikes since he was 3 and racing motocross since he was 13. Growing up on an acreage near Outlook meant he had plenty of space to tear it up, but he also liked to tinker with engines. **So when it came time to transition into a career, he chose what came naturally.**

Why skilled trades?

I've been around engines since I was a kid, tinkering on dirt bikes, snowmobiles, anything motorized. When people in a small town hear you're good at something, they start to ask if you can fix their stuff. I was already doing some of that when I decided to try the Saskatchewan Youth Apprenticeship (SYA) program in Grade 12.

Was the SYA helpful?

Yes, because it gave me a chance to try a bit of everything—automotive, carpentry, electrical, welding. It also fast-tracks your education. You get a certain number of hours of trade time credit for every SYA level you complete.

What came next?

I got hired at an automotive shop in Outlook the week I graduated high school. They agreed to take me on as an Automotive Service Technician apprentice, and I enrolled with SATCC. I earned my

journey person's in October 2015—and got a nice bump in pay right away.

Was it tough going back to school every year?

I never struggled with school; that part was a natural transition for me. The biggest challenge was coming from a small town and being in a big city school. I spent two months a year at Saskatchewan Polytechnic in Saskatoon. The first year, I tried to drive in every day from Outlook, but that was a big problem in winter. Some days I couldn't make it in, and you can't miss more than 10% of your classes. After that, I lived in Saskatoon for the school portion.

What did you like about training?

There are people from all walks of life going to school with you, so it's not hard to find a good group of friends. There are also opportunities that come up while you're there. I got invitations to work at a couple of other shops, and I also learned that when you do well in the school portion, they take an interest in you maybe someday teaching.

You also won an award?

The Bruce Pearce Scholarship—it's given to acknowledge the SYA graduate with the highest overall mark among all the trades. It was an honour to receive the award, especially because his family was at the ceremony. I got a chance to meet them, and I learned that Bruce and I had a lot in common, especially motorcycles.

Can you take more training?

Getting your journey person's is just the tip of the iceberg. The automotive industry is always

introducing new models, so there's always more to learn, always new courses being offered. I try to stay updated, and I've earned extra certificates in specific areas. I think that looks good on my resume, and it can help open doors to other opportunities.

What's the best thing about your job?

I like that there's always something new to learn. We work on everything, literally, from weed whippers to grain trucks and tractors to power sports equipment to cars, SUVs and trucks. I like the smaller engine stuff, but I also like a challenge. I like being able to figure something out—it gives me a good feeling at the end of the day.

Where do you see yourself in 10 years?

I'd love to have my own performance-based shop, but I don't know if there's enough money in that. I'll probably stick with automotive—though possibly owning my own business.

Any advice for students?

Coming out of high school, you have to adjust your mindset. An employer isn't going to give you the same leeway your teachers and parents did. The other thing is to be personable and learn from coworkers. I've always found that people are willing to share their knowledge, and that's vital to your career. But it's not just technical stuff, it's putting in the effort, being consistent, always learning and bettering yourself. I think that's what keeps you motivated and on track, and that's what makes it fun.

Get a Head Start

- **Saskatchewan Youth Apprenticeship (SYA)**—The SYA program gives you a chance to explore opportunities in the skilled trades through 12 challenges. You'll earn trade time hours for each SYA level you complete (saskapprenticeship.ca/youth_apprentices)
- **Pre-Employment Programs**—Saskatchewan Polytechnic, Saskatchewan Indian Institute of Technologies, Gabriel Dumont Institute and Saskatchewan Regional Colleges all offer pre-employment programs in the skilled trades. Get online and do some exploring to see which trades appeal to you, where a pre-employment program is offered.

Why the Skilled Trades?

CHOOSE **Hands-On Work.**
CHOOSE **Good Pay.**
CHOOSE **the Skilled Trades.**

For many people, the skilled trades are just the right fit. They aren't careers to fall back on. They're first-choice careers that allow you to be creative, solve problems and work with your hands.

Skilled tradespeople don't sit at a desk all day. They're cutting and styling hair, cooking meals, repairing automobiles, wiring, welding and building office towers, football stadiums and apartment complexes. They provide valuable services that the people of Saskatchewan rely on.

With more than 40 designated trades and sub-trades in Saskatchewan, there are many diverse careers to choose from ... and more than one way to become a certified tradesperson.

Paths to Certification

The most common way to become a certified journeyman is through apprenticeship. Apprenticeship is a post-secondary training option—just like attending university or college. The Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) is the organization responsible for training and certifying skilled tradespeople.

In order to begin apprenticing, you need to find an employer willing to commit to your on-the-job education and able to provide you with the necessary mentorship. A pre-employment course can be helpful in demonstrating to employers that you would be a strong apprentice, but it's not a requirement.

As an apprentice, you'll learn the majority of your skills on the job. Periodically (usually once per year) you'll be required to attend technical training at an institution like Saskatchewan Polytechnic. Working on the job, you learn what to do and how to do it. During technical training, you learn why you perform the job the way you do. Successfully completing technical training enables you to advance through your apprenticeship, level by level, until you're ready to write the journeyman certification exam.

An apprenticeship is perfect for anyone who wants to start earning money right away. Apprentices are paid because they are working while they learn on the job. And while they don't get paid to attend technical training, apprentices attending technical training are eligible for employment insurance. This makes an apprenticeship one of the most affordable post-secondary options available.

Plus, there are other financial supports, including scholarships and tax credits, available when you're attending training. For many trades, there are also flexible training options. For some trades, technical training can be completed entirely online. Other trades offer hybrid online / in-person course models.

There is another, less commonly used route to becoming a certified journeyman—the trade qualifier route. Depending on the number of trade time hours accumulated, tradespeople may be eligible to challenge the journeyman certification exam as trade qualifiers. This path might fit if you're personally unable to attend technical training or if your employer does not train apprentices.

Planning for a Career in the Skilled Trades

One of the best ways to learn more about the skilled trades is to participate in the Saskatchewan Youth Apprenticeship (SYA) program during high school. The SYA program gives you a chance to explore opportunities in the skilled trades through 12 challenges. The challenges range from attending a career fair to taking a Practical and Applied Arts course to interviewing a journeyman.

If you're serious about a career in the trades, SYA is a great first step. Not only will you learn lots about the trade you're interested in, you'll receive big benefits once you register as an apprentice.

- SYA graduates who register as an apprentice within five years of graduation receive 300 trade time hours, and their apprenticeship registration fee and Level 1 technical training tuition is waived.
- SYA graduates are also eligible to be nominated by their school for an SYA Industry Scholarship, redeemable for \$1,000 if you complete a pre-employment program, or register as an apprentice and complete Level 1 technical training within two years of graduation.

Want to Learn More?

To learn more about SYA, apprenticeship or a career in the skilled trades, visit saskapprenticeship.ca. Like us on Facebook (Sask Apprenticeship) or follow us on Twitter (@SKApprentice). You can also call toll-free 1-877-363-0536 or email us at apprenticeship@gov.sk.ca.

You can start apprenticing as soon as you're finished high school. But the key element of any apprenticeship is employment. With other post-secondary options, you're trained for a job that might exist. With an apprenticeship, you're trained for the job you're already in.



3 WAYS

to Build Your Resume

1. Make the Most of Your Education

If you're graduating from high school but have little job experience, you can showcase your educational achievements and skills.

- Were you on the Honour Roll?
- Did you receive any scholarships?
- Did you take any advanced placement courses (e.g. Biology, Calculus)?
- Did you take any career or work education programs (e.g. Saskatchewan Youth Apprenticeship)?
- Did you participate in any work experience or job shadowing?
- Did you enroll in any special programs (e.g. gifted, cultural exchange, French immersion, applied arts, media school, outdoor school)?
- Were you involved in extracurricular student activities (e.g. student council, band, yearbook, theatre)?
- Were you involved in athletics (e.g. player or coach)?
- Are you fluent in other languages?
- Are you fluent in computer languages?

2. Highlight Your Experience

Whatever part-time or casual jobs you've had, it's a pretty safe bet they won't neatly line up with the kind of job you want. Still, even limited work experience can help you showcase new skills and accomplishments. Here are some examples.

Babysitter?

- Demonstrated ability to solve problems
- Developed activities to engage children
- Certified in basic first-aid

Retail clerk/cashier?

- Developed strong interpersonal skills
- Demonstrated time management skills
- Experience handling cash, debit and credit transactions

Answered phones?

- Developed front-line customer service skills
- Multi-tasked in fast-paced environment
- Organized and communicated information

Lost for Words?

If you're struggling to find the right words to describe your skills, check out this site for a list of skills: thebalance.com/resume-skills-for-high-school-students-2063767.

3. Showcase Volunteer Experience

Volunteering is a great way to experience the world, learn a new industry and develop career skills. Whether you volunteer for a one-day charity event or make a regular commitment during the school year, here are some examples of how a volunteer experience can translate into resume skills.

Part-time volunteer at seniors' care home?

- Greeting visitors on arrival to facility
- Visited with residents (e.g. spending time, reading, etc.)
- Organizing activities for residents (e.g. group exercise, craft)

Part-time volunteer at animal shelter?

- Assist with daily feeding/watering
- Clean kennels, equipment
- Assist with grooming, veterinary care

Volunteered to create website/Facebook page?

- Basic html, Flash and Java skills
- Managed project from conception to completion
- Incorporated feedback from a variety of sources



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Learn more at saskpolytech.ca/research.



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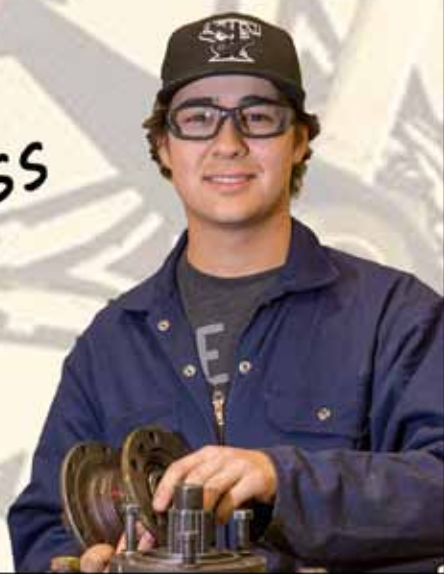


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- Esthetician students run the campus spa.
- Early learning and child care students create and run their own daycare program for children.
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Photo credit of Sask. Indian Institute of Technologies

Explore Saskatchewan job opportunities online

Explore job opportunities by location, keywords and job category at [SaskJobs.ca](https://saskjobs.ca). Results are always current displaying the most recent job postings first. Simply click on the job title to discover more details about the position and how to apply.

Job seekers can also use [Saskjobs.ca](https://saskjobs.ca) to:

- Create job alerts
- Bookmark jobs that match your skills and interests
- Create or upload your cover letter and resume for registered employers to browse

To start your job search, or for more information visit [Saskjobs.ca](https://saskjobs.ca).

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