

# **Saskatchewan Apprenticeship and Trade Certification Commission:**

## **Aboriginal Apprenticeship Initiatives Program Evaluation Report**

**March 2008**



Insightrix Research, Inc.  
Suite 104, 110 Research Drive  
Saskatoon, Saskatchewan S7N 3R3  
Phone: 866-888-5640  
Fax: 306-384-5655

---

## Executive Summary

---

In January of 2008, the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) contracted Insightrix Research, Inc. to measure the outcomes of projects delivered in the past 5 years (2002-2007) under the Aboriginal Apprentices Initiatives (AAI). In total, 62 participants in the program were surveyed about their reasons for enrolling in the program, outcomes since enrolling, barriers to continuing in the trades, and satisfaction with the program. Following is a summary of the key findings of the research.

### Student Satisfaction

Overall, feedback about the program is positive. A full four in ten respondents (40.3%) said that the program exceeded their expectations. On the other end of the spectrum, 12.9% said it fell short of their expectations. The remaining said their expectations were met (or did not provide a response). Further to this, when asked what they did not like about the program, one half of respondents could not name anything.

Respondents were asked to rate their level of satisfaction with a number of different elements of the program. The largest proportion of respondents said “very satisfied” for every attribute. Participants are particularly satisfied with the accessibility of the instructors and the quality of teaching, with two thirds giving a rating of very satisfied and less than one in ten being not very or not at all satisfied. One element that received lower satisfaction relative to other factors is the classroom/shop space. Just less than one half (45%) are very satisfied with the space, while 11% are not very or not at all satisfied. This was further revealed in some open-ended comments provided by respondents when asked what they don’t like about the program. Lack of appropriate resources such as books, facilities and other resources were mentioned by one in ten respondents.

Besides the general opportunity to learn and interest in the course content, the most common themes that arose when respondents were asked what they liked most about the program were related to the opportunity to have hands-on work experience and the interaction with the other students. It is apparent through their comments that participants appreciate being able to work together with other Aboriginal students in their home community where they feel comfortable and can learn from each other.

### Preparation and Attendance

There is some concern about the academic preparedness of students when entering the program. Nearly two thirds (63%) did not feel completely prepared academically for the course material, and one in five (21%) felt not very or not at all prepared. The most common area where respondents indicated they felt unprepared was in math.

Prior to conducting the survey, it was hypothesized that attendance may be a major issue within the program. However, of those who completed the survey, all but two indicated that they attended the in-class training all or almost all the time. The success rate in the program is also quite high. A majority of respondents (84%) completed and

passed the most recent in-class training they were enrolled in. Four respondents (6.5%) did not pass and only one did not complete the course. Five are currently attending.

Two thirds of respondents (66%) think they are very likely to complete the entire program and receive Journeyperson status. Only 13% think they are not very or not at all likely to finish. Regardless of whether or not they thought they were likely to finish, respondents were asked what they think might prevent them from completing. One quarter of respondents still said they do not think there is anything that could prevent them. Lack of work and location of the program are the two most common barriers, each mentioned by 9 respondents.

### **Effectiveness of the AAI Program**

Respondents were asked how effective the AAI program has been in increasing participation of Aboriginal people in skilled trades, getting people into the trades and keeping them there. The response was moderately positive; with most saying they think it has been somewhat effective. However it appears that they feel it could do more, with less than one half saying it is very effective. In particular, only 28% think it has been very effective in keeping people in the trades and 18% think it's been not very or not at all effective in this area.

About three quarters of respondents made suggestions for what they think can be done differently to get more Aboriginal people working in the skilled trades. One quarter of all respondents made comments related to having courses offered in more accessible places. Another common suggestion was to increase general advertising or promotion of the trades. Nine respondents suggested having in-person presentations or workshops in the Aboriginal communities.

### **Employment**

Just over one half of respondents (33 out of 62, or 53%) are currently employed in the skilled trades. Another 21% are employed outside of the skilled trades. One in five (21%) are not employed but seeking employment, mostly in the skilled trades. Of the 29 respondents who are not currently employed in the trades, 21 have been at some point since taking their course.

A lack of work was the most common reason cited for those who are not currently or never have been employed in the trades (17 of 29 people said this was an issue). Personal or family responsibilities are the next most common reason.

A large majority of those who are or have worked in the trade said that their in-class training was very relevant to their job. Also, a large majority are or were working full-time.

When asked to describe what they expect their future to be in the trades, a majority of respondents (76%) expressed long-term plans to work in the trades, with 23% indicating they have a specific goal of becoming a Journeyperson and 18% planning to own their own business. About one in five (18%) don't know what the future will be in their trade or are unsure because of a lack of available work.

## Preferred Course Formats

Respondents were presented with six different course format options and were asked to rate how interested they are in each. An instructor-led course (including theory and shop) near their home community was revealed to be the clear-cut favourite, with 79% being very interested and 45% identifying it as their number one choice.

The standard 6 to 10 week course was rated second highest, with 53% very interested and none who are not at all interested. In class training split in half was the second most mentioned option as the number one choice; however, this is more of a love it or hate it option, as there is also a significant percentage (37%) of people who are not very or not at all interested in this format.

## Background Information

One third of respondents have been involved in their trade for more than 5 years. Another 45% have been involved for 1 to 5 years, while 21% for less than a year.

Just over one half of respondents indicated they have had experience or training in another trade, besides the one they are enrolled in, carpentry being most common.

One quarter of respondents have not completed grade 12. On the other hand, one quarter have some type of post-secondary education.

Respondents have most commonly earned between \$20,000 and \$30,000 per year while working in the trades.

## Conclusions – Summary of Key Touch Points

- Overall, satisfaction with the program is high.
  - Participants appreciate the opportunity for hands-on learning
  - Learning in their home community with their peers in a comfortable environment is very important
- Participants are engaged in the program, with high attendance and success rates within the program and long-term goals and expectations for careers in the trades.
- However, employment rates in the trades outside of the program are relatively low. Respondents would like to develop a career in the trades, but for many, there is at least a perceived lack of opportunities to do so.
- The three biggest issues identified throughout the questionnaire are:
  - Lack of appropriate resources – books, facilities, materials.
  - Concerns about having to commute long distances for future classes.
  - Lack of work in the community for people in the trades.
- An instructor-led course (including theory and shop) near their home community is the overwhelming favourite option for preferred course format.

## Table of Contents

---

Executive Summary .....	i
Table of Contents .....	iv
Introduction and Methodology .....	1
Scope of Work.....	1
Call Disposition and Response Rate .....	1
Detailed Findings .....	3
Satisfaction with the Aboriginal Apprenticeship Initiative Program .....	3
Preparation and Attendance .....	7
Effectiveness of the Aboriginal Apprenticeship Initiative Program .....	9
Employment .....	10
Preferred Course Formats .....	17
Aboriginal Participation in the Trades .....	18
Background Information.....	20
Appendix A: Open-Ended Responses.....	22
What are some of the things you like about the in-class training you took in {program}? .....	22
What are some of the things you don't like about the in-class training you took in {program}? .....	25
What were the main reasons you chose to enroll into the {program} trade?.....	26
In what areas did you feel unprepared academically? .....	28
What might prevent you from completing the entire program?.....	30
What prevented you from staying employed in {trade}? .....	32
From your experiences, what do you think can be done differently to get more Aboriginal people working in the skilled trades? .....	32
Please describe what you expect your future to be with regards to a career in the skilled trades. (Probe: for example do you intend to complete the technical training; do you plan to work in the skilled trades long term, or just earn some money and move on to something else, etc.).....	35

---

## Introduction and Methodology

---

The Aboriginal Apprentices Initiatives (AAI) program, has been in commission for five years. To evaluate the success of the program and identify areas of strength and weakness, the SATCC contracted Insightrix Research, Inc. to conduct a quantitative research study. A telephone survey of program participants was used to measure:

- Satisfaction with various elements of the program
- Employment outcomes
- Attitudes about the trades
- Barriers to becoming and/or staying involved in the trades

### ***Scope of Work***

To achieve these objectives, Insightrix conducted a telephone survey of program participants. The survey process included the following stages:

1. **Survey Design:** SATCC provided Insightrix with an initial list of questions to be covered on the questionnaire. Insightrix designed the survey instrument in consultation with SATCC to ensure that all of the project objectives were met. Insightrix also developed the questionnaire with proper wording, flow and clarity and was appropriate for telephone data collection.
2. **Survey programming and testing:** Insightrix programmed and quality-checked the survey using their proprietary online CATI system. Insightrix pre-tested the survey and assessed the pre-test results. Due to the uniqueness of the sample population and the complexity of the issues being explored, Insightrix provided recommendations on survey wording, flow, and questionnaire structure to ensure the results would lead to the desired analysis.
3. **Quantitative data collection:** The list of potential respondents was provided to Insightrix by SATCC. The trained call center staff contacted each potential respondent to seek his or her participation in the survey. If the respondent agreed to participate, Insightrix surveyors offered to complete the survey over the telephone at that time. If that time was not convenient to the respondent, an option of completing the survey by telephone at a later date (i.e., appointment) or online was presented to the respondent.
4. **Survey monitoring:** SATCC representatives and Insightrix monitored the real time results of the survey during the data collection process. Access was provided to SATCC representatives to monitor the completed surveys by day, the overall response rate, and the results for each question in the survey.
5. **Survey Analysis and Reporting:** Insightrix provided this summary report, which includes frequencies, key findings, and further analysis.

### ***Call Disposition and Response Rate***

Data were collected from February 12<sup>th</sup> to March 10<sup>th</sup>, 2008. Of the 201 contacts that were provided to Insightrix, 107 were found to have outdated contact information. When the graduate had moved and the their original contact information was no longer accurate, a variety of searching techniques, including telephone directories such as

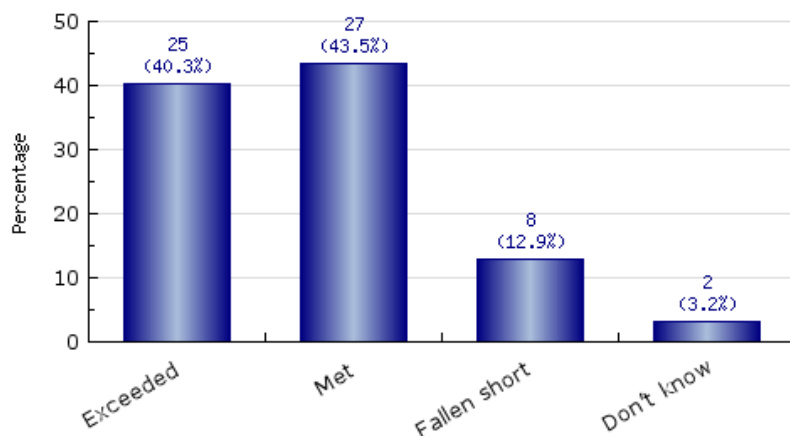
Canada411.com, mytelus.com, and various other online search engines, as well as directory assistance were used to try to find the participant. An additional five respondents participated in the first set of pre-tests; however because there were a number of significant changes made to the questionnaire after these pretests, the five participants could not be included in the analysis. In total, 99 qualified respondents were contacted with verified contact information and 62 respondents completed the survey. Of the 62 completed surveys, 11 were obtained through searching.

## Detailed Findings

### *Satisfaction with the Aboriginal Apprenticeship Initiative Program*

**Overall, has your experience in the {trade} course you've taken exceeded, met, or fallen short of your expectations?**

Four in ten respondents (40.3%) indicated that the course they took exceeded their expectations. Another 43.5% said their expectations were met, while 12.9% said it fell short of their expectations.



**What are some of the things you like about the in-class training you took in {program}?**

Nearly one half of respondents (44.3%) mentioned something about the course content when asked what they like about the in-class training. One quarter (26.2%) mentioned liking the hands-on learning experiences and 21.3% enjoyed the interaction with fellow students. Please see Appendix A for a complete list of verbatim responses.

Description	Total #	% of Respondents
Course content was interesting/ Easily understood/ Valuable	27	44.3
Enjoyed hands-on learning experiences	16	26.2
Enjoyed interaction with fellow students/ Student's helping each other out	13	21.3
Instructor/ Teaching methods were excellent	10	16.4
Appreciated that location of training was close to home	7	11.5
Other	7	11.5
<b># of respondents</b>	<b>61</b>	



## Sample Comments:

*"I'm more aware on the job and know more from the book work. All the detail stuff, it helped."*

*"I learned about finding information about building codes. The students helped each other and brought our individuals skills to the table to assist others."*

*"I liked learning and picking up things from other students and we had on the job training, so that was good."*

*"I liked that the course was divided into class and practical work. The first half of the course was in class and the second half was on the work site."*

*"I liked the hands on stuff. The instructor was really good to us in helping us understand the material."*

*"The one on one with our instructor was the part I liked the most. It is a small class in our community, so I knew everybody in the class. We had hands-on training in the class, rather than having to work or build mock ups in the classrooms."*

*"I actually liked every part of it from the facilitators to the overall experience."*

*"Our instructor was pretty good. He was personable, friendly and helpful. I liked the fact that it was mostly aboriginal. I felt comfortable there and I also knew a few people."*

*"I was able to work at my own pace."*

*"I liked the way the modules were organized. I also liked the new trailers from SIAST."*

*"I like the fact that it was so close to home and I didn't have to go to a city and be home every night. It was amongst my friends who were also taking the classes."*

### What are some of the things you don't like about the in-class training you took in {program}?

Only 30 of 62 respondents indicated something they dislike about the in-class training. Eight respondents said they didn't like something about the course content, seven had complaints about the teaching, six mentioned a lack of resources and five said the pace was too fast. *Please see Appendix A for a complete list of verbatim responses.*

Dislikes	Total #	% of respondents
Satisfied with course/ Disliked nothing about it	21	33.9%
Didn't like particular subjects/ Organization of course content	8	12.9%
Instruction/ Teaching methods were poor	7	11.3%
Resources/ Facilities available were poor	6	9.7%
Pacing of class was too fast/ Rushed	5	8.1%
Other	6	9.7%
Don't know	11	17.7%
<b># of respondents</b>	<b>62</b>	

## Sample Comments:

*"I can't really say that there was anything that I disliked."*

*"Nothing, I enjoyed it completely and I have no bad comments, it taught me a lot."*

*"There wasn't too much I didn't like except I didn't get a chance to rewrite test to up my average."*

*"Maybe sometimes stuff was a bit too harsh because the instructor was a journeyman. We had to tell him to calm down and not to scold us like little children. I didn't like him talking down to us."*

*"The in-class material got a little boring after a while particularly for those with practical experience."*

*"We didn't have a lab of our own at the time of our training. We had to sort of build our own. I didn't like the fact that we had to have different instructors for different courses."*

*"I didn't like that the other students did not attend class. We had to repeat certain aspects of in-class training to accommodate those who missed class."*

*"I didn't like that there were a lot of students that dropped out of the program. I also didn't like that many of the students who stayed in the program didn't work hard."*

*"Some people were leaning at a higher level where others were leaning at a lower level."*

*"The only thing I didn't like was the math and there were trick questions. I squeaked by. For the math, you need a Math 10."*

*"I disliked the lack of books between the students. We had two books between twelve students."*

*"I think we could have had a better instructor. There were some activities we couldn't do because we didn't have the materials."*

*"The facilities are bad; we were in an old condemned building that was not very clean."*

*"I didn't like the timing because the pace of the course was a little fast."*

**What were the main reasons you chose to enroll into the {program} trade?**

The most common reason for enrolling in the program was personal interest in the trade. One third also indicated they had past experience in the trade or industry and 22% enrolled to improve their job opportunities. Please see Appendix A for a complete list of verbatim responses.

Description	Total #	% of Respondents
Personal interest in trade	26	44.1
Have past experience in trade/ Industry	19	32.2
Increased job opportunities/ Chance for better jobs/ Pay	13	22.0
Other	4	6.8
Enjoy working with hands/ Manual lab our	3	5.1
<b># of respondents</b>	<b>59</b>	

## Sample Comments:

*"I decided to enroll to contribute to the people of the Okanese first nation. I wanted to renovate the elder's homes."*

*"I always wanted to be a carpenter and I worked in office administration for many years. It was a goal of mine to be a Carpenter and so I switched careers."*

*"I had been working in the food and beverage industry for seven years, and my workplace encouraged it. I really enjoy the industry. I was looking for advancement opportunities."*

*"I had previous trade experience and did all sorts of work. The electrical trade was enjoyable."*

*"I was interested in mechanical things. One of my friends was an industrial Millwright, so that's when I got interested. It is something I've always been interested in and I was always involved in trades."*

*"My dad is a carpenter and we wanted to start a carpentry business. I enjoy carpentry work."*

*"I was already working in the industry and enrolled in the program to receive formal training."*

*"We are building houses out here and it was an opportunity to get my Level I. I like building things personally and it was a challenge."*

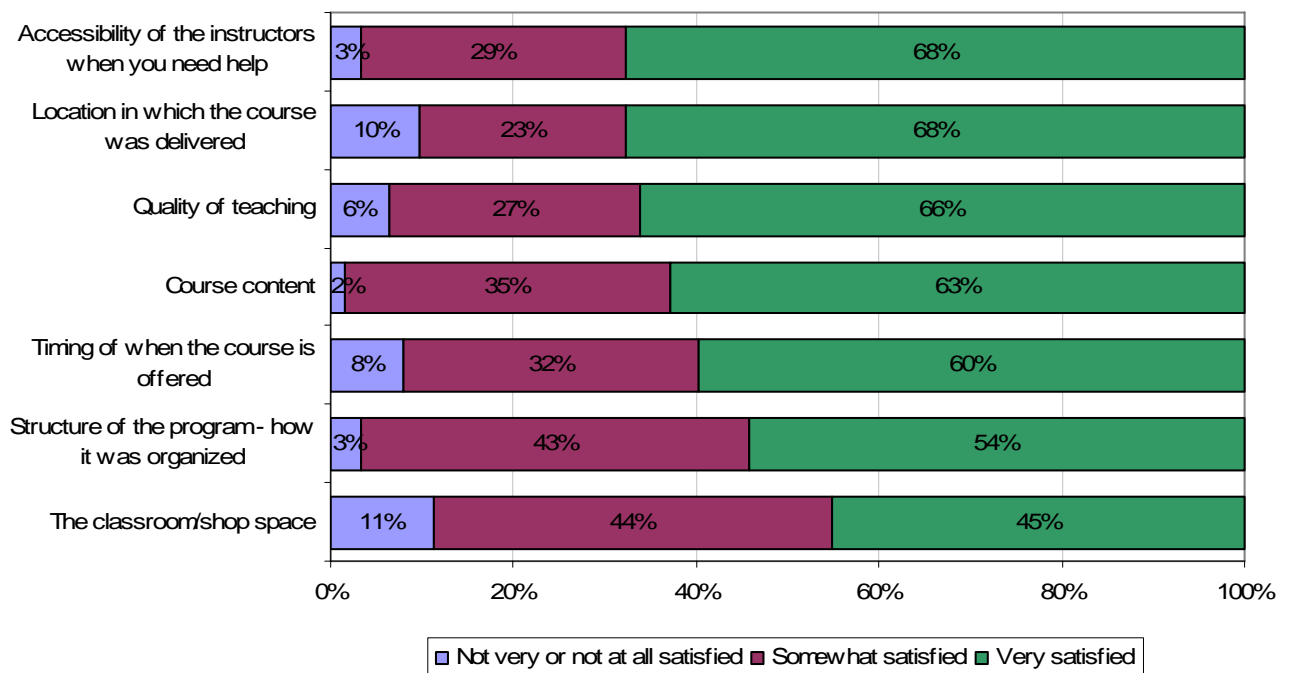
*"Actually, I wanted to get the overall Certificates to help me look for a job after."*

*"I enrolled to get my higher rate of pay or a fair wage, I guess. I want my Journeyman ticket and we have to leave the province for my next level and that's why none of us have gone back."*

*"I enrolled to find a trade to get into and to get a better job."*

**Please tell me whether you are very satisfied, somewhat satisfied, not very satisfied or not at all satisfied with each of the following elements of the program. The first one is...**

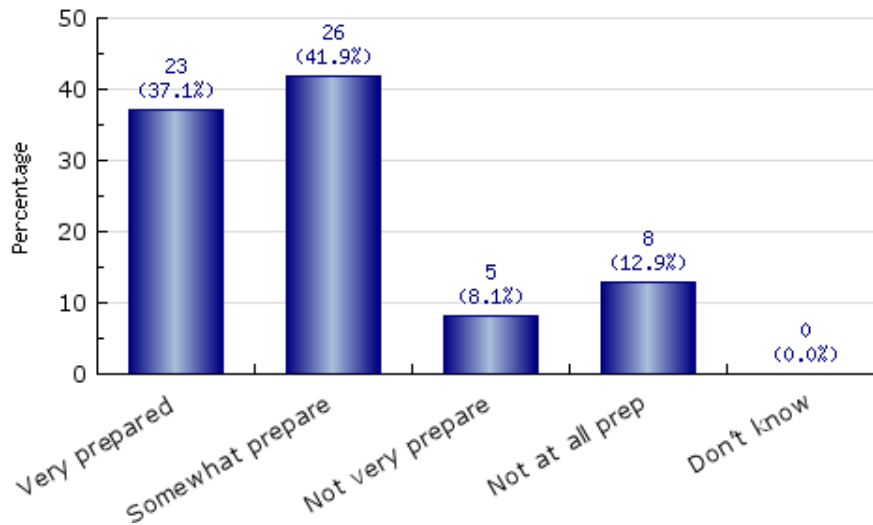
A majority of respondents are very satisfied with every element of the program, with the exception of the classroom/shop space. Just over one half (55%) are not completely satisfied with the facilities. Participants are particularly satisfied with the accessibility of the instructors and the quality of teaching. Please see Appendix A for a complete list of verbatim responses.



## Preparation and Attendance

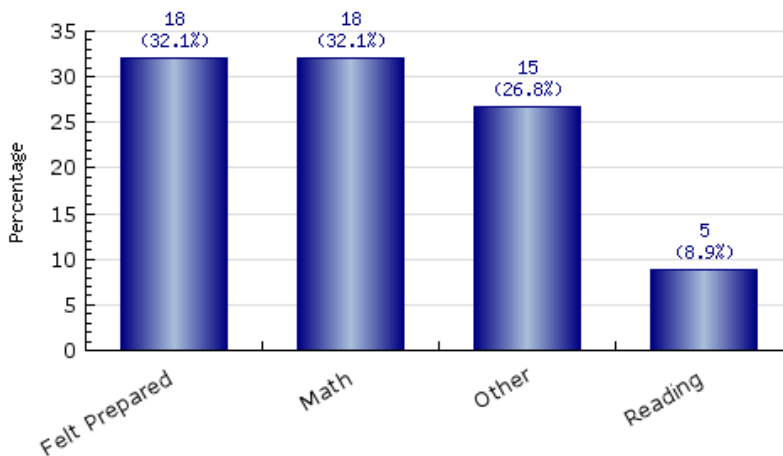
**How prepared do you feel you were academically for the course material when you started the program? Were you...**

About four in ten (37%) felt very prepared academically for the course material, while another four in ten were somewhat prepared. One in five (21%) felt not very or not at all prepared.



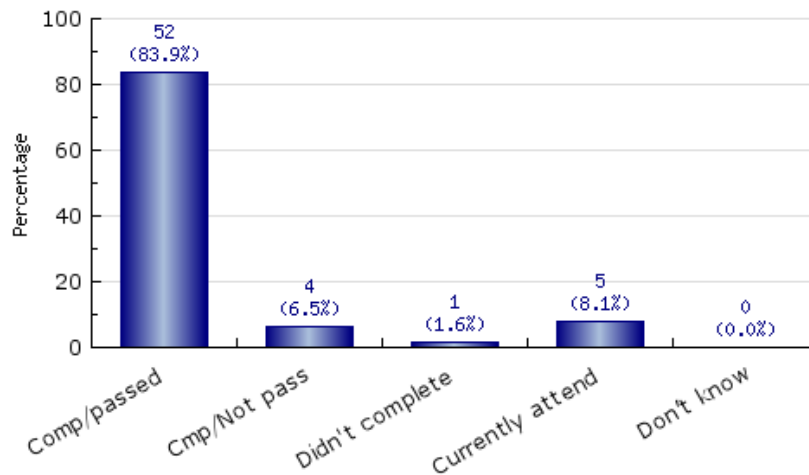
### In what areas did you feel unprepared academically?

Thirty-eight of 62 respondents indicated an area where they felt unprepared academically. Math is the area where participants have the most trouble. Please see Appendix A for a complete list of verbatim responses.



**Which of the following best describes the results of the most recent in-class training you have been enrolled in for the program?**

A majority of respondents (84%) completed and passed the most recent in-class training they were enrolled in. Four respondents (6.5%) did not pass and only one did not complete the course. Five are currently attending. Five are currently attending.



**What prevented you from successfully completing your most recent in-class training course?**

*"I couldn't find a stable enough employer to complete the training."*

*"I fell behind in the reading because my attendance was good. The reading I didn't get around to and that's why I feel I didn't pass."*

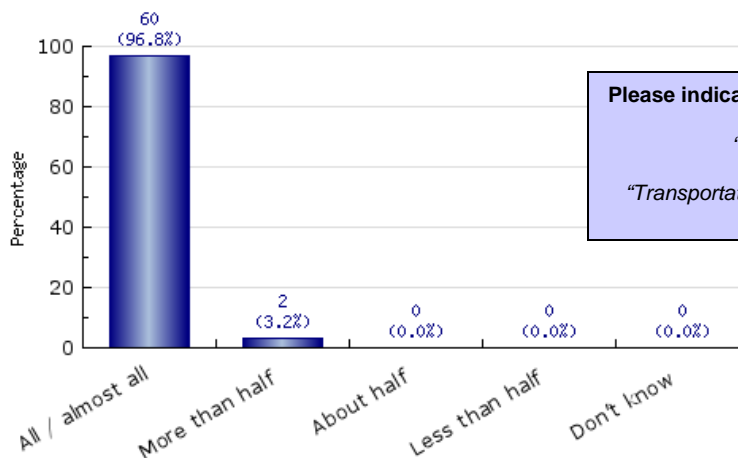
*"I got pregnant and they didn't want me around electrical when I was pregnant."*

*"I guess, just basically second guessing was what prevented me from completion."*

*"I was having difficulty with mathematics. I had difficulty converting decimals into fractions."*

**How often did/do you attend the in-class {program} training?**

All but two respondents indicated that they attended the in-class training all or almost all the time.



**Please indicate your reason(s) for not attending classes more often:**

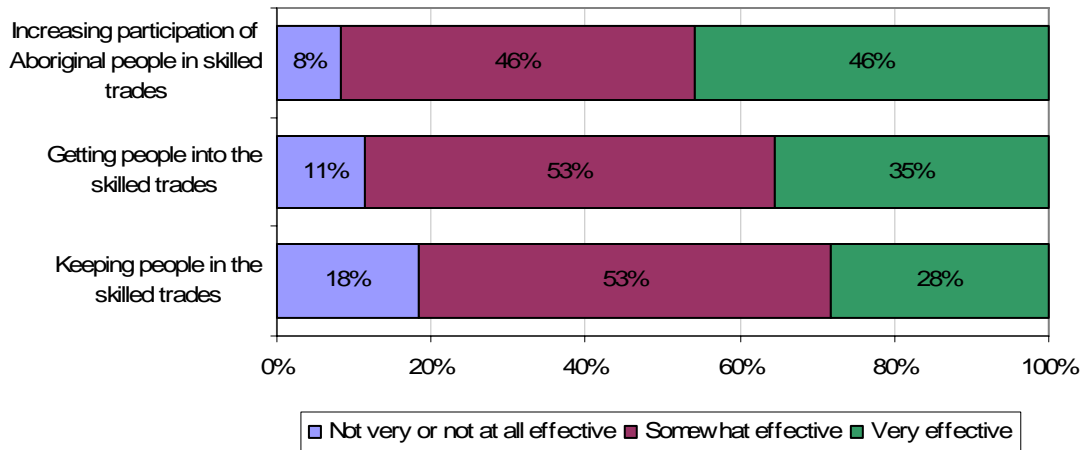
*"I would be sick sometimes, too sick to get up."*

*"Transportation was a problem, as was where the classes were held."*

## Effectiveness of the Aboriginal Apprenticeship Initiatives Program

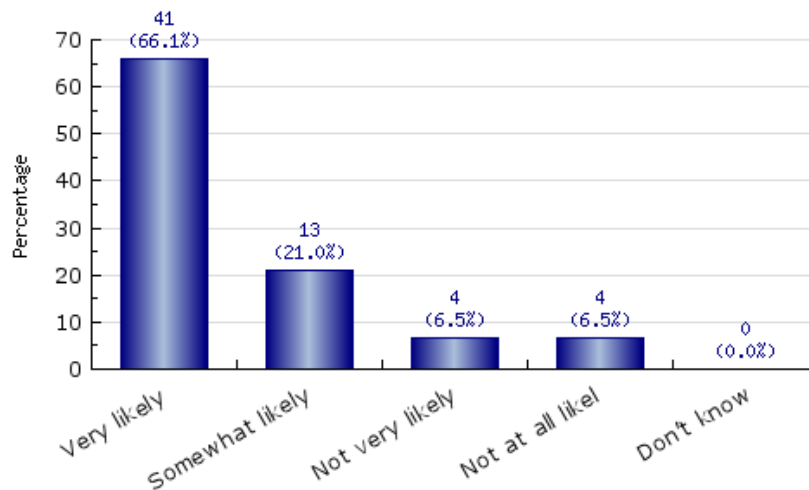
Please tell me how effective you think the Aboriginal Apprenticeship Initiatives is in each of the following areas. Do you think it is very effective, somewhat effective, not very effective or not at all effective?

Participants generally think that the Aboriginal Apprenticeship Initiatives has been somewhat effective in increasing participation of Aboriginal people in skilled trades, getting people into the trades and keeping them there. The moderately positive response indicates that the program is having an impact, but could be more effective, particularly in keeping people in the skilled trades.



How likely are you to continue on and complete the entire program (all levels) and receive Journeyman Status in {trade}? Are you....

Two thirds of respondents think they are very likely to complete the entire program and receive Journeyman status. Only 13% think they are not very or not at all likely to finish.



### What might prevent you from completing the entire program?

One quarter of respondents do not think there is anything that could prevent them from completing the entire program. Lack of work and location of the program are the two most common barriers, each mentioned by 9 respondents. Please see Appendix A for a complete list of verbatim responses.

Description	Total #	% of Respondents
Nothing will prevent me	15	25.9
Lack of work/ Unable to find a job	9	15.5
Location of program is too far/ Traveling is too strenuous	9	15.5
Change mind/Pursue different career/ Training program	7	12.1
Serious personal/ Family illness/ Injury	6	10.3
Costs of course are too much/ Lack of financial aid	4	6.9
Doing poorly in academic subjects (I.e. Math, etc.)	4	6.9
Other	5	8.6
<b># of respondents</b>	<b>58</b>	

#### Sample Comments:

*"Finding work could be a problem. If I can find work that's permanent, then I could finish the program no problem."*

*"Well, the Apprenticeship program itself is the problem because they cancelled my apprenticeship and I can't use my hours anymore. They only give you so much time; I was up in my Level II. Things were slow at work and I was not able to submit hours and so they cancelled my apprenticeship. That is why I'm very unlikely to finish the program. I'd have to appeal not being able to further or apply my hours towards my apprenticeship because of not applying my hours at the slow work times."*

*"Factors that might prevent me from completion are the fact that it is in Moose Jaw and the commuting and travelling with the weather and I've got a new born now."*

*"Right now the location of the next level of the course is an issue. It is in Edmonton and I have no one to stay with for eight weeks."*

*"Other options (other trades that I am interested in) may prevent me from completing the entire program."*

*"My math skills aren't great and they may prevent me from passing the program."*

## Employment

### Which one of the following best describes your current employment status?

Just over one half of respondents (53%) are currently employed in the skilled trades. Another 21% are employed outside of the skilled trades. One in five (21%) are not employed but seeking employment, mostly in the skilled trades.

	Frequency	Percent
Employed in the skilled trades	33	53.2%
Employed (not in the trades)	13	21.0%
Not employed, but seeking employment in the skilled trades	11	17.7%
Not employed, but seeking employment not in the skilled trades	2	3.2%
Not employed, but not seeking employment	2	3.2%
Don't know	1	1.6%
Total	62	100.0%

Which of the following best describes the results of the most recent in-class training you have been enrolled in for the program?		Q08. Which one of the following best describes your current employment status?						Total
		Employed in the skilled trades	Employed (not in the trades)	Not employed-seeking employment in the skilled trades	Not employed-seeking employment not in the skilled trades	Not employed, but not seeking employment	Don't know	
Completed the course, received a passing grade	Count	28	13	9	0	1	1	52
	%	53.8%	25.0%	17.3%	.0%	1.9%	1.9%	100%
Completed course, did not receive passing grade	Count	1	0	1	2	0	0	4
	%	25.0%	.0%	25.0%	50.0%	.0%	.0%	100%
I did not complete the course	Count	0	0	0	0	1	0	1
	%	.0%	.0%	.0%	.0%	100.0%	.0%	100%
I am currently attending the course	Count	4	0	1	0	0	0	5
	%	80.0%	.0%	20.0%	.0%	.0%	.0%	100%
Total	Count	33	13	11	2	2	1	62
	%	53.2%	21.0%	17.7%	3.2%	3.2%	1.6%	100%

### Are you currently employed in the {program} trade?

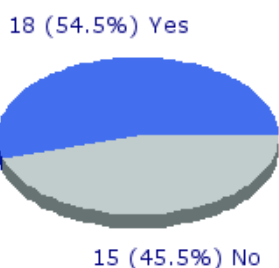
Of the 33 respondents who are employed in the trades, 27 are in the trade that they are taking their training in.



33 responses

### Were you already employed in your current position before enrolling in the Aboriginal Apprenticeship Initiatives Program?

Of the 33 respondents who are employed in the trades, 18 were already in their current position before enrolling in the AAI program.

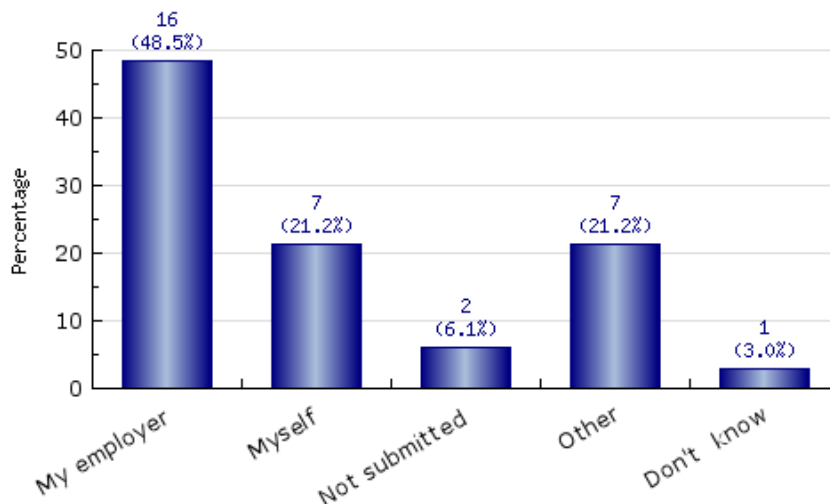


33 responses



### Who usually submits your trade time (Form 6) to the Apprenticeship and Trades Commission?

Of those who are employed in the trades, one half said their employer usually submits their trade time to the Apprenticeship and Trades Commission.



Entries under "other":

(3) My employer and myself

(1) I haven't submitted a form for about eight months, my employer and myself submit

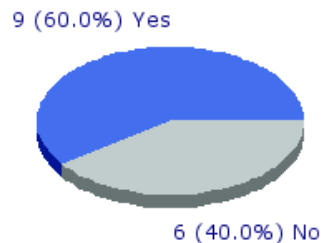
(1) It is the Band Leader when I'm on the Reserve, employer off the Reserve.

(1) My Career Counselor and I submit my hours to Apprenticeship Rep from North Battleford

(1) Saskatchewan Indian Institute of Technology

### Did the Aboriginal Apprenticeship Initiatives Program help you get your current job?

Nine of the fifteen people who have gotten a new job in the trades since enrolling in the program feel that the AAI program helped them get their job.



15 responses

### In what ways did the Aboriginal Apprenticeship Initiatives program help you get your current job?

"I was given the training and so I was hired."

"If we passed the course, we were given a job on the Reserve."

"It helped me get the training."

"The Aboriginal Initiatives asked me whether I was interested in taking the job."

"They gave me experience and they gave me the training."

"They gave me my level one training."

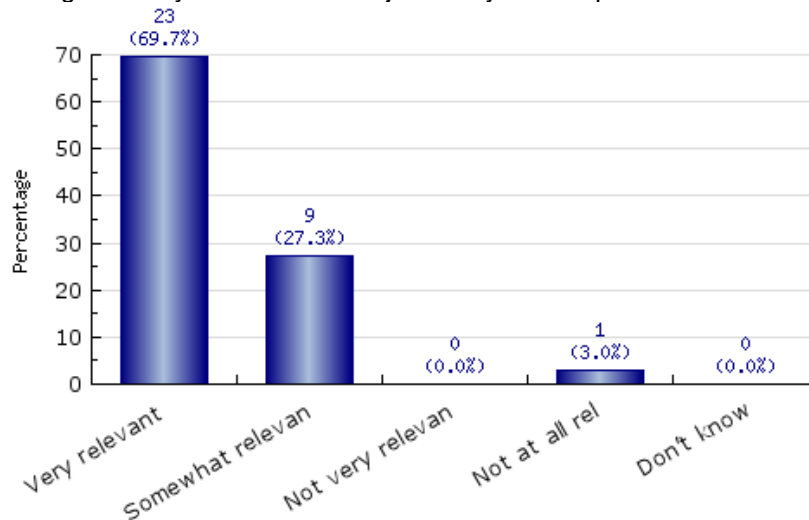
"They gave me the skills I need to get into the workforce and qualifications of the second year."

"They got me into the food and beverage industry in the first place."

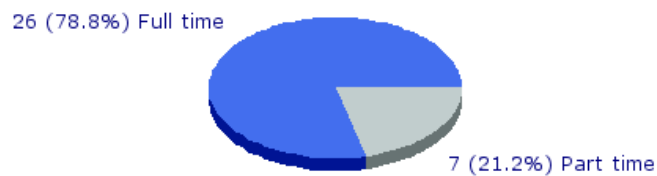
"Well, the Mine flooded and instead of doing half and half we had work placement. Where I work at Rabbit Lake, I had two weeks to work there and show them I was competent and a good worker. I think that helped them decide to hire me."

**How relevant was the technical training you took to the job you are doing now? Was it...**

Seven in ten respondents who are currently employed in the trades indicated that their technical training was very relevant to their job. Only one respondent said it is not relevant at all.

**Is your current employment.....?**

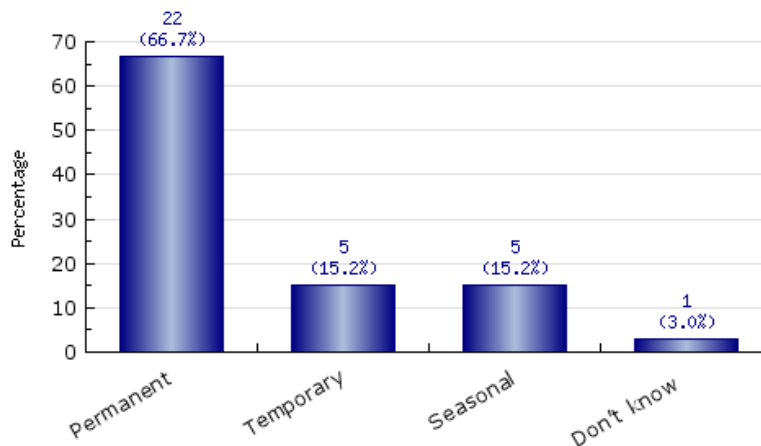
Eight in ten of those who are currently employed in the trades are working full time.



33 responses

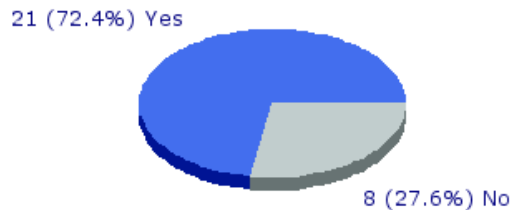
**Is your current employment.....?**

Two thirds of those who are currently working in the trades have a permanent position.



### Have you ever been employed in the skilled trades since taking your course through the Aboriginal Apprenticeship Initiatives?

Of the 29 respondents who are not currently employed in the trades, 21 have been employed in the skilled trades since taking their course.



29 responses

#### What are some of the things that have prevented you from obtaining employment in {trade} after participating in the trade program?

*"Family reasons have prevented me from obtaining employment because I was a single father. Now that my kids are teenagers, it is different."*

*"I didn't like the work."*

*"I have had trouble getting a job."*

*"I have no transportation from the reserve to the work in the cities."*

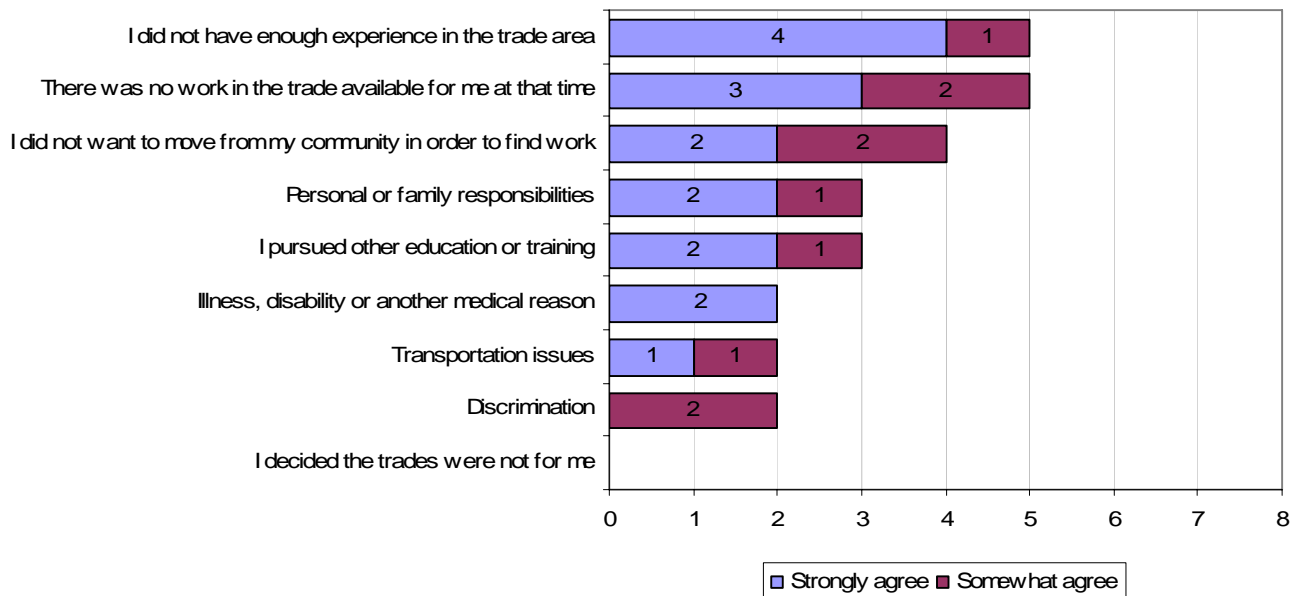
*"I think lack of work around the reserve has prevented me from obtaining employment and that's about it."*

*"Job availability has prevented me from obtaining the employment that I wanted."*

Please tell me whether you agree or disagree with each of the following statements.

#### I have not been employed in the trades because....

Of the eight respondents who have not been employed in the trades at all since enrolling in the program, 5 said it is because they don't have enough experience. In addition, 5 people said there was no work in the trade available and 4 people said they didn't want to move from their community to find work.



**When you were working in the trade, were you working.....?**

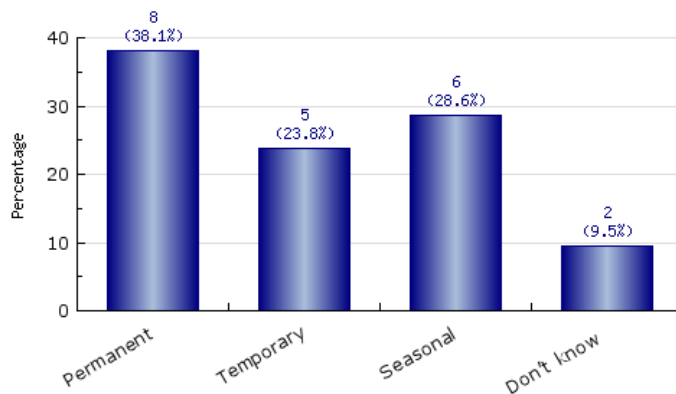
All but one respondent who previously worked in the trades worked full time.



21 responses

**Was your employment in {trade}.....?**

Of the 21 respondents who were previously employed in the trades, 8 indicated that it was a permanent position, 6 were in seasonal positions and 5 were in temporary positions.

**What prevented you from staying employed in {trade}?***Sample Comments:*

*"For right now, there are no job opportunities. A lot of people don't hire people with that training. Some people say we can't get hired because we have all that training like fine dining. Some places were intimidated because we had all that training."*

*"I did not get along with one of the people I was working with at one company. Then also, there was lack of work in the community in the trade. I was doing other employment out of the skilled trades, whatever was available at the time."*

*"It is inconsistent where I live and I was getting laid off constantly and I can't afford that."*

*"Just living on the reserve in general affected my employment. It is very family oriented here and hard to get a job."*

*"The lack of projects around my area affect me, but now that I'm back in my old career, there is a whole bunch of construction going on again. Timing, I guess is factor."*

*"I am going back to school."*

*"The hours and the distance I had to travel affected my employment status."*

*"The working environment wasn't working out. I had difficulty working with the people on the job."*

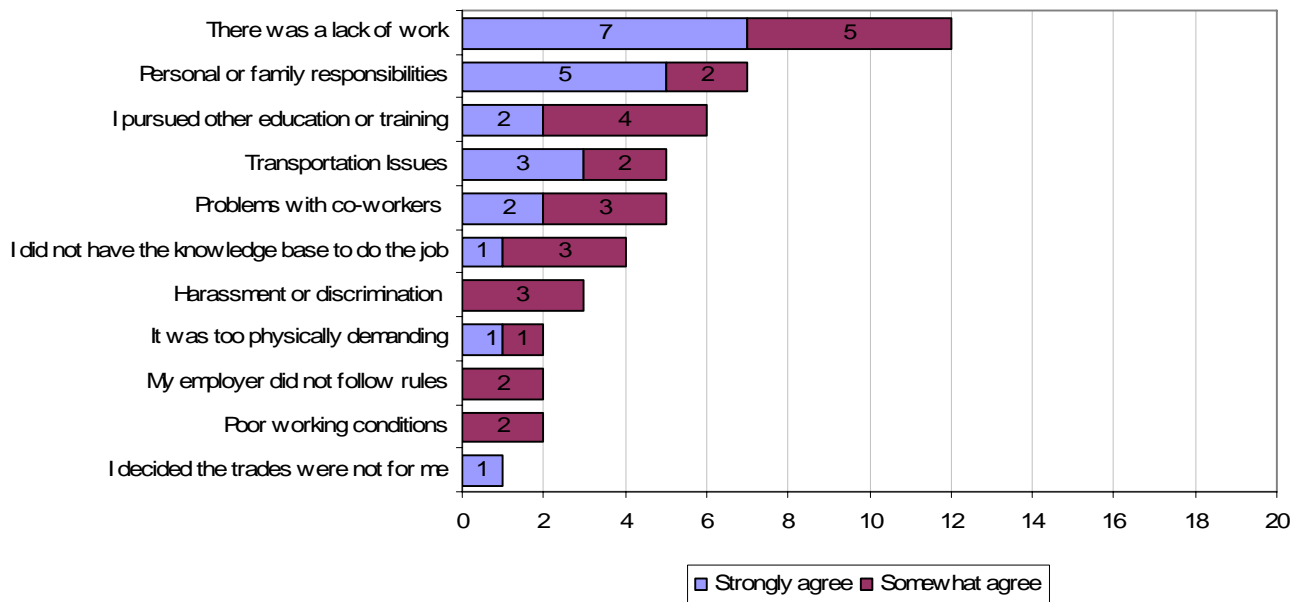
*"I wanted to continue with my Journeyman certificate to Level II, III and IV."*

*"I'm filling in another position in IT for now and will be going back next month and I don't work out doors in the winter."*

Please tell me whether you agree or disagree with each of the following statements.

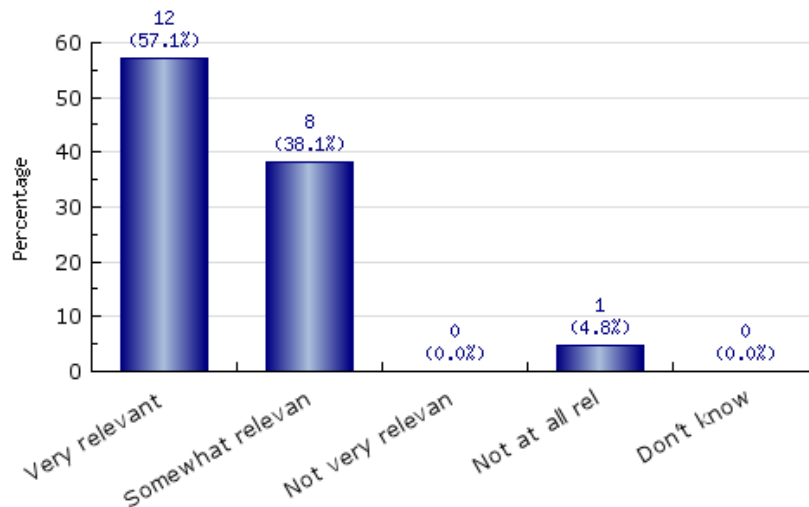
**I did not stay employed in the trades because....**

Of the 21 respondents who were previously employed in the trades, the most common reason cited for not staying employed is a lack of work. Personal or family responsibilities were also a common barrier. Please see Appendix A for a list of verbatim comments about the reasons for not staying employed in the trades.



**How relevant was the in-class training you took to your employment in the trade? Was it...**

Most respondents said the in-class training was very relevant to their previous employment.

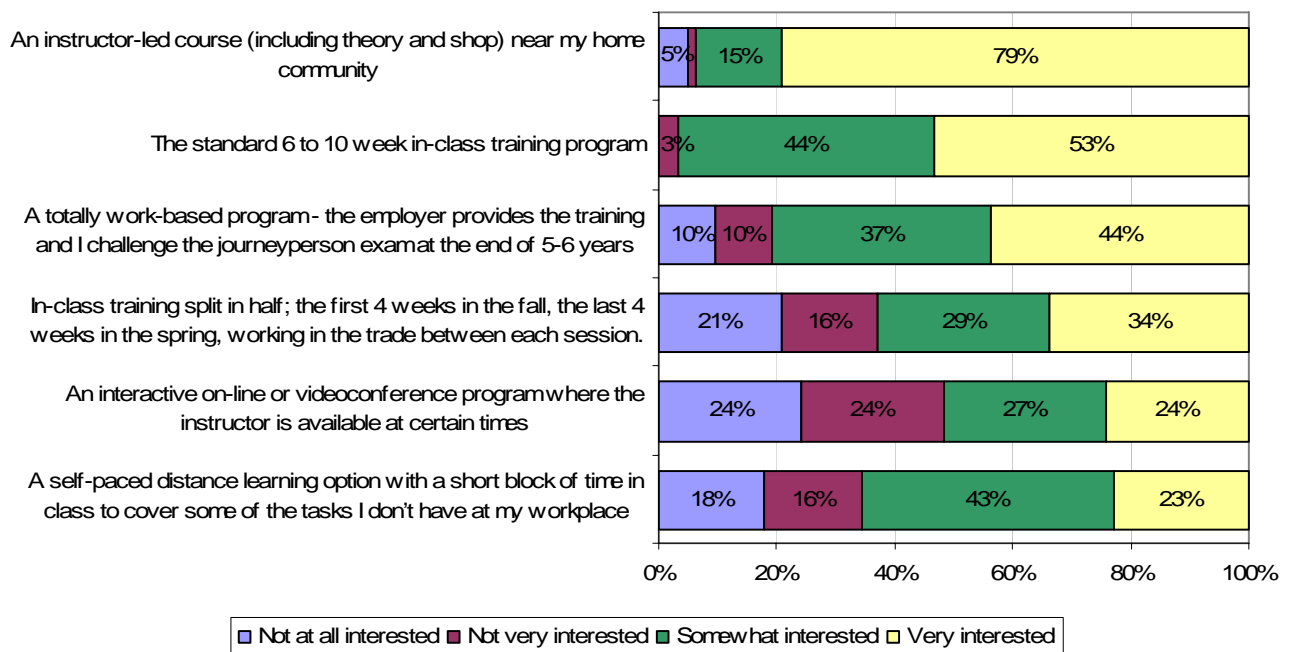


## Preferred Course Formats

The Saskatchewan Apprenticeship & Trade Certification Commission is considering different ways of offering the in-school portion of your training and has experimented with pilot projects over the past few years.

While you may not be familiar with all these formats, we would like you to rate how interested you would be in each.

Eight in ten respondents are very interested in an instructor-led course near their home community. The standard 6 to 10 week course was rated second highest, with 53% very interested and none who are not at all interested.



## Which option would be your number one choice?

An instructor-led course (including theory and shop) near their home community is the number one choice for 45% of respondents. In class training split in half was the second most mentioned option as the number one choice; however, as seen in the previous question, there is also a significant percentage (37%) of people who are not very or not at all interested in this format.

	Frequency	% of respondents
An instructor-led course (including theory and shop) near my home community	28	45%
In-class training split in half; the first 4 weeks in the fall, the last 4 weeks in the spring, working in the trade between each session.	14	23%
The standard 6 to 10 week in-class training program	8	13%
A totally work-based program - the employer provides the training and I challenge the journey person exam at the end of 5-6 years	8	13%
An interactive on-line or videoconference program where the instructor is available at certain times	3	5%
A self-paced distance learning option with a short block of time in class to cover some of the tasks I don't have at my workplace	1	2%

## Aboriginal Participation in the Trades

### From your experiences, what do you think can be done differently to get more Aboriginal people working in the skilled trades?

About three quarters of respondents made suggestions for what they think can be done differently to get more Aboriginal people working in the skilled trades. One quarter of all respondents made comments related to offering courses in more accessible places. Another common suggestion was to increase general advertising or promotion of the trades. Nine respondents suggested having in-person presentations or workshops in the Aboriginal communities. *Please see Appendix A for a complete list of verbatim responses.*

Description	Total #	% of Respondents
Offer course in more accessible places/ In communities	15	24.2%
Increase general advertising/ Promotion of the programs	12	19.4%
Increase in-person presentations/ Workshops in community	9	14.5%
Increase/ Offer more job opportunities upon course completion	5	8.1%
Offer more courses/Options/ More seats in courses	4	6.5%
Other	8	12.9%
No suggestions/ No comment/Don't know	17	27.4%
<b># of respondents</b>	<b>62</b>	

#### Sample Comments:

*"More Aboriginal people would be interested if the courses were offered at a location that did not require a long commute."*

*"Offer better location for the schools. I'd like to see the courses offered closer to our communities."*

*"Have more courses and get more people interested. Have some Pilot Projects to start up work or something like that and at the same time you can get your hours."*

*"I think probably better recruiting and more advertising, more advanced notice for advertising would be helpful. The way I think it would work is to see who is interested in being a carpenter and do you need to recruit students before you set a course or do you need to set the course and then recruit the students?"*

*"There is better opportunity for funding. I was able to get funding through a labour force development as an example. I received better access to funding. Maybe better awareness and information about what kind of trades are out there and what kind of qualifications are needed to go through with the program."*

*"Have more workshops to get more people interested and to show them how easy it is to get into the trades."*

*"More people from the trades should put on demonstrations for kids in high school."*

*"Well, I think there's a language barrier a lot with some people. One guy in class knew what he was doing in class; however, he had a hard time reading and kept failing the tests. He quit because of that and the instructor didn't help him with the language barrier. I think that's definitely a factor."*

*"I think probably the creation of more work within those trade skills programs would be helpful. When they are finished the program, if they had more work available, it would be an incentive. Also, a lot of people in the community don't have licenses to commute, so it's pretty hard."*

**Please describe what you expect your future to be with regards to a career in the skilled trades. (Probe: for example do you intend to complete the technical training; do you plan to work in the skilled trades long term, or just earn some money and move on to something else, etc.)**

A majority of respondents (76%) have long-term plans to work in the trades, with 23% indicating they have a specific goal of becoming a Journeyman and 18% planning to own their own business. About one in five (18%) don't know what the future will be in their trade or are unsure because of a lack of available work. *Please see Appendix A for a complete list of verbatim responses.*

Description	Total #	% of Respondents
Long-term general plan to work in trades	29	47%
Plan on finishing training/ Complete course/ Journeyman's certificate	14	23%
Plan on becoming self-employed/ Owning company in future	11	18%
<b>NET – Long-term goals</b>	<b>47</b>	<b>76%</b>
Plan on implementing a career change in the future	6	10%
Uncertain about future in trades as no work is currently available	5	8%
Other	1	2%
Don't know	6	10%
<b># of respondents</b>	<b>62</b>	

*Sample Comments:*

*"I expect to become a self employed subcontractor or an on site foreman."*

*"I'd like to have my journeyman's with higher pay and higher wages."*

*"I plan to stay in the trades long-term and I have no intentions of getting out of trades and I plan to continue with trades as long as I can. I plan to get into my second year of training in Moose Jaw. I have three years of training working in the field. I have still to take my second year Electrical in Moose Jaw. I was not able to go back for second year because I was pregnant and now with a little one, it is almost impossible. There needs to be a Regina apprentice course here. Three or four of the instructors live here and I would attend if it was in Regina. There's a back log of students waiting to get into Regina."*

*"I plan to help my dad to open a carpentry business. I would like to be involved in the paperwork and accounting work."*

*"I expect to maintain part time employment to supplement my income."*

*"I've got two options on the table. First, I could continue to work at the mine. Second, I could run my own business."*

*"I might pick up a second trade, I am undecided."*

*"I am still applying for positions but I can't see anything happening. I don't know what my future holds."*

*"I think that a future in the skilled trades is probably unlikely for me."*

*"I plan long term and this is something I can take with me forever."*

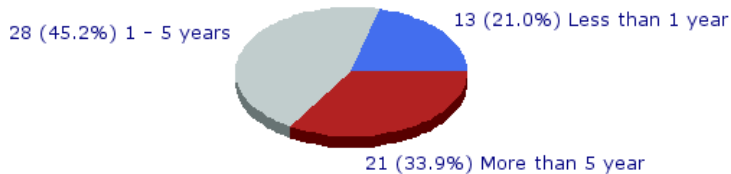
*"I would like to teach the course one day."*



## Background Information

### How long have you been involved in the trade, including time as a student and a worker?

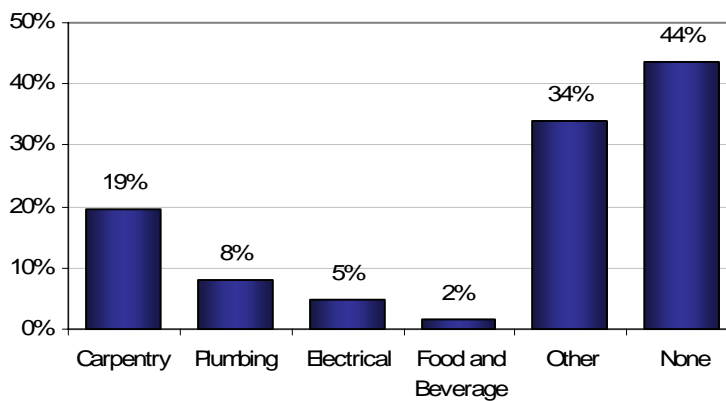
One third of respondents have been involved in their trade for more than 5 years. Another 45% have been involved for 1 to 5 years, while 21% for less than a year.



62 responses

### In which other trade(s) have you had experience or training?

Just over one half of respondents indicated they have had experience or training in another trade, besides the one they are enrolled in, carpentry being most common.

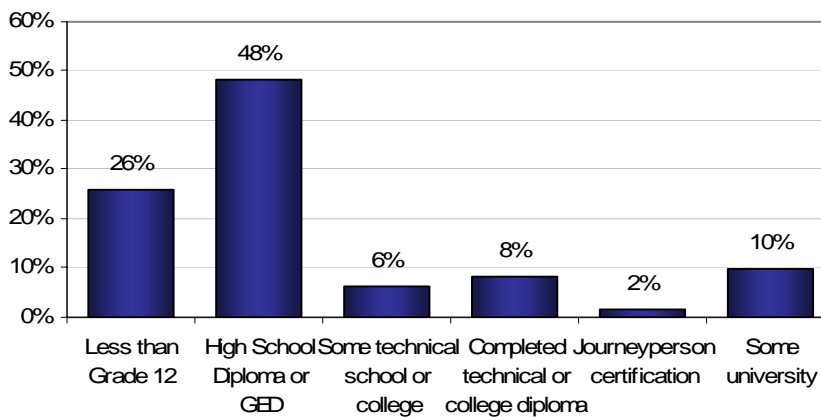


#### Entries under "other":

- (4) Welding
- (2) Firefighting
- (1) Automotive and Air Craft Maintenance
- (1) Blue print reading
- (1) Cement, surveying, planting trees, firefighting.
- (1) Class 1A driver
- (1) Firefighter and EMT
- (1) Fireman's certificate and boilerman's certificate
- (1) Forestry, fire fighting, heavy equipment operating
- (1) Heavy machinery operator
- (1) Ironwork
- (1) Masonry, Steel
- (1) Mechanics
- (1) Security Guard
- (1) Sheet metal
- (1) Truck Driving Class 1A, however, I have no experience on that.
- (1) Welding, bobcat operator, folk lift operator, grader and computers

### What is the highest level of education you have completed?

One quarter of respondents have not completed grade 12. On the other hand, one quarter have some type of post-secondary education.

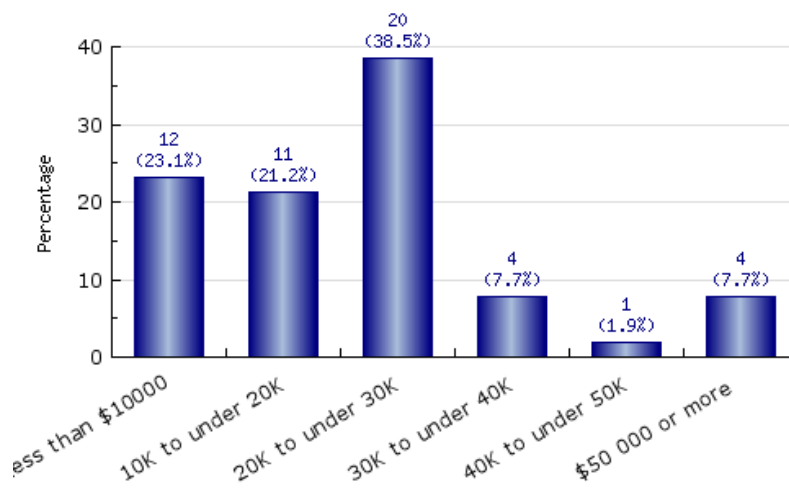


### Where in Saskatchewan have you taken the majority of your training and/or worked in the trade?

- (10) Regina
- (6) Prince Albert
- (6) Saskatoon
- (4) Pelican Narrows
- (3) SIAST
- (3) Waterhen Lake First Nations
- (2) Cigar Lake
- (2) I took the courses through the SIIT course.
- (2) La Ronge
- (2) Leoville
- (2) Little Red River Reserve
- (2) Reserve
- (1) Broadview
- (1) Calgary, Alberta
- (1) Central Saskatchewan
- (1) Cigar Lake mine
- (1) Cigar Lake, McArthur, Rabbit Lake
- (1) Little Black Bear Band
- (1) Meadow Lake
- (1) Mistawasis
- (1) Muskeg Lake
- (1) Muskeg Lake and Saskatoon
- (1) Muskeg Reserve for Carpentry and other trades in Saskatoon
- (1) Rabbit Lake mine site
- (1) Regina or Moose Jaw
- (1) Regina SIIT
- (1) Saskatchewan
- (1) Saskatoon/Regina
- (1) SIAST Uranium Mine
- (1) Spiritwood

### On average, how much have you earned per year while working in the trade?

Respondents have most commonly earned between \$20,000 and \$30,000 per year while working in the trades.



## Appendix A: Open-Ended Responses

---

***What are some of the things you like about the in-class training you took in {program}?***

**Course Content - 27 responses** (Course content was interesting/ Easily understood/ Valuable)

- (1) All of it was pretty good. The books and reading were easy to understand.
- (1) Everything that was explained and showed to us was interesting, and after all I am a carpenter and I love what I do.
- (1) I learned about finding information about building codes. The students helped each other and brought our individuals skills to the table to assist others.
- (1) I like the interaction with students and the knowledge in the course. The knowledge was informative.
- (1) I liked doing the projects. Actually, I enjoyed the whole thing.
- (1) I liked everything, I guess.
- (1) I liked learning about some stuff I never took before and I like challenging myself.
- (1) I liked learning about the wiring and the hook up. They taught us the two switch and three switch to hook up two or three different light switches, where you can turn it off on one or the other side of the room.
- (1) I liked learning more about cooking knowledge and the different wines that go with foods. I also liked learning about customer service and dealing with stressful situations
- (1) I liked the hands-on experience. I enjoyed when we had to put up the plumbing in a mock house. The math was kind of hard.
- (1) I liked the material that we learned in class. Some of the material we would never use in the field.
- (1) I liked the situations of work and fine dining, stuff like that. I liked everything that the instructor, Sharon Hopkins, offered. They brought in different speakers on different subjects like tourism and all that.
- (1) I liked the way the modules were organized. I also liked the new trailers from SIAST.
- (1) I liked the work in general.
- (1) I mostly liked the bartending part. They used to have the bartending and I don't think they have it anymore.
- (1) I think my favourite part was pretty well the guys, the company of the guys are good guys and it was a good course. You know how when you went to school, your brain is crammed with information.
- (1) I was happy with everything.
- (1) I'm more aware on the job and know more from the book work. All the detail stuff, it helped.
- (1) It is good for people who were never in the trade before and gave them the skills they needed.
- (1) It was fairly informative, I guess.
- (1) It was good. I liked the math.
- (1) It was something that I enjoyed doing and I wanted to get my papers.
- (1) More or less, I liked meeting new people for the class. They taught me a lot like hands-on stuff and I know what the couplings are and I love it. I don't have anyone hanging over me. The coupling connects to ABS pipes and you glue them together for your sewage.
- (1) The learning experience was enjoyable.
- (1) The studying was enjoyable.
- (1) There was more information than I really knew about in the course (for instance, concrete and foundations).
- (1) Well, I liked getting the tickets for dam disturbance, first aid and Wimis and confined space entry.

**Hands-on - 16 responses** (Enjoyed hands-on learning experiences)

- (2) I liked the hands-on training.
- (1) I liked building stuff.
- (1) I liked learning and picking up things from other students and we had on the job training, so that was good.
- (1) I liked that the course was divided into class and practical work. The first half of the course was in class and the second half was on the work site.
- (1) I liked that you got to go out and do the work in the field instead of remaining in class and writing tests.
- (1) I liked the hands on stuff in the in-class training.
- (1) I liked the hands on stuff. The instructor was really good to us in helping us understand the material.
- (1) I liked the hands-on experience. I enjoyed when we had to put up the plumbing in a mock house. The math was kind of hard.
- (1) I liked the hands-on projects that we worked on.
- (1) I liked the hands-on training we received in the classroom.
- (1) I liked the on hands training in the in-class portion of the course.
- (1) I liked the on-hands part where we wired the houses.
- (1) More or less, I liked meeting new people for the class. They taught me a lot like hands-on stuff and I know what the couplings are and I love it. I don't have anyone hanging over me. The coupling connects to ABS pipes and you glue them together for your sewage.
- (1) The one on one with our instructor was the part I liked the most. It is a small class in our community, so I knew everybody in the class. We had hands-on training in the class, rather than having to work or build mock ups in the classrooms.
- (1) The teacher was good and the students were easy to get along with and I enjoyed the hands-on work.

**Fellow Students - 13 responses** (Enjoyed interaction with fellow students/ Student's helping each other out)

- (1) I learned about finding information about building codes. The students helped each other and brought our individuals skills to the table to assist others.
- (1) I like the fact that it was so close to home and I didn't have to go to a city and be home every night. It was amongst my friends who were also taking the classes.
- (1) I like the interaction with students and the knowledge in the course. The knowledge was informative.
- (1) I liked being in the classroom atmosphere with other participants. I also appreciated the benefit of learning as a group.
- (1) I liked learning and picking up things from other students and we had on the job training, so that was good.
- (1) I liked the people.
- (1) I think my favourite part was pretty well the guys, the company of the guys are good guys and it was a good course. You know how when you went to school, your brain is crammed with information.
- (1) It was a lot of fun going to school with all my friends and we had a pretty good teacher.
- (1) More or less, I liked meeting new people for the class. They taught me a lot like hands-on stuff and I know what the couplings are and I love it. I don't have anyone hanging over me. The coupling connects to ABS pipes and you glue them together for your sewage.
- (1) Our instructor was pretty good. He was personable, friendly and helpful. I liked the fact that it was mostly aboriginal. I felt comfortable there and I also knew a few people.
- (1) The one on one with our instructor was the part I liked the most. It is a small class in our community, so I knew everybody in the class. We had hands-on training in the class, rather than having to work or build mock ups in the classrooms.
- (1) The teacher was good and the students were easy to get along with and I enjoyed the hands-on work.

(1) Well, I liked that it was close to home and it was good having it on the Reserve. I liked how everybody kind of helped each other out.

**Instructor - 10 responses** (Instructor/ Teaching methods were excellent)

- (1) I actually liked every part of it from the facilitators to the overall experience.
- (1) I liked the hands on stuff. The instructor was really good to us in helping us understand the material.
- (1) I liked the situations of work and fine dining, stuff like that. I liked everything that the instructor, Sharon Hopkins, offered. They brought in different speakers on different subjects like tourism and all that.
- (1) It has excellent instruction and prepared me well for the exam and overall it was good.
- (1) It was a lot of fun going to school with all my friends and we had a pretty good teacher.
- (1) Our instructor was pretty good. He was personable, friendly and helpful. I liked the fact that it was mostly aboriginal. I felt comfortable there and I also knew a few people.
- (1) The instructor was very good and he knew what he was talking about.
- (1) The one on one with our instructor was the part I liked the most. It is a small class in our community, so I knew everybody in the class. We had hands-on training in the class, rather than having to work or build mock ups in the classrooms.
- (1) The small class size and one on one attention you could get from the instructor.
- (1) The teacher was good and the students were easy to get along with and I enjoyed the hands-on work.

**Other - 7 responses** (Other)

- (1) I didn't mind being in the mind set like that. It would have been nice to have the work placement instead. It was minus 40 and the furnace went out. It was a good set up other than that.
- (1) I liked that course and I wanted to take it again for Level II. They keep saying six months and it's been two years now. There is no money available for that, the SIIT can't get money from the government. They said not very many people for Level II.
- (1) I think I just had trouble with the math and I had to try and get my math up to date. The math part was kind of hard for me and I kind of got through it. Also, the saw horse I had to build was kind of hard, but, I got through it.
- (1) I was able to work at my own pace.
- (1) It was nice doing the week in, week out thing. I'm not much of an eight to five kind of guy. It was like shift work and that made it a lot easier.
- (1) The class was awesome, I couldn't find work. I did find work in the field at first and then got laid off after two months. It slows in the winter and picks up in the summer.
- (1) The small class size and one on one attention you could get from the instructor.

**Location - 7 responses** (Appreciated that location of training was close to home)

- (1) I like the fact that it was so close to home and I didn't have to go to a city and be home every night. It was amongst my friends who were also taking the classes.
- (1) I liked the fact that it was in Regina, but now is something you can't take here. It is offered only in Moose Jaw, which makes it near or impossible because of my young family because of the hour drive both ways.
- (1) I liked the way the modules were organized. I also liked the new trailers from SIAST.
- (1) I liked when they had it over here in Pelican and I didn't have to go anywhere.
- (1) It was close to home.
- (1) It was just the location and I was able to stay in my community. I am now going to Meadow Lake and taking year two.
- (1) Well, I liked that it was close to home and it was good having it on the Reserve. I liked how everybody kind of helped each other out.

***What are some of the things you don't like about the in-class training you took in {program}?***

**Satisfied - 21** responses (Satisfied with course/ Disliked nothing about it)

(7) Nothing.

(1) I can't really say that there was anything that I disliked.

(1) I can't think of anything off hand.

(1) I can't think of anything.

(1) I don't think I disliked anything.

(1) I guess I can't say I disliked anything because I enjoyed most of it.

(1) I liked the whole course.

(1) Nothing too much, it was good.

(1) Nothing, I enjoyed it completely and I have no bad comments, it taught me a lot.

(1) Nothing, it was good.

(1) Nothing. Actually it was all pretty good.

(1) Overall, I enjoyed it.

(1) There was nothing I didn't like.

(1) There was nothing that I didn't like; overall, it was a good experience.

(1) There wasn't too much I didn't like except I didn't get a chance to rewrite test to up my average.

**Instructor - 7** responses (Instruction/ Teaching methods were poor)

(1) I did not like listening to instruction. Pretty much, I don't like sitting there and listening to someone.

(1) I think we could have had a better instructor. There were some activities we couldn't do because we didn't have the materials.

(1) It started to drag on and by the last couple of weeks; you couldn't wait to get out of there.

(1) Maybe sometimes stuff was a bit too harsh because the instructor was a journeyman. We had to tell him to calm down and not to scold us like little children. I didn't like him talking down to us.

(1) The in-class material got a little boring after a while particularly for those with practical experience.

(1) The instructor wasn't too helpful, mostly we were just reading out of the text and doing modules.

(1) We didn't have a lab of our own at the time of our training. We had to sort of build our own. I didn't like the fact that we had to have different instructors for different courses.

**Other - 6** responses (Other)

(1) At that time, when I took my course, there was nothing particular about the Boom Truck training. I was on EI and it took a long time to get assistance from EI. People weren't doing their job. I have big expectations about the course. Being a father, it was a good opportunity to take for employment in the future. I received a letter from Cindy and she wrote they suspended my ticket, because I didn't get back to them. I got back to Ronny Chez. In the big cities there was lots of work, I was a single father and had a young child. I would have had to move. There are operators out there operating without tickets.

(1) I didn't like getting up in the morning.

(1) I didn't like that the other students did not attend class. We had to repeat certain aspects of in-class training to accommodate those who missed class.

(1) I didn't like that there were a lot of students that dropped out of the program. I also didn't like that many of the students who stayed in the program didn't work hard.

(1) Some people were learning at a higher level where others were learning at a lower level.

(1) Well, I like all of them, but, you need a respirator to go school. When you work for plumbing, you go into the sewing and there are gases down there and that's what I don't like. They rotated and you can't get into the crawl space. I've been waiting for two years to take Level II.

**Course Content - 6 responses** (Didn't like particular subjects/ Organization of course content)

- (1) Basically, I didn't like the resume writing stuff.
- (1) I didn't like writing the tests.
- (1) Some of the in-class training material did not appear to be practical.
- (1) The math was a problem.
- (1) The only thing I didn't like was the math and there were trick questions. I squeaked by. For the math, you need a Math 10.
- (1) There wasn't that much hands on work. Most of the work was in the books.

**Resources - 6 responses** (Resources/ Facilities available were poor)

- (1) I didn't like when we went to SIAST in Saskatoon, they had more resources than we did. This was unfair. At our location, we just had our books to go by. If they could have had more things that we were actually working on when we trained, like plumbs, it would have been more helpful.
- (1) I disliked the lack of books between the students. We had two books between twelve students.
- (1) I think we could have had a better instructor. There were some activities we couldn't do because we didn't have the materials.
- (1) The environment I was in, like the classroom I was in could have been improved. The building we were in is old and there could be a better training facility for it, basically.
- (1) The facilities are bad; we were in an old condemned building that was not very clean.
- (1) We didn't have a lab of our own at the time of our training. We had to sort of build our own. I didn't like the fact that we had to have different instructors for different courses.

**Time - 5 responses** (Pacing of class was too fast/ Rushed)

- (1) I didn't like the timing because the pace of the course was a little fast.
- (1) It was kind of rushed.
- (1) It went too fast last year. I had to meet a deadline of only three months.
- (1) The course was very condensed.
- (1) The in-class training is time consuming.

***What were the main reasons you chose to enroll into the {program} trade?***

**Interest - 26 responses** (Personal interest in trade)

- (1) Actually, I just wanted to get into the trade of bartending.
- (1) I always wanted to be a carpenter and I worked in office administration for many years. It was a goal of mine to be a Carpenter and so I switched careers.
- (1) I decided to enrol to contribute to the people of the Okanese first nation. I wanted to renovate the elder's homes.
- (1) I don't know. I am just good at it.
- (1) I enrolled to get my journeyman's certificate.
- (1) I figured I'd try and get my hands into it because I did work around the house and I may as well get the just of it.
- (1) I found it interesting.
- (1) I got interested in building houses.



- (1) I had been working in the food and beverage industry for seven years, and my workplace encouraged it. I really enjoy the industry. I was looking for advancement opportunities.
- (1) I had previous trade experience and did all sorts of work. The electrical trade was enjoyable.
- (1) I thought that it may be something that I like so I decided to enrol in the trade.
- (1) I wanted a job where I didn't have 24 hour supervision. I looked into Electrician and it showed a supervisor there. In plumbing, the plumber shows me what to do and comes back. I've done 65 houses already. We have a subdivision on the highway and another subdivision coming up. I'd like to expand my business to different trades. I want to open my business to other trades to open up the trade markets. I have papers and can go out and make money. I have a Certified Engineer and five plumbers that back me.
- (1) I was always interested in carpentry.
- (1) I was always interested in the electrical trade.
- (1) I was interested in mechanical things. One of my friends was an industrial Millwright, so that's when I got interested.
- (1) I was interested in the electrical trade and it sounded like a good job.
- (1) I was looking for a change in careers and I've always been interested in carpentry.
- (1) I've always been interested in trades like an electrician or lineman; I've always been interested in those things.
- (1) It interested me and I was always infatuated with Carpentry.
- (1) It is something I've always been interested in and I was always involved in trades.
- (1) It seemed interesting.
- (1) It was something I always wanted to do, I guess.
- (1) My dad is a carpenter and we wanted to start a carpentry business. I enjoy carpentry work.
- (1) My friends mentioned something about the boom truck and I was interested.
- (1) The electrical trade was my goal in my elementary years.
- (1) We are building houses out here and it was an opportunity to get my Level I. I like building things personally and it was a challenge.

#### **Experience - 19 responses (Have past experience in trade/ Industry)**

- (1) Before I started training, I had always helped my father and I liked what he was doing.
- (1) I decided to enrol because I have had past experience with the food and beverage trade.
- (1) I had previous experience and it was simple to get into the program.
- (1) I had previous trade experience and did all sorts of work. The electrical trade was enjoyable.
- (1) I have some experience in the past.
- (1) I wanted to complete training to further my skills in the carpentry trade. I've done carpentry in the past; however, I never had the training.
- (1) I was already in the food and beverage trade and I thought it would better for me in that business.
- (1) I was already working in the industry and enrolled in the program to receive formal training.
- (1) I was involved in carpentry.
- (1) I worked with some guys in carpentry and I enjoyed it.
- (1) I'd done it before in the past and wanted to keep going.
- (1) I've been doing it for awhile, so I thought I would further the trade and I had an opportunity to take it.
- (1) It has been my trade since I was a kid and it runs in the family.
- (1) It is something I've always been interested in and I was always involved in trades.
- (1) My dad is a carpenter and we wanted to start a carpentry business. I enjoy carpentry work.
- (1) The experience I got was the reason I enrolled.
- (1) The reason why I took it was because I had experience and had worked for the Band before. They don't look after the certificate. Level I gets a person about \$18 an hour and the band didn't look after the certificate. The Band pays \$10 hour and ignores your certificate.
- (1) There are a long line of carpenters in my family.
- (1) We are building houses out here and it was an opportunity to get my Level I. I like building things personally and it was a challenge.



**Job Opportunity - 13 responses** (Increased job opportunities/ Chance for better jobs/ Pay)

- (1) Actually, I wanted to get the overall Certificates to help me look for a job after.
- (1) I enrolled to find a trade to get into and to get a better job.
- (1) I enrolled to get my higher rate of pay or a fair wage, I guess. I want my Journeyman ticket and we have to leave the province for my next level and that's why none of us have gone back.
- (1) I feel that I have better job opportunities.
- (1) I had been working in the food and beverage industry for seven years, and my workplace encouraged it. I really enjoy the industry. I was looking for advancement opportunities.
- (1) I just wanted employment and something to do. I never graduated, I only got Grade 11.
- (1) I saw the program and it was a chance to maybe get on with Cameco. I was on Employment Insurance and they paid for me to go into a course and so that was kind of nice.
- (1) I thought that I would check it out and see how well I would do in the course and be a tradesman.
- (1) I wanted a career.
- (1) I wanted to get into a trade and I think that this trade would be easier to get into than some other trades.
- (1) I wanted to get my Red Seal and start my own electrical company.
- (1) I've been a labourer all my life and I needed something behind my name.
- (1) It was something more or less to do, because I graduated from high school and I didn't have anything else to do.

**Other - 4 responses** (Other)

- (1) I wanted to get my Level IV.
- (1) I was interested in mechanical things. One of my friends was an industrial Millwright, so that's when I got interested.
- (1) In my old job, there was a chance of bidding into something else and when the business closed down, I made the choice to go back to school.
- (1) The training was offered by chief of council on the reserve. Training was a prerequisite to maintain employment.

**Hands - 3 responses** (Enjoy working with hands/ Manual labour)

- (1) I like working with my hands and building things.
- (1) I like working with my hands.
- (1) I'm pretty good with my hands and when I got out of school I did carpentry.

***In what areas did you feel unprepared academically?*****Felt Prepared - 18 responses** (Did not feel unprepared/ Felt prepared)

- (7) I did not feel unprepared academically.
- (1) I don't think there were any areas that I felt unprepared in.
- (1) I don't think there were too many areas that I was unprepared for academically.
- (1) I felt that I was completely prepared for the course.
- (1) I was good with that, it was just the tools and that, but, they supplied everything for us.
- (1) I was very prepared for the questions and I got 114 right out of 118 questions. Basically, I got a 96% average on the final exam. I was told I was the highest ever on a final exam.
- (1) I was very prepared.
- (1) No, everything else was good; it was just getting there in the morning because we had to be there by seven. It was just the timing.

(1) None.

(1) Nothing in particular. I had experience because I worked in an industrial place and so I had an advantage over the guys.

(1) Nothing really, because I graduated from Grade 12 and I was in University. I worked in gaming and the math wasn't as challenging for me. I learned a lot of the formulas when I worked in gaming and I did a lot with numbers.

(1) They gave us modules and I was the only one that did the science, the math and the blue print reading. They had us do them before class and here we went through them in class. I explained that I didn't know what they were and they explained it to me, so then I knew what they were. It was a helpful class. I was the only woman in the program and the rest were men.

**Math - 18 responses (Felt unprepared in math areas)**

(6) I felt just academically unprepared with the math.

(1) I didn't feel prepared academically in mathematics.

(1) I felt unprepared academically in mathematics.

(1) I guess I felt unprepared in math, but I got along pretty good and I was one of the guys that knew it once I got going.

(1) I was unsure of the math and some of the science.

(1) I wasn't familiar with algebra.

(1) I would almost say the math end of it was tough for me. I got almost perfect marks throughout the whole thing and I was not expecting that kind of math. I think a lot people aren't prepared for that kind of math and I was taken off guard for the extent of it. You don't prepare yourself for that kind of intensity. It was more than I thought.

(1) I'm not sure, mostly I felt unprepared in the math. It's pretty much mostly all math.

(1) I've been out of school for how long? It was somewhat of a challenge to get back into math. It came back eventually; it is like riding a bike.

(1) It was mostly math where I had trouble, not anything else. Language was straight forward.

(1) The arithmetic, I guess, gave me a pretty rough time.

(1) The mathematical part of it was tough and the thickness of the steel was also tough.

(1) The mathematics mainly the fractions was where I had problems. That was the only thing I had problems with throughout the course. I had problems converting fractions.

**Other - 15 responses (Other)**

(1) As part of our module, we had to go through site prep. I was unprepared for this.

(1) Foundations are where I felt unprepared.

(1) I felt unprepared for in-class theory.

(1) I felt unprepared for the surveys.

(1) I felt unprepared for the theory.

(1) I felt unprepared for using the cutting torch.

(1) I felt unprepared in the comprehension in the ways the test questions are written. Some of them are confusing and you don't know what they are asking.

(1) I never had on-the-job experience.

(1) I think the amount of technical stuff we had in one week was problematic. We were writing our first final and another one the next day. It was a little stressful.

(1) I was unprepared more so on the bar side of things, I have always been on the serving end.

(1) I wasn't knowledgeable about wine service.

(1) In the blue print reading, I was having trouble. Since then, I have lots of hands on experience.

(1) The in-class stuff.

(1) The technical terms were unfamiliar to me.

(1) There were a few areas, I guess. There were quite a few areas it covered, so I'd say with estimating. I wasn't prepared with transit, grade beams, roofing, concrete and blue prints.

**Reading - 5 responses (Felt unprepared for the reading/ English)**

- (1) I felt unprepared in English.
- (1) I felt unprepared with respect to the lack of reading material.
- (1) I felt unprepared with the reading.
- (1) I was having trouble with the interpretation of the electrical code book. There was a lot of legal documentation in the code book and I felt somewhat unprepared.
- (1) Reading is difficult because I have a learning disability.

***What might prevent you from completing the entire program?***

**Nothing - 15 responses** (Nothing will prevent me)

- (8) Nothing.
- (1) I already am a food and beverage journey person.
- (1) I only have five more weeks to go and I'll be done.
- (1) I should be able to finish it up, whenever I get hours and then go back.
- (1) I took my hours in Alberta and I'm a union member of the carpenters over there. I'm ready to start the third year pretty soon.
- (1) I'm not sure.
- (1) Nothing, I have a reliable babysitter and I can attend.
- (1) There is nothing preventing from completing the entire program.

**Lack of Work - 9 responses** (Lack of work/ Unable to find a job)

- (1) Finding a comfortable partner to get the hours needed may be tough.
- (1) Finding work could be a problem. If I can find work that's permanent, then I could finish the program no problem.
- (1) I can't go to school because the aboriginal firms in the city have turned our back on us.
- (1) I started a different job.
- (1) I think being laid off too much could be a problem.
- (1) If I don't find a job, it might prevent me from completing the course.
- (1) Not being able to get a job in the electrical trade may prevent me from completing the program.
- (1) Nothing, I guess, there's more steady work in my old career.
- (1) Well, the Apprenticeship program itself is the problem because they cancelled my apprenticeship and I can't use my hours anymore. They only give you so much time; I was up in my Level II. Things were slow at work and I was not able to submit hours and so they cancelled my apprenticeship. That is why I'm very unlikely to finish the program. I'd have to appeal not being able to further or apply my hours towards my apprenticeship because of not applying my hours at the slow work times.

**Location - 9 responses** (Location of program is too far/ Travelling is too strenuous)

- (1) Factors that might prevent me from completion are the fact that it is in Moose Jaw and the commuting and traveling with the weather and I've got a new born now.
- (1) I do believe we have to take the next one in Moose Jaw, however, when my time comes, I'll take the next one. There is a waiting list.
- (1) I think probably where the second year course is going to be located at the Flying Dust Reserve and the fact that they started in January. I don't when the next one will be.
- (1) Location or family emergency could be factors in preventing me from completion.
- (1) Maybe when it is too far to go for food and room and board, it could be a problem.
- (1) Right now the location of the next level of the course is an issue. It is in Edmonton and I have no one to stay with for eight weeks.
- (1) The travelling, I travel about 45 minutes to an hour could be a problem.

- (1) There is nothing being offered in Northlands College and this is troubling.
- (1) They don't have the continuing program, the Management program at SAIST. I think you have to go to Regina for that.

**Career Change - 7 responses (Change mind/Pursue different career/ Training program)**

- (1) Career change would prevent me from completing the program.
- (1) I don't know, maybe a cushy job with a big pay check, like working for the city and make as much as I would without working my arse off.
- (1) I switched to welding.
- (1) I'm in university now not working in the food and beverage industry as much as I had in the past.
- (1) Nothing, unless I get another career.
- (1) Right now, I'm a computer tech also and right now I'm doing that job now because our tech is on holidays and I have enough hours. I'm a Jack of all trades. I'm a Welder, Level I, Information Technology, System Engineering, Carpentry and some Plumbing. I also am a back hoe operator, folk lift operator, Bobcat and somewhat Grader operator as well.
- (1) Other options (other trades that I am interested in) may prevent me from completing the entire program.

**Illness/ Injury - 6 responses (Serious personal/ Family illness/ Injury)**

- (1) I have rheumatoid arthritis.
- (1) I might be prevented if I died or was crippled.
- (1) I've injured my shoulder so I don't know how the injury will affect the outcome of the program.
- (1) Location or family emergency could be factors in preventing me from completion.
- (1) Loss of extremities or injury could prevent me.
- (1) Probably sudden death or an injury could prevent me from completion.

**Other - 5 responses (Other)**

- (1) I didn't retake my test for bartending and I can go in there at any time and take my test.
- (1) If I can't get into the course, it would be problematic.
- (1) If the program were run during our busy season, I may not complete the entire program.
- (1) The availability of the programming might be a problem.
- (1) This course is all Aboriginals and there's a difference in different nationalities. I'll do my best to complete it, it's tough.

**Costs - 4 responses (Costs of course are too much/ Lack of financial aid)**

- (1) Money
- (1) Nothing, maybe financially there might be a problem, but we only have one month left.
- (1) Probably the cost of the entire course because you have to save up your money for the training and it takes too long for the training allowance to kick in. Because you pretty much have to pay for everything at the beginning. You have to wait to get reimbursed.
- (1) The lack of financial aid may prevent me from completing the entire program.

**Academics - 4 responses (Doing poorly in academic subjects (I.e. Math, etc.))**

- (1) If I drop out, I won't complete the class.
- (1) Just the math problem I have been having, the whole math thing might be an issue.
- (1) My math skills aren't great and they may prevent me from passing the program.
- (1) My math skills may prevent me from completing the program.

***What prevented you from staying employed in {trade}?*****Lack of Work - 13 responses (Lack of work/ Unable to find a job)**

- (1) For right now, there are no job opportunities. A lot of people don't hire people with that training. Some people say we can't get hired because we have all that training like fine dining. Some places were intimidated because we had all that training.
- (1) I can't find work.
- (1) I did not get along with one of the people I was working with at one company. Then also, there was lack of work in the community in the trade. I was doing other employment out of the skilled trades, whatever was available at the time.
- (1) I had tendonitis and rest entry prevented me from staying employed.
- (1) I haven't been able to find continuous work in the skilled trades.
- (1) I moved to the Battlefords area and tried to get employment there and couldn't find work. Also personal reasons as well prevented me from finding work.
- (1) I ran out of work.
- (1) It is hard to find a job, I guess, it is hard all over and a lot of them wouldn't take Level II Carpenter.
- (1) It is inconsistent where I live and I was getting laid off constantly and I can't afford that.
- (1) Just living on the reserve in general affected my employment. It is very family oriented here and hard to get a job.
- (1) Like I said, I was laid off.
- (1) The hours and the distance I had to travel affected my employment status.
- (1) The lack of projects around my area affect me, but now that I'm back in my old career, there is a whole bunch of construction going on again. Timing, I guess is factor.

**Other - 5 responses (Other)**

- (1) I am going back to school.
- (1) I did not have transportation to the job site.
- (1) I have rheumatoid arthritis.
- (1) The hours and the distance I had to travel affected my employment status.
- (1) The working environment wasn't working out. I had difficulty working with the people on the job.

**Nothing - 4 responses (Nothing)**

- (2) Nothing.
- (1) I wanted to continue with my Journeyman certificate to Level II, III and IV.
- (1) I'm filling in another position in IT for now and will be going back next month and I don't work out doors in the winter.

***From your experiences, what do you think can be done differently to get more Aboriginal people working in the skilled trades?*****Community Course - 15 responses (Offer course in more accessible places/ In communities)**

- (1) Have more courses and get more people interested. Have some Pilot Projects to start up work or something like that and at the same time you can get your hours.
- (1) Have more courses held on the Reserve.
- (1) Have more instructors, class time, shop time and have it close to the home community.
- (1) Hold the course closer to the reserve.

- (1) I would like to see more information about the courses and easier access to the programs.
- (1) I'd like the trades to start here and slowly move them out of the Reserve with better pay with their Journeyman's papers.
- (1) It would be great if classes were closer to communities.
- (1) Keep classes in the local community.
- (1) More aboriginal people would be interested if the courses were offered at a location that did not require a long commute.
- (1) Offer better location for the schools. I'd like to see the courses offered closer to our communities.
- (1) One thing is to maybe make it a shorter course and make it more accessible for travelling where you are not travelling two hours for training.
- (1) Personally, I think more information and knowledge going to the Reserves itself would be useful. Maybe offer more classes like electrical in the High Schools, like they do in the cities.
- (1) Put programs in the home communities.
- (1) The SIAST Truck program was big bonus because it's right there on site. If it wasn't for something like that, I wouldn't have had that chance. If you can get more of those trucks on site with other companies, it would be a great help. We started in October and ended in April. We were one week in and one week out and my family didn't have to relocate. Not only were we learning, but it was like shift work that way. For the majority of workers, it wasn't easy to go to school away from your family. It is harder to go up North to school. I think there could be more opportunities. Saskatchewan is a big place but it is divided. I lived in Prince Albert, so there is a SIAST here. I'm working in Saskatoon, but other people lived in La Ronge, there is a Lakeland College there, so they live at home, but there is not a lot of work there and their families are there. It makes it harder to travel back and forth. It's not as easy for them.
- (1) They should offer more mobile training. I felt more comfortable with all aboriginal students.

#### **Advertising - 12 responses (Increase general advertising/ Promotion of the programs)**

- (1) Be more aggressive in the advertising and promotion of the program. Like when I got into the program, I just heard about it from someone. Maybe use billboard advertising, papers and commercials.
- (1) Better advertising, like radio commercials, would help people to know about the program.
- (1) I think more guys need to get out of their houses and go to work. I'm always looking for guys and they are not available. I hire somebody and they'll quit on me, so they have to be promoted more.
- (1) I think probably better recruiting and more advertising, more advanced notice for advertising would be helpful. The way I think it would work is to see who is interested in being a carpenter and do you need to recruit students before you set a course or do you need to set the course and then recruit the students?
- (1) I think that the AAI should improve promotion of the AAI program.
- (1) I would guess that promoting the Aboriginal Apprenticeship Initiative would get more Aboriginal people working in the skilled trades.
- (1) I would like to see more information about the courses and easier access to the programs.
- (1) Offer more advertising on it.
- (1) Spread the word about it and if they're in the trade, then go to school.
- (1) There is better opportunity for funding. I was able to get funding through a labour force development as an example. I received better access to funding. Maybe better awareness and information about what kind of trades are out there and what kind of qualifications are needed to go through with the program.
- (1) They just basically have to show interest.
- (1) Try to recruit able people who don't really try to do something for themselves. They should recruit people at drop in centres.

#### **In-Person - 9 responses (Increase in-person presentations/ Workshops in community)**



- (1) Actually visiting the communities because not all Aboriginal people have access to online or Internet resources.
- (1) Have more courses and get more people interested. Have some Pilot Projects to start up work or something like that and at the same time you can get your hours.
- (1) Have more workshops to get more people interested and to show them how easy it is to get into the trades.
- (1) I believe that there should be more involvement in the schools to let Aboriginal people know that there are opportunities in the skilled trades.
- (1) I think that there should be some kind of workshop or information session for Aboriginal people.
- (1) I would like to see more input into the community to better inform Aboriginal people about working in the skilled trades.
- (1) More people from the trades should put on demonstrations for kids in high school.
- (1) Personally, I think more information and knowledge going to the Reserves itself would be useful. Maybe offer more classes like electrical in the High Schools, like they do in the cities.
- (1) There is better opportunity for funding. I was able to get funding through a labour force development as an example. I received better access to funding. Maybe better awareness and information about what kind of trades are out there and what kind of qualifications are needed to go through with the program.

#### **Other - 8 responses (Other)**

- (1) My actual class time to see what I took in the Pilot is different for me than other students. For them it was what the Band would do, if they would pay for the course and their rent. It was sad. It's that I took everything out of the course I possibly could. I didn't see that in the other students, it was putting in time for them. I think they should have taken little courses to see what they like. That way they could try out different trades to see where their interest is.
- (1) Nothing really. It's out there and available, but it's up to the person to do it, as well as lower qualifying hours. Maybe lower the hours to 15 instead of 18 hours.
- (1) One thing is to maybe make it a shorter course and make it more accessible for travelling where you are not travelling two hours for training.
- (1) There should be more funding for the classes. They didn't really fund us and we had to get our own funding for that course.
- (1) They need to just say they would have to be monitored in order not to get into trouble. They sit around.
- (1) They need to promote it to get more access to First Nations members off Social Assistance and get them into the trade.
- (1) Try to recruit able people who don't really try to do something for themselves. They should recruit people at drop in centres.
- (1) Well, I think there's a language barrier a lot with some people. One guy in class knew what he was doing in class; however, he had a hard time reading and kept failing the tests. He quit because of that and the instructor didn't help him with the language barrier. I think that's definitely a factor.

#### **Job Opportunity - 5 responses (Increase/ Offer more job opportunities upon course completion)**

- (1) A guaranteed job after training would get more aboriginal people working in the skilled trades.
- (1) Guarantee jobs at the end of your course and this would act as an incentive.
- (1) Have more courses and get more people interested. Have some Pilot Projects to start up work or something like that and at the same time you can get your hours.
- (1) I think probably the creation of more work within those trade skills programs would be helpful. When they are finished the program, if they had more work available, it would be an incentive. Also, a lot of people in the community don't have licenses to commute, so it's pretty hard.
- (1) We need more Aboriginal companies.

**More Courses - 4 responses** (Offer more courses/Options/ More seats in courses)

- (1) Add more training opportunities.
- (1) Enrol more people to get carpentry.
- (1) Have more courses and get more people interested. Have some Pilot Projects to start up work or something like that and at the same time you can get your hours.
- (1) Offer more options in different trades.

***Please describe what you expect your future to be with regards to a career in the skilled trades. (Probe: for example do you intend to complete the technical training; do you plan to work in the skilled trades long term, or just earn some money and move on to something else, etc.)***

**Long-term - 29 responses** (Long-term general plan to work in trades)

- (5) I plan to work in the trades long term.
- (1) I expect to be a Journeyman. So basically, I will stay in the trades and to pursue a Career.
- (1) I expect to be working in carpentry.
- (1) I expect to become a self employed subcontractor or an on site foreman.
- (1) I plan long term and this is something I can take with me forever.
- (1) I plan on finishing it and trying to get a job.
- (1) I plan on keeping my career and working at it for as long as I can. I plan to work at it long term.
- (1) I plan on staying in plumbing because I like it. I have the stomach for the sewers, so it even helps.
- (1) I plan on working in the trades for awhile.
- (1) I plan to continue to work long term.
- (1) I plan to continue working where I'm working at the moment.
- (1) I plan to have a career in the trades, a long, long career.
- (1) I plan to stay in the trades and build my own house and maybe open a shop.
- (1) I plan to stay in the trades long-term and I have no intentions of getting out of trades and I plan to continue with trades as long as I can. I plan to get into my second year of training in Moose Jaw. I have three years of training working in the field. I have still to take my second year Electrical in Moose Jaw. I was not able to go back for second year because I was pregnant and now with a little one, it is almost impossible. There needs to be a Regina apprentice course here. Three or four of the instructors live here and I would attend if it was in Regina. There's a back log of students waiting to get into Regina.
- (1) I see a career in the electrical trade.
- (1) I see a journeyperson certificate and owning my own business.
- (1) I think it would be very good. There aren't many trades people in my town.
- (1) I want to keep going in the carpenter's trade. I have back problems right now.
- (1) I would like to pursue a career in the electrical trade as well.
- (1) I would like to teach the course one day.
- (1) I'd like to have my journeyman's with higher pay and higher wages.
- (1) I'll be there for awhile.
- (1) Preferably, I look at this as a long term thing.
- (1) This is my career.
- (1) Well, there are different types of work available. If the carpentry work is available in my community, I'd work there.

**Finish Training - 14 responses** (Plan on finishing training/ Complete course/ Journeyman's certificate)

- (1) I expect that my plans will be to complete my carpenter's certificate and further my education.



- (1) I plan on eventually getting my ticket.
- (1) I plan on finishing it and trying to get a job.
- (1) I plan on working in the trades for awhile.
- (1) I plan to complete the whole course.
- (1) I plan to finish the trade.
- (1) I plan to stay in it long enough to get my papers.
- (1) I probably will continue with the training.
- (1) I want to continue the trade and finish the whole course. I want to be a foreman anyway.
- (1) I want to get my electrical training and run my own business.
- (1) I want to get my ticket and work on carpentry.
- (1) I will probably get my Journeyman's certificate.
- (1) I would like to complete my training and go for my Journeyman's exam eventually.
- (1) If I go back into it, it would probably be long term. If I got to Level IV, I'd be able to open a company.

**Self-Employed - 11 responses** (Plan on becoming self-employed/ Owning company in future)

- (1) Actually, I wanted to take the Business Administration and to own my own business.
- (1) I expect to become a self employed subcontractor or an on site foreman.
- (1) I expect to own a business.
- (1) I plan to help my dad to open a carpentry business. I would like to be involved in the paperwork and accounting work.
- (1) I plan to stay in the trades and build my own house and maybe open a shop.
- (1) I see a journeyperson certificate and owning my own business.
- (1) I want higher pay and I'd build my own house.
- (1) I want to get my electrical training and run my own business.
- (1) I would like to see myself as a private contractor when I get my journeyman's certificate.
- (1) I've got two options on the table. First, I could continue to work at the mine. Second, I could run my own business.
- (1) If I go back into it, it would probably be long term. If I got to Level IV, I'd be able to open a company.

**Career Change - 6 responses** (Plan on implementing a career change in the future)

- (1) Actually, I wanted to take the Business Administration and to own my own business.
- (1) I am looking at welding.
- (1) I expect to maintain part time employment to supplement my income.
- (1) I might pick up a second trade, I am undecided.
- (1) I was going to do it for awhile and then move on to something else.
- (1) I would like to pursue a career in the electrical trade as well.

**Uncertain - 5 responses** (Uncertain about future in trades as no work is currently available)

- (1) I am still applying for positions but I can't see anything happening. I don't know what my future holds.
- (1) I think that a future in the skilled trades is probably unlikely for me.
- (1) I'm not sure.
- (1) Right now it is not looking too good. I am looking for long term employment, if I can get into it.
- (1) Well, it would be different if I was able to utilize my apprenticeship and carry on long term. Since I'm unable to utilize my hours towards my apprenticeship, I take what's available.

**Other - 1 responses** (Other)

- (1) I want higher pay and I'd build my own house.