

## Status Update

January 20, 2026

Chapter 15: Saskatchewan Apprenticeship and Trade Certification Commission – Increasing Apprentices from Underrepresented Groups. 2023 Report – Volume 2

Recommendation and Status at Time of Audit (Indicate whether new or outstanding)	Page	Current Status (implemented, partially implemented, not implemented)	Actions Taken to Implement Since PA Report	Planned Actions for Implementation	Timeline for Implementation
<p><b>New</b></p> <p>1. We recommend the Saskatchewan Apprenticeship and Trade Certification Commission pursue visible minority representation on its Board of Directors.</p>	141	<b>Implemented</b>	<p>The most recent round of Board nomination letters was sent out by the SATCC in October 2025.</p> <p>These letters included a statement encouraging nominating organizations to consider nominating someone who is a visible minority.</p> <p>The exact language included: “In 2023, the Provincial Auditor of Saskatchewan (PAS) completed an Audit of Underrepresented Groups in the Skilled Trades with the SATCC. One of the recommendations made by the PAS in this audit was to pursue visible minority representation on the Commission Board. The PAS defined visible minorities as people with Black, South Asian, Chinese, Filipino, Arab, Latin American, Southeast Asian, West Asian, Korean and/or Japanese heritage. The SATCC supports the PAS recommendation by encouraging nomination bodies to consider visible minority representation when identifying nominees.”</p>	<p>This will be the practice moving forward when seeking nominations to the Commission Board of Directors.</p>	<p>Implemented. Ongoing.</p>

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<b>New</b> 2. We recommend the Saskatchewan Apprenticeship and Trade Certification Commission sufficiently engage with apprentices from underrepresented groups to identify barriers and develop sufficient actions to address them	142	<b>Implemented</b>	<p>The SATCC conducts a biennial client satisfaction survey. The survey is split into two different audiences: employers and apprentices.</p> <p>For the 2025 apprentice satisfaction survey, the SATCC added questions to the survey to better understand the barriers apprentices from underrepresented groups face within Saskatchewan's apprenticeship system.</p> <p>This data will be summarized and presented to the Senior Management Team and subsequently the Commission Board in early 2026.</p>	<p>The SATCC will continue to ask questions related to barriers experienced by underrepresented groups in future client satisfaction surveys.</p>	<p>Survey questions implemented Fall 2025.</p> <p>Information will be presented to the SATCC's Commission Board February 2026.</p> <p>This will continue with every subsequent client satisfaction survey.</p>
<b>New</b> 3. We recommend the Saskatchewan Apprenticeship and Trade Certification Commission establish appropriate actions to address all key identified barriers faced by underrepresented groups	144	<b>Implemented</b>	<p>The Provincial Auditor noted that out of 16 identified barriers for underrepresented groups, the SATCC had sufficient actions to address 13 of the barriers.</p> <p>The barriers that the Commission did not have any actions for were:</p> <ol style="list-style-type: none"> <li><b>Female apprentices experiencing greater childcare responsibilities in the home.</b> The SATCC does not dictate apprentices' work schedules. Apprentice work schedules are the responsibility of employers.</li> </ol>	<p>Not applicable, all planned actions have been implemented.</p>	<p>Not applicable. Implemented.</p>

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			<p><b>2. Apprentices experiencing sexual discrimination/harassment in the workplace.</b></p> <p>To address this barrier, the SATCC developed, in partnership with SkillPlan, workplace inclusivity training that was offered to apprentice employers in the fall of 2024. The training was available to employers for free and shared methods for building a respectful, welcoming workplace, one free from sexual discrimination and harassment. Due to extremely low uptake, the SATCC discontinued offering the training. It is still available to users on SkillPlan's website, however. Additionally, in January 2024, the SATCC received funding through Employment and Social Development Canada's (ESDC) Women in Skilled Trades Initiative to rebate apprenticeship registration fees and Level 1 technical training tuition for all new women apprentices in eligible Red Seal trades, and to hire two mentors to meet with, coach and provide advice to women apprentices in eligible Red Seal trades. Funding runs until June 30, 2026. Mentors listen to and record the barriers that women may be facing in the workplace, including sexual discrimination and harassment.</p>		

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			<p><b>3. Lack of understanding of the Black Canadian experience in the skilled trades.</b></p> <p>The SATCC is committed to developing professional relationships with organizations supporting Black Canadians, including Black Professionals and Entrepreneurs of Saskatchewan, and Coalition of Black Small &amp; Medium Enterprises. SATCC staff have met with and delivered presentations to these organizations as part of its commitment to developing these relationships. In its original management response letter, the SATCC committed to working closely with the Canadian Council of Directors of Apprenticeship (CCDA) and the Supporting Black Apprentices Community of Practice to outline actions and next steps to address this barrier. However, the Black Apprentices Community of Practice has been disbanded and is no longer active. The SATCC will also obtain further information through its apprentice satisfaction survey results. However, the information will be broader – we will be able to obtain information on the experiences of visible minority apprentices generally, rather than Black apprentices specifically.</p>		

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<b>New</b> <p>4. We recommend the Saskatchewan Apprenticeship and Trade Certification Commission enhance and implement its Innovation and Inclusion Strategy to increase underrepresented groups in the skilled trades.</p>	145	<b>Not Implemented</b>	<p>The SATCC's original Innovation and Inclusion Strategy was a foundational document to set up the initial work of the branch.</p> <p>Goals and objectives related to underrepresented groups in apprenticeship are currently captured in the five-year Strategic Plan, annual Business Plan and annual work plans of Innovation and Inclusion staff. The Strat Plan and Business Plan guide the work of the branch.</p>	<p>The SATCC currently oversees the Indigenous Apprenticeship Initiatives program, the Saskatchewan Youth Apprenticeship program, Learning Services and the Women in Skilled Trades Initiative, which all support the participation of underrepresented groups in apprenticeship and the skilled trades.</p> <p>The SATCC will draft a new Innovation and Inclusion Strategy outlining the programming and actions that aim to increase the participation of underrepresented groups in the apprenticeship system.</p>	Summer 2026

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<b>New</b> <p>5. We recommend the Saskatchewan Apprenticeship and Trade Certification Commission revise its targets for female apprentices to promote greater provincial representation of women in the skilled trades.</p>	148	<b>Implemented</b>	<p>The SATCC worked with its Commission Board to set more aggressive annual targets related to the total number of female apprentices.</p> <p>For several years and up until 2023-24, the SATCC's target for female apprentices was 11 per cent.</p> <p>In 2024-25, the SATCC, in consultation with and at the direction of the Commission Board, raised the target to 12 per cent. The target remains at 12 per cent for 2025-26.</p> <p>The SATCC does not control who applies for skilled trade positions and who employers decide to hire, nor do we control the workplace environment. This is a target the SATCC believes it can influence but not control. We believe we can increase interest through paid advertising efforts, the Saskatchewan Youth Apprenticeship program and the Indigenous Apprenticeship Initiatives program, for example.</p>	<p>At this time, the SATCC and the Commission Board review targets annually and typically set targets that are reasonably achievable by the end of the fiscal year.</p>	<p>Implemented. Ongoing. Reviewed annually.</p>

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<b>New</b> 6. We recommend the Saskatchewan Apprenticeship and Trade Certification Commission expand its performance measures and targets for underrepresented groups to include all key milestones (e.g. entry, duration, completion) in the apprenticeship program.	149	<b>Partially Implemented</b>	<p>The SATCC can currently extract progression and completion rates for apprentices from underrepresented groups using its existing dashboards.</p> <p>However, it has not set targets for these milestones.</p>	<p>The SATCC will work with its Research unit to develop internal targets and a dashboard – using Microsoft’s Power Business Intelligence (BI) tool – that can be used to track specific statistics, such as progression and completion rates, for all underrepresented groups.</p>	June 2027
<b>New</b> 7. We recommend the Saskatchewan Apprenticeship and Trade Certification Commission formalize its analysis of reasons for not meeting established targets for underrepresented groups, and planned actions to address.	150	<b>Implemented</b>	<p>The SATCC has included analysis on why targets for underrepresented groups not met and how we plan to address these gaps in some reporting to the Senior Management Team (SMT) and Commission Board.</p> <p>Quantitative analysis is included in every performance management information item. Qualitative analysis is included as needed when substantive changes to participation among underrepresented groups are observed.</p>	<p>The SATCC will continue to implement a standing SMT agenda item to discuss and analyse changes to underrepresented group targets.</p> <p>Discussion points are captured in SMT meeting minutes.</p>	Ongoing