TOMORROW IS NOW

8 Career Superpowers

14 Get PAID to LEARN

18 Medical Diagnostics

38 Thriving in a GIG Economy

www.saskatooniec.ca/relevance
We see a Future in Their Future

Skills Development
Networking
Work Experience
Mental Well-Being

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

rbc.com/futurelaunch

RBC Future Launch
Empowering the youth of today for the jobs of tomorrow.
Minister’s Message

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

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

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

Sincerely,

Honourable Jeremy Harrison
Minister Responsible for Immigration and Career Training

Thank You!

Relevance Magazine is produced by the Saskatoon Industry-Education Council. We would like to thank the Saskatchewan Ministry of Immigration and Career Training and our post-secondary institutions for their long-term support. We would also like to acknowledge the individuals who help make Relevance possible, led by Janet Uchacz-Hart and Shana Stewart, Saskatoon Industry-Education Council, Tanveer Islam, Ministry of Immigration and Career Training (Job Chart), Chad Hein (designer), Liam Richards, Electric Umbrella (photography) and Bev Fast (writer/editor). Sincere thanks to the SATCC, our regional colleges, universities and businesses for their financial assistance and provision of materials. And of course, thank you to our peer and mentor profiles for once again sharing their experiences, stories and tips in this year’s publication.
You’ve probably heard it a million times—**the future of work is changing** (cue sound effects: dun, dun, DUN!). Change scares people, but don’t let it scare you. The future of work is changing, but it’s changing in some pretty exciting ways. The key to having a successful career is being willing to go with the flow of change. We asked our Relevance 2020 peers and mentors for tips on how to grow your career, your future, your way.

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

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

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

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

**Growing up, the people around us give us gifts—teachings—not all of them are good. Just remember, you don’t have to accept every gift.**
Ali Abukar's career to date is a good example of the benefits of upskilling. As an 18-year-old Somali refugee in Egypt, he needed an education to survive. He started by getting an English proficiency certificate, which opened the door to work as a tutor and interpreter. With the help of family and refugee supports, he was able to keep learning. He got a bachelor's degree in business administration at the Arab Open University. Double graduate diplomas in migration & refugee studies and psycho-social interventions for forced migrants and refugees at the American University in Cairo let him push his career in a new direction, and he followed this with a master's in social work from Wilfred Laurier University.

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

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

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

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

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

Never say never.
When Michael Linklater retired from professional basketball last year, he was lucky enough to go out on a high note as a member of the Saskatchewan Rattlers. The team won the first-ever Canadian Elite Basketball League Championship in front of a hometown crowd in August 2019.

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

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

“When we’re young, there’s more pressure to compare ourselves, to compete. It can be destructive,” she says. “It’s important to have standards for ourselves and to try our best to meet those standards, but be the best you can be for yourself, not others. That’s why I push myself, that’s what inspires me.”
As a reporter with the CBC since 2014, Omayra has covered a lot of stories, from the Humboldt Broncos tragedy to the La Loche shooting. But Omayra also has her own story to tell. She’s fluent in five languages, has been named one of Canada’s top 100 Black Women to watch and was nominated for a YWCA Women of Distinction Award. She’s not afraid to challenge comfort zones in order to start open conversations about race, gender, sexuality and social engagement.

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

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

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

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

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

So how did you get into journalism?
I was working for an organization that led community projects, and the CBC French language service would call me for a comment. They started asking me to provide commentary, and then, they asked me to comment on the provincial budget. That was big. It went well, so I asked if they’d be interested in other commentary—basically, I pitched myself to the CBC.

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

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

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

Where do you see yourself in 10 years?
I would like my journalism to be internationally known. I was asked to moderate a panel on energy during the 2019 African Union Summit in Niger. It was amazing. It showed me the value of storytelling in connecting people at a global level.

“Believe in yourself. Believe that your story matters, that you have a voice and a place in the world.”
Here today. Gone tomorrow. USask researchers are documenting the alarming deterioration of the Athabasca Glacier, and the world’s fresh water supplies from a uniquely Saskatchewan perspective.

Visit ThinkSask.ca/work/technologycareers for more information about the exciting jobs in the province’s tech sector.
By 2030, six out of 10 of your classmates will be working in jobs that don’t exist today. **Cool, right?** Except … how do you prepare for a job that doesn’t exist yet?

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

### #1 Superpower: Communication

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

— Mentor Rachelle Brockman, principal, Eureka Experience

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

— Omayra Issa, CBC journalist & public speaker

### Superpower: Listen to Feedback

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

— Raegan Pollard, P.Eng., Senior Project Manager, Graham Construction

### Superpower: Attitude

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

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

### Superpower: Flexibility

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

— Donalee Olynick, CLX technologist, Wadena Hospital

### Superpower: Learn from Mistakes

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

— Omayra Issa, CBC journalist & public speaker

### Superpower: Being Human

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

— Mentor Neal Kewistep, Executive-in-Residence, Johnson Shoyama Graduate School of Public Policy
Jordyn Burnouf
“Connecting with people is my superpower.”

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

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

How was the transition to university?
Fun, but also culture shock. I had a lot of anxiety about going to classes. My chemistry class had 150 students—my entire high school graduating class was about 26. It made me realize what a sheltered little bird I was.

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

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

How has your career evolved?
I started as a cognitive disability consultant in northwest Saskatchewan. After two years, I moved to Northlands College in La Ronge, first as a student recruitment officer and then as coordinator of community & cultural engagement. I travelled to 44 northern communities, meeting Elders and leaders, talking with youth, seeing all the different cultures—it was awesome.

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

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

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

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

The 20/20 Catalysts Program supports Indigenous communities embarking on clean energy projects. Working collaboratively with the guidance of Indigenous leaders and clean energy practitioners across the country, catalysts gain the skills they need to help their communities maximize the social and economic benefits of clean energy initiatives. Learn more at indigenouscleanenergy.com/2020-catalysts-program.

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

How did you get involved in Skills competitions?
I entered a school competition at Saskatchewan Polytechnic. I was the underdog, but I went on to win. That led to the 2016 provincials, where I also won, and that led to nationals, where I didn’t do so good.

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

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

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

And then off to WorldSkills?
No, 2017 wasn’t a qualifying year. I had to do it all again in 2018. But it all went to plan, and I was one of two welders chosen to compete for a spot on Team Canada. I spent almost a year training and battling it out with the other welder. It was intense. We had a weld-off at the 2019 nationals in Halifax, and I ended up winning.

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

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

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

How did it go?
I came out with 9th place and a Medallion of Excellence. I was just 4 points off the podium, so it was close. It was a relief when it was done, but sad too, because you only get one chance at the Worlds.

What’s next?
A bit of rest, actually! I’m in my last year of apprenticeship, so I’ll finish up the school component and get my hours, then I’ll write the Red Seal exam. I’d definitely consider more schooling, like welding engineering technology.
THE POLYTECHNIC ADVANTAGE:
YOU’LL LEARN
BY DOING

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

For more information, please visit us @
www.saskatooniec.ca

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

PROVINCIAL COMPETITION
April 3, 2020 | Saskatoon, SK

NATIONAL COMPETITION
May 28 & 29, 2020 | Vancouver, BC

A COMMUNITY OF SHARED RESPONSIBILITY, PREPARING YOUTH FOR QUALITY CAREERS.

2020 relevance
Skilled Trades and the Future of Work

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

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

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

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

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

It’s not second best
Hey, it’s 2020. Why are we still fighting the stereotype of skilled trades as second best careers? Why do we still undervalue blue collar work and overvalue white collar work? Let’s hope your generation will bust these stereotypes.

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

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

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

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

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

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

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

Robots are not taking over

5 TIPS FOR EXPLORING THE TRADES

1. Do your homework
Spend some time exploring different trades at saskapprenticeship.ca and careersintrades.ca. Which ones are you most interested in? Which have the best job prospects? What do they pay?

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

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

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

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

Check out the full article at talentepp.ca/incubator/2016/03/07/selecting-skilled-trade-7-mind.
Wanted: skill seekers.

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

1-877-363-0536
saskapprenticeship.ca

150+ PROGRAMS TO CHOOSE FROM

THE POLYTECHNIC ADVANTAGE:

We offer degrees, diplomas, certificates and apprenticeship training that lead to rewarding careers in business, information technology, health, mining, transportation and other sectors of the economy. Many of our programs let you put your credential toward a professional designation, advanced professional standing or university degree.

saskpolytech.ca
Get **PAID** to **LEARN**

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

- **Computers for Schools (CFS)** Saskatchewan Technical Work Experience Program offers paid work experiences for youth (ages 15–30) seeking a career in the IT field, [cfs-sask.ca](http://cfs-sask.ca).
- **Federal Student Work Experience Program** provides high school and post-secondary students access to a wide variety of work experience, [canada.ca/en/public-service-commission/jobs/services/recruitment/students/federal-student-work-program.html](http://canada.ca/en/public-service-commission/jobs/services/recruitment/students/federal-student-work-program.html).
- **Indigenous Clean Energy Network 20/20 Catalysts** is a mentor-based capacity building program for people interested in using clean energy initiatives to create positive change in their communities, [indigenouscleanenergy.com/2020-catalysts-program/become-a-catalyst](http://indigenouscleanenergy.com/2020-catalysts-program/become-a-catalyst).
- **Katimavik National Experience** is a 5-month program that lets you gain life skills and work experience while contributing to community development through volunteerism, [katimavik.org/en/we-are](http://katimavik.org/en/we-are).
- **Saskatchewan Government** offers summers jobs and internships in a variety of government departments, [careers.gov.sk.ca/studentjobs](http://careers.gov.sk.ca/studentjobs).
- **Science Horizons Youth Internship Program** offers green jobs to recent college or university graduates in science, technology, engineering or math (STEM), [ec.gc.ca/scitech/default.asp?lang=En&n=B58899DC-1](http://ec.gc.ca/scitech/default.asp?lang=En&n=B58899DC-1).
- **Summer Youth Internship Program (SYIP)** provides paid work experience to students in Grades 11 and 12 in construction, manufacturing, IT, automotive and tourism sectors, [saskatooniec.ca](http://saskatooniec.ca).
- **Summer Apprenticeship Program (SAP)** focuses on Grade 10 and 11 students looking to explore occupations in the trades through summer employment, [rdiec.ca/summer-apprenticeship](http://rdiec.ca/summer-apprenticeship).
- **Young Canada Works** provides a variety of summer jobs and internships. Log in to create a profile and begin your search, [canada.ca/en/canadian-heritage/services/funding/young-canada-works.html](http://canada.ca/en/canadian-heritage/services/funding/young-canada-works.html).

**THIS IS YOUR CAREER PATH**

**CONNECT TO AN EXCITING CAREER WITH CP**

Join one of the safest railways in North America and build your career at an iconic organization that has connected the nation for almost 150 years.

Learn more at [cpr.ca/careers](http://cpr.ca/careers)
Take University and Skills Training Close to Home!

USask and U of R DEGREE OPTIONS
Complete your degree in:
• Bachelor of Arts (3 year)
• Bachelor of Social Work
Start your degree in:
• Arts and Science
• Agriculture
• Business
• Pre-Nursing
• Pre-Nutrition
Start the requirements for:
• Archeology
• Dentistry
• Law
• Medicine
• Optometry
• Veterinary Medicine
• Pharmacy
Plus many other options available!!!

2020 - 2021 FULL-TIME PROGRAMS
Agriculture Certificate (1 year)
Melfort
July 2020 - April 2021
Building Systems Technician (40 weeks)
Nipawin
September 2020 - June 2021
Carpentry Applied Certificate (18 weeks)
Nipawin
August 2020 - December 2020
Continuing Care Assistant Certificate (32 weeks)
Melfort
September 2020 - May 2021
General Business Diploma (2nd year)
Tisdale
September 2020 - May 2021
Industrial Mechanics Applied Certificate (17 weeks)
Nipawin
February 2020 - June 2020
Office Administration Certificate (32 weeks)
Tisdale
August 2020 - May 2021
Practical Nursing Diploma (68 weeks)
Melfort
February 2021 - December 2022
*Applications open October 1, 2019

UNLOCK YOUR POTENTIAL
At Lakeland, you lead today.
As a global leader in student-managed learning, Lakeland College provides a solid foundation for you to invest in yourself and your future.

• Innovate in and beyond the classroom with any one of our 50+ programs.
• Put your ideas into action.
• Excel beyond your comfort zone.

Business - Year One*
Office Administration*
Continuing Care Assistant*
Practical Nursing*
Security Officer*
Electrician*
Industrial Mechanics*
Plumbing & Pipefitting*
Power Engineering Technician*
Welding*
Heavy Equipment Operator*
Truck Driver - 1A

Carlton Trail College.
discover your future
...SO MANY REASONS!
...SO MANY CHOICES!

Sask Polytech Programs
Industry-related Training
Hands-on Experience
Small Class Sizes
Numerous Scholarships
Knowledgeable Instructors
Dedicated Student Support Team
Education Close to Home

*Apply early and be entered to win a $1,000 scholarship!

CarltonTrailCollege.com 1.800.667.2623

UNLOCK YOUR POTENTIAL
At Lakeland, you lead today.
As a global leader in student-managed learning, Lakeland College provides a solid foundation for you to invest in yourself and your future.

• Innovate in and beyond the classroom with any one of our 50+ programs.
• Put your ideas into action.
• Excel beyond your comfort zone.

Campuses in Vermilion, Alta. & Lloydminster Alta./Sask.
1.800.667.2623 | lakelandcollege.ca

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

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

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

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

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

How did you choose this career?
I was attracted to health care at a very young age. Science, biology and the way the human body worked always intrigued me. Many of my family members had some sort of health care career, and that inspired me as well.

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

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

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

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

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

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

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

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

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

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

HEALTH CAREERS ARE BOOMING.
Explore degree programs in health sciences, medicine, pharmacy, nutrition, kinesiology, nursing, physical therapy and health sciences at First Nations University of Canada (fnuniv.ca), University of Regina (uregina.ca) and University of Saskatchewan (usask.ca). Or check out certificate and diploma programs in nursing, paramedicine, addictions counselling, continuing care, health technology, health information management, therapeutic recreation, health & community studies at Gabriel Dumont Institute (gdins.org), SIIT (siit.ca) and Saskatchewan Polytechnic (saskpolytech.ca).
YOU’LL BENEFIT FROM OUR CLOSE RELATIONSHIPS WITH EMPLOYERS

THE POLYTECHNIC ADVANTAGE:
YOU’LL BENEFIT FROM OUR CLOSE RELATIONSHIPS WITH EMPLOYERS

Saskatchewan Polytechnic not only develops curriculum in consultation with employers, but we ensure that it’s up-to-date and relevant through program advisory committees. About 700 representatives lend their expertise to these committees, which include employers, practitioners and grads.

REGISTRATION IS NOW OPEN!
2020 - 2021 Full Time Programs

CONTINUING CARE ASSISTANT
Whitewood, Weyburn
PRACTICAL NURSING
Weyburn
BUSINESS DIPLOMA IN MANAGEMENT
Weyburn
WELDING
Estevan
OFFICE ADMINISTRATION
Moosomin

ELECTRICIAN
Moosomin
HEAVY EQUIPMENT & TRUCK AND TRANSPORT TECHNICIAN
Estevan
HAIRSTYLIST
Weyburn
INDUSTRIAL MECHANIC
Estevan
FOOD SERVICES COOK
Moosomin or Whitewood

Register at www.southeastcollege.org
Call: 1-866-999-7372

DREAM JOB?
We can help with that.

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

∞ Career Counselling
∞ Student Tuition Sponsorship
∞ Scholarships
∞ Apprenticeship Program
∞ Self-Employment Program

∞ Wage Subsidy Program
∞ Student Work Experience
∞ Employment Assistance Grant
∞ Resume & Interview Skills
∞ Supports for application requirements

Saskatoon, Meadow Lake, Île-à-la-Crosse, Regina, Nipawin, Beauval, La Loche, Prince Albert, Yorkton, North Battleford
outreach services available, contact us for more information

1-877-488-6888
www.gdins.org ∞ www.facebook.com/gabrieldumontinstitute

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

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

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

Imaging Careers

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

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

Laboratory Careers

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

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

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

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

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

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

Earn while you learn … while you serve
Both the MRT and MLT programs at Sask Polytech are recognized by the Canadian Armed Forces, which means you could qualify for Paid Education funding. For information, visit forces.ca/en/paid-education.
TOP 3 SOFT SKILLS

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

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

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

Helping Build Brighter Futures
Delivering skills training and adult basic education to Métis people

We Believe...
- “Learners Come First”
- in providing quality education.
- in striving for the success of every learner.
- in showing compassion and genuine concern for the accomplishment of all learners.

Saskatchewan Collaborative Bachelor of Science in Nursing (SCBScN program)

My life. My nursing degree.

Get started on your nursing career from day one. Experience patient interaction during your first year of nursing. Complete your studies within four years or sooner with one of our early exit options. The SCBScN program provides you with choices that fit into your life.

Full program locations: Regina, Saskatoon
Local Intakes: North Battleford
Applications accepted:
- October 1 to February 15 annually

Applied Research Opportunities

THE POLYTECHNIC ADVANTAGE:
APPLIED RESEARCH OPPORTUNITIES

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

Learn more at saskpolytech.ca/research

for more information go to www.saskatooniec.ca/relevance
How to Finance Your Tomorrow: SCHOLARSHIPS & AWARDS

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

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

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

Saskatchewan & Canada-Wide
- AANDC Aboriginal Bursaries Search Tool, [aadnc-aandc.gc.ca/eng/1351185180120/135165453328](aadnc-aandc.gc.ca/eng/1351185180120/135165453328)
- Affinity Credit Union, [affinitycu.ca/meet-affinity/in-the-community/scholarships-awards](affinitycu.ca/meet-affinity/in-the-community/scholarships-awards)
- Association of Canadian Land Surveyors (ACLS), [acls-aactc.ca/students-home/scholarships](acls-aactc.ca/students-home/scholarships)
- Association of Canadian Universities for Northern Studies (ACUNS), [acuns.ca](acuns.ca)
- Automotive Industries Association Canada (AIA), [aiacanada.com/career-resources/scholarships](aiacanada.com/career-resources/scholarships)
- Bank of Canada Scholarship & Work Placement Program, [bankofcanada.ca/careers/scholarships](bankofcanada.ca/careers/scholarships)
- Canadian Scholarship Trust Plan, [cst.org/en/about-cst/awards](cst.org/en/about-cst/awards)
- Canadian Western Agribition, [agribition.com](agribition.com)
- Prince Edward Arts Scholarship, [saskartsboard.ca/menu/grants/prince-edward-arts-scholarship.html](saskartsboard.ca/menu/grants/prince-edward-arts-scholarship.html)
- Saskatchewan Association of Rural Municipalities 90th Anniversary $1,000 Student Scholarship in Agricultural Safety and Rural Health, [sarm.ca/about-sarm/member-services/sarm-scholarship](sarm.ca/about-sarm/member-services/sarm-scholarship)
- Canadian Agri-Business Education Foundation, [cabef.org](cabef.org)
- Saskatchewan Stock Growers Association awards and Scholarships, [skstockgrowers.com/resources](skstockgrowers.com/resources)
- Saskatchewan Association of Conservation Officers, [saco.ca/awards/scholarships](saco.ca/awards/scholarships)
- Saskatchewan Aviation Council, [saskaviationcouncil.ca/employment-education/scholarships](saskaviationcouncil.ca/employment-education/scholarships)
- Saskatchewan Drama Association, [saskdrama.com/scholarship.htm](saskdrama.com/scholarship.htm)
- Saskatchewan School Boards Association, [saskschoolboards.ca/about-us/awards-and-scholarships](saskschoolboards.ca/about-us/awards-and-scholarships)
- Saskatchewan Government Insurance (SGI), [sgi.sk.ca/scholarships](sgi.sk.ca/scholarships)
- SIGA Justice Paul Favel Indigenous Award for Outstanding Leadership in Community Involvement, [siga.sk.ca/community-investment/scholarship](siga.sk.ca/community-investment/scholarship)
- CIABA Student Scholarships, [cibc.ca/advice-centre/student-life/cibc-scholarships.html](cibc.ca/advice-centre/student-life/cibc-scholarships.html)
- DisabilityAwards.ca, [disabilityawards.ca](disabilityawards.ca)
- 4-H Canada, [https://4-h-canada.ca/scholarships-awards](https://4-h-canada.ca/scholarships-awards)
- Indspire, [indspire.ca/for-students/bursaries-scholarships](indspire.ca/for-students/bursaries-scholarships)
- Keewatin Career Development Corporation, [career.kcdc.ca/index.php/funding](career.kcdc.ca/index.php/funding)
- Loran Scholars, [loranscholar.ca/becoming-a-scholar](loranscholar.ca/becoming-a-scholar)
- RBC Royal Bank Scholarships, [rb.com/dms/enterprise/scholarships.html](rb.com/dms/enterprise/scholarships.html)
- Saskatchewan Scholarships, [saskatchewancanada.ca](saskatchewancanada.ca)
- Saskatchewan Trucking Association Scholarship, [sasktrucking.com/services/scholarships](sasktrucking.com/services/scholarships)
- Scholarshipscanada.com, [scholarshipscanada.com](scholarshipscanada.com)
- Schulich Leader Scholarships, [schulichleaders.com](schulichleaders.com)
- SGEU, [sgeu.org/member-resources/scholarships-bursaries](sgeu.org/member-resources/scholarships-bursaries)
- Terry Fox Humanitarian Award, [terryfoxawards.ca](terryfoxawards.ca)
- The Canadian Hospitality Foundation, [thechf.ca/scholarships](thechf.ca/scholarships)
- Universities Canada, [univcan.ca/programs-and-scholarships](univcan.ca/programs-and-scholarships)
- Zonta International, [www.zonta.org](www.zonta.org)

Applying to Schools Outside Sask?
- Apply Alberta Alberta Post-Secondary Application System, [applyalberta.ca/pub](applyalberta.ca/pub)
- BC Post-Secondary Application Service, [applybc.ca](applybc.ca)
- Ontario Universities’ Application Centre, [ouac.on.ca](ouac.on.ca)
- The Common Application (USA), [commonapp.org](commonapp.org)
- UCAS Universities & Colleges Admissions Service (UK), [ucas.com](ucas.com)

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

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

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

**JOB DESCRIPTION**
A summary of typical job activities. If you want to know more, talk to someone who does this for a living or visit jobbank.gc.ca/home.

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

**NUMBER EMPLOYEES**
(2019 Estimate)
Why is this helpful? Jobs with a higher number of employees have more turnover, which means more job openings.

**PROSPECTS TO 2023**
Knowing future employment prospects in different occupations can help you plan for tomorrow. Job Chart offers three employment indicators.

- ⭐⭐⭐⭐... Good
- ⭐⭐⭐... Fair
- ⭐⭐... Limited

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

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

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

**Note:** These indicators reflect employment opportunities over a five-year period, 2019 to 2023, based on current and future labour market trends.
<table>
<thead>
<tr>
<th>NOC CODE</th>
<th>JOB TITLE</th>
<th>JOB DESCRIPTION</th>
<th>PREVAILING WAGE RANGE, ANNUAL ESTIMATES</th>
<th>EMPLOYMENT TOTAL ESTIMATES</th>
<th>FORECASTED TOTAL JOB OPENINGS, 2019-2023</th>
<th>PROSPECTS TO 2023</th>
<th>MOST IN-DEMAND SOFT SKILLS (BASED ON JOB BANK 2018 NATIONAL DATA)</th>
<th>TRAINING AND EDUCATION ROUTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>1431</td>
<td>Accounting and related clerks</td>
<td>Prepare bills, invoices, accounts payable and receivable, budgets and other routine financial records using both manual and computerized systems.</td>
<td>$30,160 to $64,850</td>
<td>4,010</td>
<td>800</td>
<td>★★★</td>
<td>Organized, accurate, reliability</td>
<td>Carlton Trail College, Cumberland College, Dumont Technical Institute, First Nations University of Canada, Great Plains College, Lakeland College, Northlands College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatchewan Business College, Southeast College, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>1311</td>
<td>Accounting technicians and bookkeepers</td>
<td>Maintain books, keep records of accounts, verify procedures for recording financial transactions and provide personal bookkeeping services.</td>
<td>$31,200 to $68,580</td>
<td>4,790</td>
<td>1,060</td>
<td>★★★</td>
<td>Organized, reliability, accurate</td>
<td>Great Plains College, Lakeland College, Saskatchewan Polytechnic, Saskatchewan Business College, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>1241</td>
<td>Administrative assistants</td>
<td>Perform a variety of administrative duties in support of managerial and professional staff.</td>
<td>$31,990 to $62,400</td>
<td>8,050</td>
<td>1,490</td>
<td>★★★</td>
<td>Organized, reliability, attention to detail</td>
<td>Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatchewan Business College, Southeast College, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>1221</td>
<td>Administrative officers</td>
<td>Oversee administrative procedures, establish work priorities and co-ordinate various administrative services, such as office supplies and security services.</td>
<td>$31,200 to $75,000</td>
<td>8,070</td>
<td>1,780</td>
<td>★★★</td>
<td>Organized, attention to detail, reliability</td>
<td>Carlton Trail College, Cumberland College, Dumont Technical Institute, First Nations University of Canada, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatchewan Business College, Southeast College, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>1314</td>
<td>Assessors, valuers and appraisers</td>
<td>Determine the value of real property, determine the value of personal and household items.</td>
<td>$44,990 to $88,900</td>
<td>450</td>
<td>60</td>
<td>★★★</td>
<td>n.a.</td>
<td>Lakehead College, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>1434</td>
<td>Banking, insurance and other financial clerks</td>
<td>Compile and process records, listings, applications and more for banking, insurance and other financial organizations.</td>
<td>$37,440 to $64,440</td>
<td>670</td>
<td>120</td>
<td>★★★</td>
<td>Attention to detail, accurate, organized, interpersonal skills</td>
<td>Carlton Trail College, Cumberland College, Dumont Technical Institute, First Nations University of Canada, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatchewan Business College, Southeast College, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>1226</td>
<td>Conference and event planners</td>
<td>Plan conferences, conventions, meetings, seminars, exhibitions, trade shows, festivals and other events for associations, businesses and convention centers.</td>
<td>$29,120 to $68,390</td>
<td>460</td>
<td>70</td>
<td>★★★</td>
<td>Attention to detail, organized, interpersonal skills</td>
<td>University of Regina</td>
</tr>
<tr>
<td>1452</td>
<td>Correspondence, publication and regulatory clerks</td>
<td>Write correspondence, proofread and compile material for publication, process forms and documents (e.g. applications, licences, permits) and perform related clerical duties.</td>
<td>$31,200 to $54,080</td>
<td>770</td>
<td>150</td>
<td>★★★</td>
<td>Attention to detail, team player organized</td>
<td>University of Regina</td>
</tr>
<tr>
<td>1513</td>
<td>Couriers, messengers and door-to-door distributors</td>
<td>Pick up and deliver letters, parcels, packages, newspapers, flyers and other items.</td>
<td>$23,000 to $57,820</td>
<td>1,080</td>
<td>230</td>
<td>★★★</td>
<td>Reliability, attention to detail, dependability</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>1251</td>
<td>Court reporters, medical transcriptionists and related occupations</td>
<td>Record and transcribe court and committee proceedings and prepare transcripts for judges, tribunals and panels; record and transcribe dictation by health care providers.</td>
<td>$35,730 to $62,400</td>
<td>370</td>
<td>70</td>
<td>★★★</td>
<td>Reliability, excellent written communication, attention to detail</td>
<td>Private schools</td>
</tr>
<tr>
<td>1422</td>
<td>Data entry clerks</td>
<td>Input coded statistical, financial and other information into computerized databases and spreadsheets using a keyboard, mouse, speech recognition software or other data entry tools.</td>
<td>$31,200 to $54,080</td>
<td>1,140</td>
<td>270</td>
<td>★★★</td>
<td>Attention to detail, tight deadlines, work under pressure</td>
<td>Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Northlands College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatchewan Business College, Southeast College, University of Regina</td>
</tr>
<tr>
<td>1525</td>
<td>Dispatchers</td>
<td>Operate radios and other communication equipment to dispatch emergency vehicles for police, fire and other emergency services; co-ordinate drivers and other personnel for taxi, delivery, courier, trucking and other companies.</td>
<td>$27,040 to $68,640</td>
<td>1,270</td>
<td>200</td>
<td>★★★</td>
<td>Attention to detail, team player, interpersonal skills</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>1228</td>
<td>Employment insurance, immigration, border services and revenue officers</td>
<td>Administer and enforce laws and regulations related to immigration, unemployment insurance, customs and tax revenue.</td>
<td>$45,320 to $74,800</td>
<td>410</td>
<td>70</td>
<td>★★★</td>
<td>Accurate, organized, excellent oral communication, attention to detail, work under pressure, client focus, interpersonal skills</td>
<td>Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>1222</td>
<td>Executive assistants</td>
<td>Co-ordinate administrative, public relations and research activities for government officials, corporate executives, committees and boards of directors.</td>
<td>$31,990 to $75,550</td>
<td>1,210</td>
<td>230</td>
<td>★★★</td>
<td>Organized, reliability, excellent written communication</td>
<td>Carlton Trail College, Cumberland College, Great Plains College, Lakeland College, North West College, Northlands College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatchewan Business College, Southeast College, University of Regina, University of Saskatchewan</td>
</tr>
</tbody>
</table>

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

For specific details, CONTACT THE INSTITUTION DIRECTLY!
<table>
<thead>
<tr>
<th>NOC CODE</th>
<th>JOB TITLE</th>
<th>JOB DESCRIPTION</th>
<th>PREVAILING WAGE RANGE, ANNUAL ESTIMATES</th>
<th>EMPLOYMENT TOTAL JOB OPENINGS, 2019-2023</th>
<th>FORECASTED TO 2023</th>
<th>MOST IN-DEMAND SOFT SKILLS (BASED ON JOB BANK 2018 NATIONAL DATA)</th>
<th>TRAINING AND EDUCATION ROUTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>1112</td>
<td>Financial and investment analysts</td>
<td>Collect and analyze market information to provide financial and investment advice to companies and individuals.</td>
<td>$52,170 to $113,400</td>
<td>590</td>
<td>80</td>
<td>Organized, accurate, attention to detail</td>
<td>Saskatchewan Polytechnic, Saskatoon Business College, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>1111</td>
<td>Financial auditors and accountants</td>
<td>Auditors examine the accounting and financial records of individuals and establishments. Accountants plan and administer accounting systems for individuals and establishments.</td>
<td>$41,600 to $118,850</td>
<td>5,380</td>
<td>870</td>
<td>Organized, attention to detail, reliability</td>
<td>Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>1411</td>
<td>General office support workers</td>
<td>Type and file correspondence, reports, statements and other material, operate office equipment, answer phones and perform general clerical duties.</td>
<td>$31,200 to $62,500</td>
<td>8,020</td>
<td>1,500</td>
<td>Attention to detail, organized, reliability</td>
<td>Carlton Trail College, Cumberland College, Dunvant Technical Institute, Great Plains College, Lakeland College, North West College, Northlands College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatoon Business College, Southeast College, University of Regina</td>
</tr>
<tr>
<td>1223</td>
<td>Human resources and recruitment officers</td>
<td>Identify and advertise job vacancies, recruit candidates and assist in the selection and management of employees.</td>
<td>$34,320 to $91,890</td>
<td>680</td>
<td>120</td>
<td>Organized, effective interpersonal skills, excellent oral communication</td>
<td>Cumberland College, Great Plains College, Lakeland College, Northlands College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatoon Business College, Southeast College, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>1121</td>
<td>Human resources professionals</td>
<td>Develop and evaluate human resources and labour relations policies, programs and procedures, advise managers and employees on personnel matters.</td>
<td>$41,870 to $98,130</td>
<td>1,910</td>
<td>290</td>
<td>Team player, excellent oral communication, organized</td>
<td>First Nations University of Canada, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>1312</td>
<td>Insurance adjusters and claims examiners</td>
<td>Adjusters investigate insurance claims and determine the amount covered by insurance policies. Examiners review claims investigated by insurance adjusters and authorize payments.</td>
<td>$37,440 to $91,100</td>
<td>1,020</td>
<td>220</td>
<td>Attention to detail, tight deadlines, work under pressure</td>
<td>Lakeland College, Saskatchewan Polytechnic, Saskatoon Business College, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>1313</td>
<td>Insurance underwriters</td>
<td>Evaluate insurance applications to determine insurance risks, premiums and extent of insurance coverage based on company policies.</td>
<td>$38,920 to $83,970</td>
<td>410</td>
<td>80</td>
<td>Attention to detail, reliability, organized</td>
<td>Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>1242</td>
<td>Legal administrative assistants</td>
<td>Perform a variety of secretarial and administrative duties in law offices, legal departments of large firms, real estate companies, land title offices, courts and government departments.</td>
<td>$31,720 to $67,200</td>
<td>970</td>
<td>160</td>
<td>Attention to detail, reliability, organized</td>
<td>Carlton Trail College, Cumberland College, North West College, Parkland College, Saskatoon Business College, Southeast College</td>
</tr>
<tr>
<td>1512</td>
<td>Letter carriers</td>
<td>Sort and deliver mail, record delivery of registered mail and collect money for cash-on-delivery parcels for Canada Post.</td>
<td>$35,360 to $56,160</td>
<td>930</td>
<td>70</td>
<td>n.a.</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>1451</td>
<td>Library assistants and clerks</td>
<td>Process library materials, sort and shelve books, provide general library information to users and perform various clerical duties, such as filing and typing.</td>
<td>$26,000 to $52,000</td>
<td>360</td>
<td>80</td>
<td>Organized, excellent oral communication, effective interpersonal skills, excellent written communication</td>
<td>Saskatchewan Polytechnic, University of Regina</td>
</tr>
<tr>
<td>1511</td>
<td>Mail, postal and related workers</td>
<td>Sort mail and parcels in post offices, mail processing plants and internal mail rooms, serve customers at sales counters and postal wickets for Canada Post, answer and parcel express companies.</td>
<td>$35,050 to $58,240</td>
<td>850</td>
<td>90</td>
<td>Attention to detail, reliability, team player</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>1243</td>
<td>Medical administrative assistants</td>
<td>Perform a variety of secretarial and administrative duties in doctors' offices, hospitals, medical clinics and other medical settings.</td>
<td>$37,440 to $55,470</td>
<td>1,670</td>
<td>310</td>
<td>Organized, reliability, attention to detail</td>
<td>Carlton Trail College, Cumberland College, Dunvant Technical Institute, Great Plains College, Northwest College, Parkland College, Saskatchewan Polytechnic, Saskatoon Business College, Southeast College</td>
</tr>
<tr>
<td>1114</td>
<td>Other financial officers</td>
<td>Other professional occupations in finance include financial planners, financial managers and inspectors, financial analysts, financial underwriters, mortgage brokers and trust officers.</td>
<td>$40,000 to $106,660</td>
<td>2,940</td>
<td>550</td>
<td>Attention to detail, excellent oral communication, organized</td>
<td>University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>1432</td>
<td>Payroll clerks</td>
<td>Collect and process payroll information and determine pay and benefit entitlements for employees using manual or computerized systems.</td>
<td>$36,050 to $67,200</td>
<td>1,170</td>
<td>210</td>
<td>Organized, attention to detail, accurate</td>
<td>Carlton Trail College, Cumberland College, Dunvant Technical Institute, Great Plains College, Lakeland College, North West College, Northlands College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatoon Business College, Southeast College, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>1523</td>
<td>Production logistics co-ordinators</td>
<td>Co-ordinate the flow of work and materials, prepare work and production schedules, monitor progress of projects for manufacturing, construction, printing and publishing companies.</td>
<td>$43,680 to $87,010</td>
<td>690</td>
<td>100</td>
<td>Attention to detail, excellent oral communication, team player</td>
<td>Saskatchewan Polytechnic, University of Regina</td>
</tr>
<tr>
<td>1123</td>
<td>Professional occupations in advertising, marketing and public relations</td>
<td>Specialize in advertising, marketing and public relations analyze communication and advertising needs, develop communication strategies and marketing plans, manage media relations and publicize events. Includes entertainment, literary and sports agents.</td>
<td>$36,000 to $90,000</td>
<td>1,710</td>
<td>230</td>
<td>Effective interpersonal skills, organized, excellent oral communication</td>
<td>Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>1122</td>
<td>Professional occupations in business management consulting</td>
<td>Occupations that provide consulting services to management, such as analyzing the structure, operations, managerial methods or functions of an organization or department.</td>
<td>$51,000 to $107,720</td>
<td>1,020</td>
<td>160</td>
<td>Excellent oral communication, organized, team player</td>
<td>Cumberland College, Great Plains College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
</tbody>
</table>

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

For specific details, CONTACT THE INSTITUTION DIRECTLY!

- Job May Require Apprenticeship Training  |  - Limited  - Fair  - Good
<table>
<thead>
<tr>
<th>NOC CODE</th>
<th>JOB TITLE</th>
<th>JOB DESCRIPTION</th>
<th>PREVAILING WAGE RANGE, ANNUAL ESTIMATES</th>
<th>EMPLOYMENT TOTAL JOB OPENINGS, 2019-2023</th>
<th>FORECASTED TOTAL JOB OPENINGS, 2019-2023</th>
<th>PROSPECTS TO 2023</th>
<th>MOST IN-DEMAND SOFT SKILLS (BASED ON JOB BANK 2018 NATIONAL DATA)</th>
<th>TRAINING AND EDUCATION ROUTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>1224</td>
<td>Property administrators</td>
<td>Carry out administrative tasks and co-ordinate activities related to the management and rental of investment property and real estate.</td>
<td>$31,490 to $83,950</td>
<td>1,430</td>
<td>250</td>
<td>Good</td>
<td>Excellent oral communication, organized, effective interpersonal skills</td>
<td>Lakeland College, Saskatchewan Polytechnic, Saskatchewan Business College, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>1225</td>
<td>Purchasing agents and officers</td>
<td>Purchase general and specialized equipment, materials and business services for in-house company use or further processing.</td>
<td>$47,840 to $95,990</td>
<td>1,570</td>
<td>320</td>
<td>Fair</td>
<td>Organized, attention to detail, team player</td>
<td>Saskatchewan Polytechnic, Saskatchewan Indian Institute of Technologies, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>1524</td>
<td>Purchasing and inventory control workers</td>
<td>Process purchasing transactions and maintain inventories of materials, equipment and stock for retail and wholesale establishments, manufacturing companies and government agencies.</td>
<td>$29,120 to $64,480</td>
<td>840</td>
<td>150</td>
<td>Limited</td>
<td>Team player, reliability, attention to detail</td>
<td>Saskatchewan Polytechnic, University of Regina</td>
</tr>
<tr>
<td>1414</td>
<td>Receptionists</td>
<td>Greet and direct people arriving at offices, hospitals and other establishments, answer telephone calls, schedule appointments and perform other clerical duties.</td>
<td>$27,040 to $54,080</td>
<td>4,770</td>
<td>740</td>
<td>Excellent</td>
<td>Reliability, organized, excellent oral communication</td>
<td>Carlton Trail College, Cumberland College, Dunvegan Technical Institute, Great Plains College, Lakehead College, North West College, Northlands College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatoon Business College, Southeast College, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>1521</td>
<td>Shippers and receivers</td>
<td>Ship, receive and record the movement of parts, supplies, materials, equipment and stock in and from retail, wholesale, manufacturing, commercial and industrial establishments.</td>
<td>$26,000 to $58,240</td>
<td>3,100</td>
<td>570</td>
<td>Good</td>
<td>Attention to detail, reliability, organized</td>
<td>Saskatchewan Polytechnic, Southeast College</td>
</tr>
<tr>
<td>1522</td>
<td>Storekeepers and part-time workers</td>
<td>Sort, store and issue parts and supplies for companies in the agricultural, mechanical and service industries.</td>
<td>$33,280 to $66,840</td>
<td>2,170</td>
<td>380</td>
<td>Limited</td>
<td>Attention to detail, reliability, team player</td>
<td>Lakeland College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic</td>
</tr>
<tr>
<td>1212</td>
<td>Supervisors, finance and insurance office workers</td>
<td>Supervise and co-ordinate the activities of Accounting and Related Clerks (1431), Payroll Clerks (1432), Banking, Insurance and Other Financial Clerks (1434) and Collectors (1435).</td>
<td>$43,680 to $91,890</td>
<td>480</td>
<td>100</td>
<td>Excellent</td>
<td>Organized, accurate, reliability</td>
<td>Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>1211</td>
<td>Supervisors, general office and administrative support workers</td>
<td>Supervise and co-ordinate the activities of General Office Workers (1441) and Office Equipment Operators (1442).</td>
<td>$35,360 to $80,000</td>
<td>420</td>
<td>80</td>
<td>Excellent</td>
<td>Organized, reliability, team player</td>
<td>Great Plains College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>1414</td>
<td>Supervisors, mail and message distribution occupations</td>
<td>Supervise and co-ordinate the activities of Mail, Postal and Related Workers (1511), Letter Carriers (1512) and Couriers, Messengers and Door-to-Door Distributors (1513).</td>
<td>$41,600 to $74,880</td>
<td>560</td>
<td>100</td>
<td>Excellent</td>
<td>Attention to detail, organized, team player</td>
<td>Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>1215</td>
<td>Supervisors, supply chain, tracking and scheduling co-ordination occupations</td>
<td>Supervise and co-ordinate the activities of Shippers and Receivers (1521), Storekeepers and Part-time workers (1522), Production Logistics Co-ordinators (1523), Purchasing and Inventory Control Workers (1524), Dispatchers (1525) and Transportation Route and Crew Schedulers (1526).</td>
<td>$31,200 to $85,200</td>
<td>1,110</td>
<td>250</td>
<td>Good</td>
<td>Attention to detail, organized, team player</td>
<td>Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>1454</td>
<td>Survey interviewers and statistical clerks</td>
<td>Gather information for market research, public opinion polls or election and census enumeration; code and compile interviews and other data into reports, lists, directories and other documents.</td>
<td>$33,280 to $54,430</td>
<td>750</td>
<td>180</td>
<td>Excellent</td>
<td>Excellent oral communication, effective interpersonal skills, attention to detail</td>
<td>Carlton Trail College, Cumberland College, Great Plains College, Saskatchewan Polytechnic, Southeast College, University of Regina</td>
</tr>
</tbody>
</table>

**Natural & Applied Sciences**

<table>
<thead>
<tr>
<th>NOC CODE</th>
<th>JOB TITLE</th>
<th>JOB DESCRIPTION</th>
<th>PREVAILING WAGE RANGE, ANNUAL ESTIMATES</th>
<th>EMPLOYMENT TOTAL JOB OPENINGS, 2019-2023</th>
<th>FORECASTED TOTAL JOB OPENINGS, 2019-2023</th>
<th>PROSPECTS TO 2023</th>
<th>MOST IN-DEMAND SOFT SKILLS (BASED ON JOB BANK 2018 NATIONAL DATA)</th>
<th>TRAINING AND EDUCATION ROUTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>2123</td>
<td>Agricultural representatives, consultants and specialists</td>
<td>Provide assistance and advice to farmers on all aspects of farm management, cultivation, fertilization, harvesting, soil erosion and composition, disease prevention, nutrition, crop rotation and marketing.</td>
<td>$52,000 to $90,000</td>
<td>1,000</td>
<td>90</td>
<td>Excellent</td>
<td>Attention to detail, excellent oral communication, effective interpersonal skills</td>
<td>Lakeland College, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2221</td>
<td>Air pilots, flight engineers and flying instructors</td>
<td>Pilot fixed wing aircraft and helicopters to provide air transportation and other services. Flight engineers monitor aircraft during flight and may assist in flying. Flying instructors teach flying techniques and procedures to student and licensed pilots.</td>
<td>$32,510 to $124,800</td>
<td>510</td>
<td>120</td>
<td>Good</td>
<td>Reliability, judgement, team player</td>
<td>Saskatchewan Polytechnic</td>
</tr>
<tr>
<td>2251</td>
<td>Architectural technologists and technicians</td>
<td>Provide technical assistance to architects and civil design engineers in conducting research, preparing drawings, architectural models, specifications and contracts, and supervising construction projects.</td>
<td>$26,060 to $93,850</td>
<td>320</td>
<td>70</td>
<td>Good</td>
<td>Organized, attention to detail, team player</td>
<td>Saskatchewan Polytechnic</td>
</tr>
<tr>
<td>2211</td>
<td>Biological technologists and technicians</td>
<td>Provide technical support to scientists, engineers and other professionals in agriculture, resource management, plant and animal biology, microbiology, cell and molecular biology.</td>
<td>$32,450 to $80,000</td>
<td>450</td>
<td>50</td>
<td>Good</td>
<td>Attention to detail, excellent oral communication, accurate</td>
<td>Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2124</td>
<td>Biologists and related scientists</td>
<td>Conduct basic and applied research to extend knowledge of living organisms and to manage natural resources; develop new practices and products related to medicine and agriculture.</td>
<td>$50,000 to $122,660</td>
<td>750</td>
<td>90</td>
<td>Good</td>
<td>Excellent oral communication, excellent written communication, attention to detail</td>
<td>First Nations University of Canada, University of Regina, University of Saskatchewan</td>
</tr>
</tbody>
</table>

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

- Job May Require Apprenticeship Training | Limited | Fair | Good
<table>
<thead>
<tr>
<th>NOC CODE</th>
<th>JOB TITLE</th>
<th>JOB DESCRIPTION</th>
<th>PREVAILING WAGE RANGE, ANNUAL ESTIMATES</th>
<th>EMPLOYMENT TOTAL JOB OPENINGS, 2019-2023</th>
<th>FORECASTED TOTAL JOB OPENINGS TO 2023</th>
<th>PROSPECTS TO 2023</th>
<th>MOST IN-DEMAND SOFT SKILLS (BASED ON JOB BANK 2018 NATIONAL DATA)</th>
<th>TRAINING AND EDUCATION ROUTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>2211</td>
<td>Chemical technologists and technicians</td>
<td>Provide technical support in chemical engineering, chemical and biochemical research and analysis, industrial chemistry, chemical quality control and environmental monitoring.</td>
<td>$35,880 to $87,360</td>
<td>870</td>
<td>120</td>
<td>⭐⭐</td>
<td>Attention to detail, work under pressure, tight deadlines</td>
<td>Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2231</td>
<td>Civil engineering technologists and technicians</td>
<td>Provide technical support in civil engineering fields, such as structural, municipal, construction design and supervision, highways and transportation, water resources and geotechnical engineering.</td>
<td>$41,600 to $75,920</td>
<td>730</td>
<td>120</td>
<td>⭐⭐</td>
<td>Attention to detail, organized, team player</td>
<td>Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2131</td>
<td>Civil engineers</td>
<td>Plan, design and develop construction projects involving buildings, earth structures, roads, airports, railways, public transit facilities, bridge tunnels and dams, water distribution and sanitation systems; specialize in foundation analysis, building and structural inspection, surveying, geomatics and municipal planning.</td>
<td>$54,330 to $122,720</td>
<td>1,650</td>
<td>300</td>
<td>⭐⭐</td>
<td>Attention to detail, work under pressure, tight deadlines</td>
<td>University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2281</td>
<td>Computer network technicians</td>
<td>Maintain local and wide area networks (LANs and WANs), mainframe networks, hardware, software and related computer equipment; maintain internet and intranet websites, web server hardware and software; optimize network connectivity and performance.</td>
<td>$38,480 to $101,110</td>
<td>1,530</td>
<td>190</td>
<td>⭐⭐</td>
<td>Attention to detail, team player, organized</td>
<td>Northlands College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatoon Business College, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2174</td>
<td>Computer programmers and interactive media developers</td>
<td>Write, modify, integrate and test computer code for internet applications, computer-based training software, computer games, films, video and other interactive media.</td>
<td>$48,010 to $100,010</td>
<td>1,600</td>
<td>140</td>
<td>⭐⭐⭐</td>
<td>Team player, initiative, effective interpersonal skills</td>
<td>Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2234</td>
<td>Construction estimators</td>
<td>Analyze costs and prepare estimates on civil engineering, architectural, structural, electrical and mechanical construction projects.</td>
<td>$45,760 to $115,000</td>
<td>500</td>
<td>110</td>
<td>⭐⭐</td>
<td>Attention to detail, organized, team player</td>
<td>Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2264</td>
<td>Construction inspectors</td>
<td>Inspect new and existing buildings, bridges, highways and industrial facilities to ensure specifications and building codes are observed and to monitor work safety.</td>
<td>$41,600 to $106,000</td>
<td>610</td>
<td>140</td>
<td>⭐⭐</td>
<td>Attention to detail, organized, effective interpersonal skills</td>
<td>Saskatchewan Polytechnic, University of Regina</td>
</tr>
<tr>
<td>2172</td>
<td>Database analysts and data administrators</td>
<td>Database analysts develop and administer data management solutions using database management software. Data administrators develop and implement policies, standards and models.</td>
<td>$51,000 to $99,420</td>
<td>410</td>
<td>60</td>
<td>⭐⭐⭐</td>
<td>Organized, accurate, team player</td>
<td>Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2253</td>
<td>Drafting technologists and technicians</td>
<td>Prepare engineering designs, drawings and related technical information.</td>
<td>$43,990 to $83,200</td>
<td>940</td>
<td>210</td>
<td>⭐⭐⭐</td>
<td>Attention to detail, team player, organized</td>
<td>Lakeland College, Saskatchewan Polytechnic</td>
</tr>
<tr>
<td>2241</td>
<td>Electrical and electronics engineering technologists and technicians</td>
<td>Provide technical support in the design, development, testing, production and operation of electrical and electronic equipment and systems. Electronics technician (consumer products) is a designated trade in Saskatchewan.</td>
<td>$54,080 to $105,440</td>
<td>1,180</td>
<td>200</td>
<td>⭐⭐⭐</td>
<td>Attention to detail, organized, team player</td>
<td>Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2133</td>
<td>Electrical and electronics engineers</td>
<td>Design, plan, research and test electrical and electronic equipment and systems.</td>
<td>$54,000 to $115,010</td>
<td>1,060</td>
<td>170</td>
<td>⭐⭐⭐</td>
<td>Attention to detail, team player, accurate, excellent oral communication</td>
<td>University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2242</td>
<td>Electronic service technicians (household and business equipment)</td>
<td>Service and repair household and business electronic equipment, such as audio and video systems, computers and peripherals, office equipment and other consumer electronic equipment. Electronics technician (consumer products) is a designated trade in Saskatchewan.</td>
<td>$35,360 to $96,600</td>
<td>1,670</td>
<td>280</td>
<td>⭐⭐⭐</td>
<td>Team player, organized, attention to detail</td>
<td>Saskatchewan Polytechnic</td>
</tr>
<tr>
<td>2212</td>
<td>Geological and mineral technologists and technicians</td>
<td>Provide technical support in the fields of geology, mining, mining engineering and mineralogy.</td>
<td>$42,220 to $90,000</td>
<td>410</td>
<td>40</td>
<td>⭐⭐⭐</td>
<td>Team player, judgement, attention to detail</td>
<td>Northlands College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2113</td>
<td>Geoscientists and oceanographers</td>
<td>Geologists, geochemists and geophysicists conduct programs of exploration and research to locate, identify and extract hydrocarbons, mineral and groundwater resources and to address the impacts of human development on the environment.</td>
<td>$53,330 to $130,000</td>
<td>400</td>
<td>30</td>
<td>⭐⭐⭐</td>
<td>Attention to detail, work under pressure, tight deadlines</td>
<td>University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2141</td>
<td>Industrial and manufacturing engineers</td>
<td>Develop programs to enhance efficiency and productivity in industrial production and manufacturing.</td>
<td>$52,000 to $105,000</td>
<td>320</td>
<td>40</td>
<td>⭐⭐⭐</td>
<td>Organized, team player, effective interpersonal skills</td>
<td>University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2243</td>
<td>Instrumentation and Control Technicians</td>
<td>Maintain, diagnose, calibrate and repair control instruments in commercial and industrial settings.</td>
<td>$58,240 to $120,000</td>
<td>590</td>
<td>60</td>
<td>⭐⭐⭐</td>
<td>Team player, excellent oral communication, organized</td>
<td>Cumberland College, Lakeland College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2171</td>
<td>Information systems analysts and consultants</td>
<td>Analyze system requirements, implement information systems plans, policies and procedures, and provide advice on a wide range of information systems issues.</td>
<td>$54,970 to $125,010</td>
<td>3,100</td>
<td>370</td>
<td>⭐⭐⭐</td>
<td>Team player, organized, initiative</td>
<td>Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
</tbody>
</table>

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

For specific details, CONTACT THE INSTITUTION DIRECTLY!

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

for more information go to www.saskatooniec.ca/relevance
<table>
<thead>
<tr>
<th>NOC CODE</th>
<th>JOB TITLE</th>
<th>JOB DESCRIPTION</th>
<th>PREVAILING WAGE RANGE, ANNUAL ESTIMATES</th>
<th>EMPLOYMENT 2019 ESTIMATES</th>
<th>FORECASTED TOTAL JOB OPENINGS, 2019-2023</th>
<th>PROSPECTS TO 2023</th>
<th>MOST IN-DEMAND SOFT SKILLS (BASED ON JOB BANK 2018 NATIONAL DATA)</th>
<th>TRAINING AND EDUCATION ROUTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>2263</td>
<td>Inspectors in public and environmental health and safety</td>
<td>Investigate health and safety related complaints; inspect restaurants, food processing and industrial establishments, hotels, municipal wastewater systems and other workplaces.</td>
<td>$41,600 to $108,800</td>
<td>1,400</td>
<td>210</td>
<td>☉ ☉</td>
<td>Excellent oral communication, team player, judgement</td>
<td>Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2154</td>
<td>Land surveyors</td>
<td>Conduct legal surveys to establish the location of property boundaries; prepare cross-sectional drawings, official plans, records and documents pertaining to surveys.</td>
<td>$56,160 to $104,000</td>
<td>260</td>
<td>50</td>
<td>☉ ☉</td>
<td>Attention to detail, tight deadlines, team player</td>
<td>Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2225</td>
<td>Landscape Horticulturist</td>
<td>Grow plants, operate greenhouses, nurseries and garden centers, landscape</td>
<td>$30,160 to $60,000</td>
<td>290</td>
<td>50</td>
<td>☉ ☉</td>
<td>Attention to detail, reliability, team player</td>
<td>Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2232</td>
<td>Mechanical engineering technologists and technicians</td>
<td>Provide technical support in mechanical engineering fields, such as development and maintenance of machines, components, tools, heating and ventilating systems, power generation and power conversion plants, manufacturing plants and equipment.</td>
<td>$42,640 to $118,560</td>
<td>470</td>
<td>70</td>
<td>☉ ☉</td>
<td>Team player, dependability, attention to detail</td>
<td>Lakeland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2132</td>
<td>Mechanical engineers</td>
<td>Research, design and develop machinery and systems for heating, ventilating and air conditioning, power generation, transportation, processing and manufacturing.</td>
<td>$46,590 to $148,990</td>
<td>1,140</td>
<td>170</td>
<td>☉ ☉</td>
<td>Organized, reliability, team player</td>
<td>University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2143</td>
<td>Mining engineers</td>
<td>Plan and design mines, mine facilities, systems and equipment; plan, organize and supervise the extraction of minerals and ores from underground or surface mines.</td>
<td>$52,000 to $138,010</td>
<td>220</td>
<td>20</td>
<td>☉</td>
<td>n.a.</td>
<td>University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2261</td>
<td>Non-destructive testers and inspection technicians</td>
<td>Operate a variety of testing equipment to detect differences in objects of various compositions and materials.</td>
<td>$41,600 to $80,000</td>
<td>350</td>
<td>50</td>
<td>☉ ☉</td>
<td>Attention to detail, organized, accurate</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>2173</td>
<td>Software engineers and designers</td>
<td>Research, design, evaluate, integrate and maintain software applications, technical environments, operating systems, embedded software, information warehouses and telecommunications software.</td>
<td>$48,010 to $109,990</td>
<td>390</td>
<td>40</td>
<td>☉ ☉ ☉</td>
<td>Team player, initiative, effective interpersonal skills</td>
<td>University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2255</td>
<td>Technical occupations in geomatics and meteorology</td>
<td>Geomatics technologists and technicians gather, analyze, interpret and use geospatial information for applications in natural resources, geology, environmental research and land use planning. Meteorological technologists and technicians observe weather and atmospheric conditions, record, interpret, transmit and report on meteorological data, and provide weather information.</td>
<td>$47,840 to $102,860</td>
<td>270</td>
<td>50</td>
<td>☉ ☉</td>
<td>Organized, attention to detail, accurate, excellent oral communication</td>
<td>University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2153</td>
<td>Urban and land use planners</td>
<td>Develop plans and recommend policies for managing the utilization of land, physical facilities and associated services for urban, rural and remote areas.</td>
<td>$29,080 to $94,890</td>
<td>300</td>
<td>40</td>
<td>☉ ☉ ☉</td>
<td>Organized, excellent oral communication, excellent written communication</td>
<td>Lakeland College, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2282</td>
<td>User support technicians</td>
<td>Provide frontline technical support to computer users experiencing difficulties with computer hardware, applications and communications software.</td>
<td>$41,080 to $90,290</td>
<td>760</td>
<td>90</td>
<td>☉ ☉ ☉</td>
<td>Team player, attention to detail, organized</td>
<td>Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>2175</td>
<td>Web designers and developers</td>
<td>Research, design, develop and produce internet and intranet sites.</td>
<td>$23,000 to $76,340</td>
<td>330</td>
<td>20</td>
<td>☉ ☉ ☉</td>
<td>Organized, attention to detail, team player</td>
<td>Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
</tbody>
</table>

**Health**

<table>
<thead>
<tr>
<th>NOC CODE</th>
<th>JOB TITLE</th>
<th>JOB DESCRIPTION</th>
<th>PREVAILING WAGE RANGE, ANNUAL ESTIMATES</th>
<th>EMPLOYMENT 2019 ESTIMATES</th>
<th>FORECASTED TOTAL JOB OPENINGS, 2019-2023</th>
<th>PROSPECTS TO 2023</th>
<th>MOST IN-DEMAND SOFT SKILLS (BASED ON JOB BANK 2018 NATIONAL DATA)</th>
<th>TRAINING AND EDUCATION ROUTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>3213</td>
<td>Animal health technologists and veterinary technicians</td>
<td>Provide technical support to veterinarians by caring for animals and assisting in the diagnosis and treatment of animal health disorders.</td>
<td>$30,160 to $71,570</td>
<td>500</td>
<td>30</td>
<td>☉ ☉</td>
<td>Organized, effective interpersonal skills, team player</td>
<td>Lakeland College, Saskatchewan Polytechnic</td>
</tr>
<tr>
<td>3141</td>
<td>Audiologists and speech-language pathologists</td>
<td>Audiologists diagnose, evaluate and treat hearing disorders. Speech/language pathologists diagnose, evaluate and treat speech, language and voice disorders.</td>
<td>$56,800 to $103,130</td>
<td>380</td>
<td>50</td>
<td>☉ ☉ ☉</td>
<td>Dependability, reliability, effective interpersonal skills</td>
<td>University of Saskatchewan (transfer program)</td>
</tr>
<tr>
<td>3411</td>
<td>Dental assistants</td>
<td>Assist dentists, dental hygienists, and dental therapists to provide dental care in private dental practices or various community-based settings. You will perform many roles, from chair-side assisting to client education to office reception.</td>
<td>$43,680 to $76,900</td>
<td>910</td>
<td>100</td>
<td>☉ ☉ ☉</td>
<td>Attention to detail, reliability, team player</td>
<td>Saskatchewan Polytechnic</td>
</tr>
<tr>
<td>3222</td>
<td>Dental hygienists and dental therapists</td>
<td>As a dental hygienist you will provide dental hygiene treatment and education related to the prevention of oral health diseases and disorders. As a dental therapist you will carry out basic dental treatment related to the prevention and treatment of oral health diseases and disorders.</td>
<td>$66,560 to $101,400</td>
<td>650</td>
<td>80</td>
<td>☉ ☉ ☉</td>
<td>Team player, excellent oral communication, client focus</td>
<td>Saskatchewan Polytechnic</td>
</tr>
</tbody>
</table>

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

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

- Job May Require Apprenticeship Training | - Limited - Fair - Good
<table>
<thead>
<tr>
<th>NOC CODE</th>
<th>JOB TITLE</th>
<th>JOB DESCRIPTION</th>
<th>PREVAILING WAGE RANGE, ANNUAL ESTIMATES</th>
<th>EMPLOYMENT TOTAL JOB OPENINGS, 2019-2023</th>
<th>FORECASTED PROSPECTS TO 2023</th>
<th>MOST IN-DEMAND SOFT SKILLS (BASED ON JOB BANK 2018 NATIONAL DATA)</th>
<th>TRAINING AND EDUCATION ROUTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>4021</td>
<td>College and other vocational instructors</td>
<td>Teach applied arts, academic, technical and vocational subjects to students at community colleges, CEGEPS, agricultural colleges, technical and vocational institutes, language schools and other college level schools. Includes trainers employed by private training companies, community agencies and governments.</td>
<td>$41,140 to $110,490</td>
<td>2,580 470</td>
<td>⭐⭐⭐</td>
<td>Excellent oral communication, organized, client focus</td>
<td>University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>4422</td>
<td>Correctional service officers</td>
<td>Monitor prisoners and detainees and maintain order in correctional institutions and other places of detention.</td>
<td>$52,000 to $76,790</td>
<td>1,630 230</td>
<td>⭐⭐⭐</td>
<td>Values and ethics, reliability, judgement, effective interpersonal skills, team player, excellent oral communication, dependability, excellent written communication</td>
<td>Gabriel Dumont College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>4214</td>
<td>Early childhood educators and assistants</td>
<td>Plan creative and interactive programs and facilitate curriculum in support of the holistic development of children, six weeks to 12 years, in early learning and child care environments.</td>
<td>$23,000 to $56,240</td>
<td>4,910 800</td>
<td>⭐⭐⭐</td>
<td>Team player, dependability, reliability</td>
<td>Carlton Trail College, Cumberland College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Northlands College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, University of Regina</td>
</tr>
<tr>
<td>4162</td>
<td>Economists and economic policy researchers and analysts</td>
<td>Conduct research, analyze information, develop models and prepare reports on matters such as finance, fiscal and monetary policy, international trade, agricultural and natural resource commodities, labour and industrial markets.</td>
<td>$50,170 to $145,480</td>
<td>280 50</td>
<td>⭐⭐⭐</td>
<td>Initiative, organized, accurate</td>
<td>University of Regina</td>
</tr>
<tr>
<td>4166</td>
<td>Education policy researchers, consultants and program officers</td>
<td>Conduct research, produce reports and administer elementary, secondary and post-secondary education policies and programs.</td>
<td>$45,700 to $106,080</td>
<td>730 140</td>
<td>⭐⭐⭐</td>
<td>Effective interpersonal skills, team player, excellent oral communication</td>
<td>University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>4033</td>
<td>Educational counsellors</td>
<td>Advise current and prospective students on educational issues, career planning and personal development; co-ordinate provision of counselling services to students, parents, teachers, faculty and staff.</td>
<td>$53,210 to $100,010</td>
<td>700 120</td>
<td>⭐⭐⭐</td>
<td>Effective interpersonal skills, organized, excellent oral communication</td>
<td>University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>4413</td>
<td>Elementary and secondary school teacher assistants</td>
<td>Assist teachers by providing one-on-one support to students with diverse needs using learned guidance and classroom management strategies.</td>
<td>$26,400</td>
<td>4,720 990</td>
<td>⭐⭐⭐</td>
<td>Dependability, reliability, flexibility</td>
<td>Carlton Trail College, Cumberland College, Lakeland College, Northlands College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>4032</td>
<td>Elementary school and kindergarten teachers</td>
<td>Teach basic subjects (such as reading, writing and arithmetic) or specialized subjects (such as English or French as a second language) at public or private elementary schools.</td>
<td>$46,260 to $95,210</td>
<td>8,580 1,680</td>
<td>⭐⭐⭐</td>
<td>Attention to detail, organized, excellent oral communication</td>
<td>First Nations University of Canada, Northern Saskatchewan Indigenous Teacher Education Program (NSITEP), Northlands College, Parkland College, Saskatchewan Urban Native Education Program (SUNTEP), University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>4153</td>
<td>Family, marriage and other related counsellors</td>
<td>Assist individuals and groups identify, understand and overcome personal problems and achieve personal objectives.</td>
<td>$39,520 to $90,000</td>
<td>940 180</td>
<td>⭐⭐⭐</td>
<td>Effective interpersonal skills, judgement, reliability, client focus</td>
<td>First Nations University of Canada, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>4312</td>
<td>Firefighters</td>
<td>Carry out firefighting and fire prevention activities; assist in other emergencies.</td>
<td>$52,000 to $105,000</td>
<td>950 200</td>
<td>⭐⭐⭐</td>
<td>Team player, organized, judgement, excellent oral communication, reliability, excellent written communication, effective interpersonal skills, flexibility</td>
<td>Lakeland College, Parkland College, Saskatchewan Indian Institute of Technologies</td>
</tr>
<tr>
<td>4165</td>
<td>Health policy researchers, consultants and program officers</td>
<td>Conduct research, produce reports and administer health care policies and programs for government departments and agencies, community agencies, educational and research institutes, professional associations, non-governmental and international organizations.</td>
<td>$47,840 to $99,840</td>
<td>870 140</td>
<td>⭐⭐⭐</td>
<td>Team player, excellent written communication, work under pressure</td>
<td>First Nations University of Canada, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>4411</td>
<td>Home child care providers</td>
<td>Provide ongoing or short-term child care; assist parents with child care and household duties.</td>
<td>$23,000 to $45,240</td>
<td>4,260 830</td>
<td>⭐⭐⭐⭐</td>
<td>Reliability, organized, flexibility</td>
<td>First Nations University of Canada, Lakeland College, Northwest College</td>
</tr>
<tr>
<td>4412</td>
<td>Home support workers, housekeepers and related occupations/ Disability support worker</td>
<td>Home support workers provide personal care and companionship to seniors, persons with disabilities and convalescent clients in their own homes. Housekeepers perform housekeeping and other home management duties in private households and other non-institutional, residential settings.</td>
<td>$23,710 to $76,440</td>
<td>2,900 570</td>
<td>⭐⭐⭐</td>
<td>Reliability, dependability, flexibility</td>
<td>Saskatchewan Indian Institute of Technologies</td>
</tr>
<tr>
<td>4112</td>
<td>Lawyers and Quebec notaries</td>
<td>Advise clients on legal matters, plead cases or conduct prosecutions in courts of law, represent clients and draw up legal documents, such as contracts and wills.</td>
<td>$23,690 to $190,370</td>
<td>1,780 220</td>
<td>⭐⭐⭐</td>
<td>Excellent oral communication, excellent written communication, attention to detail</td>
<td>University of Saskatchewan</td>
</tr>
<tr>
<td>4161</td>
<td>Natural and applied science policy researchers, consultants and program officers</td>
<td>Conduct research, prepare reports, provide advice and administer programs in areas related to the natural and applied sciences.</td>
<td>$54,000 to $120,000</td>
<td>660 90</td>
<td>⭐⭐⭐</td>
<td>Excellent oral communication, effective interpersonal skills, excellent written communication</td>
<td>University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>NOC CODE</td>
<td>JOB TITLE</td>
<td>JOB DESCRIPTION</td>
<td>PREVAILING WAGE RANGE, ANNUAL ESTIMATES</td>
<td>EMPLOYMENT 2019 ESTIMATES</td>
<td>FORECASTED TOTAL JOB OPENINGS, 2019-2023</td>
<td>PROSPECTS TO 2023</td>
<td>MOST IN-DEMAND SOFT SKILLS (BASED ON JOB BANK 2018 NATIONAL DATA)</td>
</tr>
<tr>
<td>----------</td>
<td>-----------</td>
<td>-----------------</td>
<td>---------------------------------------</td>
<td>--------------------------</td>
<td>------------------------------------------</td>
<td>-----------------</td>
<td>---------------------------------------------------------------</td>
</tr>
<tr>
<td>4313</td>
<td>Non-commissioned ranks of the Canadian Forces</td>
<td>Duties may include engaging in drills and other training in preparation for peacetime, combat and natural disasters; operating armoured vehicles, artillery, hand-held weapons and other military combat equipment and defense systems; policing and protecting Canadian voters, land, airspace and other interests.</td>
<td>$48,170 to $97,360</td>
<td>330</td>
<td>40</td>
<td>-</td>
<td>Effective interpersonal skills, teamwork, integrity, reliability, initiative, work under pressure, judgement, organized</td>
</tr>
<tr>
<td>4211</td>
<td>Legal Assistant and related occupations</td>
<td>Legal assistants prepare legal documents, maintain records and files and conduct research to assist lawyers or other legal professionals. Matters public administrator oath, take affidavits, sign legal documents and perform other activities according to the limitations of their appointment.</td>
<td>$40,560 to $82,430</td>
<td>300</td>
<td>50</td>
<td></td>
<td>Organized, reliability, excellent written communication</td>
</tr>
<tr>
<td>4311</td>
<td>Police officers (except commissioned)</td>
<td>Protect the public, detect and prevent crime, perform other activities directed at maintaining law and order.</td>
<td>$58,680 to $110,240</td>
<td>2,170</td>
<td>410</td>
<td>-</td>
<td>Attention to detail, work under pressure, reliability, excellent written communication, tight deadlines, values and ethics, excellent oral communication, judgement, organized</td>
</tr>
<tr>
<td>4012</td>
<td>Post-secondary teaching and research assistants</td>
<td>Assist with teaching and research activities at universities and colleges.</td>
<td>$26,000 to $85,340</td>
<td>1,960</td>
<td>-10</td>
<td></td>
<td>Attention to detail, team player, reliability</td>
</tr>
<tr>
<td>4155</td>
<td>Probation and parole officers and related occupations</td>
<td>Probation officers monitor the conduct and behaviour of criminal offenders serving probation terms. Parole officers monitor the reintegration of criminal offenders serving the remainder of their sentences while conditionally released into the community on parole.</td>
<td>$60,440 to $107,990</td>
<td>310</td>
<td>30</td>
<td>n.a.</td>
<td></td>
</tr>
<tr>
<td>4154</td>
<td>Professional occupations in religion</td>
<td>Conduct religious services, administer the rites of a religious faith or denomination, provide spiritual and moral guidance and perform other functions associated with the practice of a religion.</td>
<td>$23,000 to $76,000</td>
<td>1,550</td>
<td>360</td>
<td></td>
<td>Excellent oral communication, initiative, flexibility</td>
</tr>
<tr>
<td>4168</td>
<td>Program officers unique to government</td>
<td>Play a role in the administration and operation of government institutions, such as Parliament; participate in activities unique to the operation of government, such as international relations, federal-provincial-PPPs, elections and tribunals.</td>
<td>$54,000 to $114,130</td>
<td>290</td>
<td>60</td>
<td>n.a.</td>
<td></td>
</tr>
<tr>
<td>4151</td>
<td>Psychologists</td>
<td>Diagnose psychological and emotional disorders, counsel clients, provide therapy, research and apply theory relating to behaviour and mental processes.</td>
<td>$61,900 to $125,330</td>
<td>430</td>
<td>80</td>
<td></td>
<td>Effective interpersonal skills, excellent oral communication, client focus</td>
</tr>
<tr>
<td>4167</td>
<td>Recreation, sports and fitness policy researchers, consultants and program officers</td>
<td>Oversee and administer recreation, sports and physical fitness programs and activities; provide consulting services, conduct research and develop programs related to recreation, sports and physical fitness.</td>
<td>$41,600 to $99,840</td>
<td>390</td>
<td>60</td>
<td></td>
<td>Team player, organized, excellent oral communication</td>
</tr>
<tr>
<td>4031</td>
<td>Secondary school teachers</td>
<td>Prepare and teach academic, technical, vocational or specialized subjects at public and private secondary schools.</td>
<td>$46,260 to $95,210</td>
<td>4,170</td>
<td>850</td>
<td></td>
<td>Excellent oral communication, effective interpersonal skills, team player</td>
</tr>
<tr>
<td>4212</td>
<td>Social and community service workers/Youth Care Worker</td>
<td>Administer and implement a variety of social assistance programs and community services; assist clients in dealing with personal and social problems.</td>
<td>$33,280 to $71,320</td>
<td>5,200</td>
<td>850</td>
<td></td>
<td>Team player, client focus, flexibility</td>
</tr>
<tr>
<td>4164</td>
<td>Social policy researchers, consultants and program officers</td>
<td>Conduct research, develop policy and administer programs in areas such as consumer of PPPs, employment, home economics, immigration, law enforcement, corrections, human rights, housing, labour, family services, foreign aid and international development.</td>
<td>$50,920 to $104,000</td>
<td>850</td>
<td>120</td>
<td></td>
<td>Organized, excellent oral communication, team player</td>
</tr>
<tr>
<td>4152</td>
<td>Social workers</td>
<td>Help individuals, couples, families, groups, communities and organizations develop the skills and resources they need to enhance social functioning; provide counselling, therapy and referral to other supportive social services.</td>
<td>$41,600 to $93,600</td>
<td>2,150</td>
<td>320</td>
<td></td>
<td>Effective interpersonal skills, client focus, reliability</td>
</tr>
<tr>
<td>4011</td>
<td>University professors and lecturers</td>
<td>Teach courses to undergraduate and graduate students; conduct research at universities and degree-granting colleges.</td>
<td>$41,600 to $159,990</td>
<td>2,530</td>
<td>270</td>
<td></td>
<td>Excellent written communication, excellent oral communication, organized</td>
</tr>
</tbody>
</table>

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

For specific details, CONTACT THE INSTITUTION DIRECTLY!

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

for more information go to www.saskatooniec.ca/relevance
<table>
<thead>
<tr>
<th>NOC CODE</th>
<th>JOB TITLE</th>
<th>JOB DESCRIPTION</th>
<th>PREVAILING WAGE RANGE, ANNUAL ESTIMATES</th>
<th>EMPLOYMENT TOTAL JOB OPENINGS, 2019-2023</th>
<th>FORECASTED PROSPECTS TO 2023</th>
<th>MOST IN-DEMAND SOFT SKILLS (BASED ON JOB BANK 2018 NATIONAL DATA)</th>
<th>TRAINING AND EDUCATION ROUTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>5121</td>
<td>Authors and writers</td>
<td>Research and write books, scripts, plays, essays, speeches, manuals, specifications and other non-journalistic articles for publication, broadcast or presentation.</td>
<td>$23,000 to $94,620</td>
<td>400</td>
<td>120</td>
<td>Excellent written communication, team player, attention to detail</td>
<td>First Nations University of Canada, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>5241</td>
<td>Graphic designers and illustrators</td>
<td>Create designs, illustrations, layouts and visual images to effectively communicate information for publications, advertising, film, posters and signs.</td>
<td>$37,440 to $83,100</td>
<td>800</td>
<td>160</td>
<td>Work under pressure, tight deadlines, team player</td>
<td>Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>5123</td>
<td>Journalists</td>
<td>Research, investigate, interpret and communicate news and public policy through newspapers, television, radio and other media.</td>
<td>$31,350 to $85,120</td>
<td>250</td>
<td>90</td>
<td>Organized, initiative, excellent oral communication, excellent written communication</td>
<td>First Nations University of Canada, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>5111</td>
<td>Librarians</td>
<td>Develop, organize and maintain library collections and provide advisory services for users.</td>
<td>$24,960 to $83,200</td>
<td>200</td>
<td>50</td>
<td>Organized, initiative, attention to detail, effective interpersonal skills</td>
<td>University of Saskatchewan (transfer program)</td>
</tr>
<tr>
<td>5211</td>
<td>Library and public archive technicians</td>
<td>Assist users in accessing library or archive resources, assist in describing new acquisitions, participate in archive processing and conduct reference searches.</td>
<td>$27,040 to $62,400</td>
<td>480</td>
<td>120</td>
<td>Organized, attention to detail, excellent written communication</td>
<td>Saskatchewan Polytechnic</td>
</tr>
<tr>
<td>5254</td>
<td>Program leaders and instructors in recreation, sport and fitness</td>
<td>Lead and instruct groups and individuals in recreational, sports or athletic programs at community centres, fitness clubs, resorts, health care facilities, retirement homes, correctional institutions and other establishments.</td>
<td>$23,400 to $52,000</td>
<td>2,610</td>
<td>180</td>
<td>Team player, dependability, reliability</td>
<td>University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>----------</td>
<td>-----------</td>
<td>----------------</td>
<td>----------------------------------------</td>
<td>-------------------------------------------</td>
<td>-----------------------------</td>
<td>-----------------------------------------------------------------</td>
<td>----------------------------------</td>
</tr>
<tr>
<td>6313</td>
<td>Accommodation, travel, tourism and related services supervisors</td>
<td>Supervise and co-ordinate the activities of hotel accommodation service clerks, casino workers, reservation clerks and other travel and accommodation workers.</td>
<td>$27,040 to $74,010</td>
<td>260</td>
<td>50</td>
<td>Organized, team player, attention to detail</td>
<td>Saskatchewan Indian Institute of Technologies, University of Regina</td>
</tr>
<tr>
<td>6332</td>
<td>Bakers</td>
<td>Prepare breads, rolls, muffins, pies, pastries, cakes and cookies in retail and wholesale bakeries and dining establishments.</td>
<td>$23,500 to $45,760</td>
<td>1,210</td>
<td>200</td>
<td>Reliability, team player, dependability</td>
<td>North West College, Saskatchewan Polytechnic</td>
</tr>
<tr>
<td>6512</td>
<td>Bartenders</td>
<td>Mix and serve alcoholic and non-alcoholic beverages in restaurants, hotels, bars, taverns, private clubs, banquet halls and other licensed establishments.</td>
<td>$23,000 to $47,510</td>
<td>1,430</td>
<td>150</td>
<td>Reliability, team player, excellent oral communication</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>6531</td>
<td>Butchers, meat cutters and fishmongers – retail and wholesale</td>
<td>Includes carcass breaking, primal cuts, sub-primal cuts, counter-ready cuts, packaging and labelling, and the merchandising of meat and poultry.</td>
<td>$23,000 to $47,840</td>
<td>570</td>
<td>110</td>
<td>Reliability, work under pressure, team player</td>
<td>Northwest College</td>
</tr>
<tr>
<td>6611</td>
<td>Cashiers</td>
<td>Operate cash registers, optical price scanners, computers or other equipment to record and accept payment for the purchase of goods, services and admissions.</td>
<td>$23,000 to $33,800</td>
<td>9,740</td>
<td>1,220</td>
<td>Attention to detail, team player, flexibility</td>
<td>Dumont Technical Institute</td>
</tr>
<tr>
<td>6533</td>
<td>Casino occupations</td>
<td>Operate gaming tables, assist patrons using slot machines, accept keno wagers, pay out winning jackpots and collect losing bets.</td>
<td>$23,000 to $45,680</td>
<td>610</td>
<td>80</td>
<td>Effective interpersonal skills, work under pressure, excellent oral communication</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>6321</td>
<td>Chefs</td>
<td>Plan and direct food preparation and cooking activities; prepare and cook meals and specialty foods in restaurants, hotels, resorts, health care institutions, food commissionaires, clubs and similar establishments.</td>
<td>$29,120 to $59,280</td>
<td>1,140</td>
<td>170</td>
<td>Team player, organized, reliability</td>
<td>Many Chefs are graduates of Cooking and Culinary programs. Typically, the title of Chef is earned after several years of experience in the Food Service Industry.</td>
</tr>
<tr>
<td>6315</td>
<td>Cleaning supervisors</td>
<td>Supervise and co-ordinate the activities of Light Duty Cleaners (6731), Specialized Cleaners (6732), and Sanitors, Caretakers and Building Superintendents (6733).</td>
<td>$35,010 to $75,000</td>
<td>310</td>
<td>80</td>
<td>Reliability, flexibility, dependability</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>6322</td>
<td>Cooks</td>
<td>Prepare and cook a wide variety of foods, cut meats and learn basic baking and pastry cooking methods.</td>
<td>$23,000 to $45,760</td>
<td>7,550</td>
<td>1,220</td>
<td>Team player, reliability, work under pressure</td>
<td>Carlton Trail College, North-West College, Northlands College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic, Southeast College</td>
</tr>
<tr>
<td>6314</td>
<td>Customer and information services supervisors</td>
<td>Supervise and co-ordinate the activities of Customer Service Representatives - Financial Institutions (6551) and Other Customer and Information Services Representatives (6552).</td>
<td>$28,270 to $74,880</td>
<td>190</td>
<td>40</td>
<td>Attention to detail, organized, client focus</td>
<td>University of Regina</td>
</tr>
<tr>
<td>6551</td>
<td>Customer services representatives - financial institutions</td>
<td>Process financial transactions and provide information on products and services to customers in banks, trust companies, credit unions and similar financial institutions.</td>
<td>$29,120 to $49,920</td>
<td>2,240</td>
<td>330</td>
<td>Client focus, attention to detail, excellent oral communication</td>
<td>University of Regina</td>
</tr>
<tr>
<td>6741</td>
<td>Dry cleaning, laundry and related occupations</td>
<td>Clean garments and other articles using dry cleaning or laundry machines. Check finished garments and other articles to ensure required standards are met, and assemble and bag finished garments and other articles. Iron, press or otherwise finish garments and other articles.</td>
<td>$23,400 to $39,520</td>
<td>810</td>
<td>190</td>
<td>Team player, attention to detail, work under pressure</td>
<td>On The Job Training</td>
</tr>
</tbody>
</table>

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

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

[38]
<table>
<thead>
<tr>
<th>NOC CODE</th>
<th>JOB TITLE</th>
<th>JOB DESCRIPTION</th>
<th>PREVAILING WAGE RANGE, ANNUAL ESTIMATES</th>
<th>EMPLOYMENT TOTAL JOB OPENINGS, 2019-2023</th>
<th>FORECASTED PROSPECTS TO 2023</th>
<th>MOST IN-DEMAND SOFT SKILLS (BASED ON JOB BANK 2018 NATIONAL DATA)</th>
<th>TRAINING AND EDUCATION ROUTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>6562</td>
<td>Estheticians, electrologists and related occupations</td>
<td>Cosmetics, electrologists, estheticians, manicurists, pedicurists and tattoo artists provide facial and body treatments.</td>
<td>$23,000 to $40,010</td>
<td>1,550</td>
<td>160</td>
<td>Client focus, reliability, attention to detail</td>
<td>Lakeland College, North West College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic, Southeast College, Private schools</td>
</tr>
<tr>
<td>6235</td>
<td>Financial sales representatives</td>
<td>Sell basic deposit, investment and loan products and services to individual and business customers of banks, credit unions or other financial institutions.</td>
<td>$37,440 to $80,600</td>
<td>2,160</td>
<td>350</td>
<td>Team player, organized, excellent oral communication</td>
<td>Carlton Trail College, Cumberland College, Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatoon Business College, Southeast College, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>6513</td>
<td>Food and beverage servers</td>
<td>Serve food and beverages; prepare alcoholic and non-alcoholic beverages.</td>
<td>$23,000 to $41,600</td>
<td>7,000</td>
<td>680</td>
<td>Team player, reliability, flexibility</td>
<td>Darmut Technical Institute, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic, Saskatchewan Tourism Education Council</td>
</tr>
<tr>
<td>6711</td>
<td>Food service attendants, kitchen helpers and related support occupations</td>
<td>Food Service attendants work to meet the demands of busy and diverse food service operations. You may be required to answer phones, handle food, handle money, pour alcoholic drinks, pour non-alcoholic drinks.</td>
<td>$23,000 to $39,520</td>
<td>11,400</td>
<td>1,140</td>
<td>Team player, reliability, work under pressure</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>6311</td>
<td>Food service supervisors</td>
<td>Food service supervisors supervise, direct and co-ordinate the activities of workers who prepare, portion and serve food. They are employed by hospitals and other health care establishments and by cafeterias, catering companies and other food service establishments.</td>
<td>$24,960 to $45,680</td>
<td>1,770</td>
<td>200</td>
<td>Team player, flexibility, work under pressure</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>6341</td>
<td>Hairstylists</td>
<td>Design hair by shampooing, cutting, styling and colouring; perform retail sales and customer service tasks.</td>
<td>$23,000 to $55,330</td>
<td>3,330</td>
<td>430</td>
<td>Client focus, reliability, attention to detail</td>
<td>Saskatchewan Apprenticeship and Trade Certification Commission, Lakeland College, North West College, Private Schools, Saskatchewan Polytechnic, Southeast College</td>
</tr>
<tr>
<td>6525</td>
<td>Guest services representatives</td>
<td>Promote accommodation products and services; make room reservations, provide information to guests; and receive payment for services.</td>
<td>$23,920 to $41,000</td>
<td>970</td>
<td>230</td>
<td>Reliability, attention to detail, team player</td>
<td>Darmut Technical Institute, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Saskatchewan Tourism Education Council</td>
</tr>
<tr>
<td>6231</td>
<td>Insurance agents and brokers</td>
<td>Sell automobile, fire, life, property, marine and other types of insurance to businesses and individuals.</td>
<td>$31,200 to $80,000</td>
<td>1,970</td>
<td>400</td>
<td>Excellent oral communication, client focus, teamwork, organized</td>
<td>Lakeland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>6733</td>
<td>Janitors, caretakers and building superintendents</td>
<td>Clean and maintain commercial, institutional and residential buildings and surrounding grounds. Building superintendents may be responsible for the operation of the establishment and may supervise other workers.</td>
<td>$24,960 to $56,160</td>
<td>8,940</td>
<td>1,900</td>
<td>Reliability, dependability, flexibility</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>6731</td>
<td>Light duty cleaners</td>
<td>Clean lobbies, hallways, offices and rooms in hotels, resorts, hospitals, schools, office buildings and private residences.</td>
<td>$23,000 to $40,040</td>
<td>7,580</td>
<td>1,620</td>
<td>Attention to detail, reliability, dependability</td>
<td>Saskatchewan Indian Institute of Technologies</td>
</tr>
<tr>
<td>6511</td>
<td>Maîtres d'hôtel and hosts/hostesses</td>
<td>Greet and escort patrons to tables; supervise and co-ordinate the activities of food and beverage servers.</td>
<td>$23,000 to $47,840</td>
<td>860</td>
<td>70</td>
<td>Team player, excellent oral communication, organized</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>6722</td>
<td>Operators and attendants in amusement, recreation and sport</td>
<td>Assist patrons, collect tickets and supervise use of recreational and sports equipment at amusement parks, exhibitions, carnivals, arenas, billboard parlors, bowling alleys, golf courses, ski centres, tennis clubs, campgrounds and other recreational and sports facilities.</td>
<td>$23,000 to $44,320</td>
<td>850</td>
<td>110</td>
<td>Reliability, team player, effective interpersonal skills</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>6563</td>
<td>Pet groomers and animal care workers</td>
<td>Feed, handle, train and groom animals; assist veterinarians, animal health technologists and animal breeders.</td>
<td>$23,000 to $60,010</td>
<td>600</td>
<td>70</td>
<td>Reliability, dependability, attention to detail</td>
<td>Lakeland College, Saskatchewan Polytechnic</td>
</tr>
<tr>
<td>6232</td>
<td>Real estate agents and salespersons</td>
<td>Act as an agent for the sale or purchase of houses, apartments, commercial buildings, land and other real estate. The Saskatchewan Real Estate Commission must license you to work in the province.</td>
<td>$23,350 to $116,250</td>
<td>1,580</td>
<td>140</td>
<td>n.a.</td>
<td>Lakeland College, Saskatchewan Polytechnic, Saskatoon Business College, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>6222</td>
<td>Retail and wholesale buyers</td>
<td>Buy merchandise for resale by retail or wholesale establishments. Buyers are usually responsible for merchandising operations of retail or wholesale establishments.</td>
<td>$23,280 to $110,390</td>
<td>770</td>
<td>110</td>
<td>Attention to detail, organized, accurate</td>
<td>University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>6211</td>
<td>Retail sales supervisors</td>
<td>Supervise and co-ordinate the activities of Retail Salesperson (6421), Cashier (6611), Store Shelf Stockers, Clerks and Order Fillers (6822) and Other Sales Related Occupations (6623).</td>
<td>$24,750 to $62,500</td>
<td>2,250</td>
<td>370</td>
<td>Team player, organized, reliability</td>
<td>University of Regina</td>
</tr>
<tr>
<td>6421</td>
<td>Retail salespersons</td>
<td>Sell or rent a range of goods and services in stores and other retail and wholesale businesses.</td>
<td>$23,000 to $50,960</td>
<td>20,020</td>
<td>3,030</td>
<td>Team player, dependability, reliability</td>
<td>Cumberland College, Great Plains College, Lakeland College, Parkland College, Saskatchewan Polytechnic</td>
</tr>
<tr>
<td>6411</td>
<td>Sales and account representatives - wholesale trade (non-technical)</td>
<td>Sell non-technical goods and services (such as petroleum, food, transportation) to wholesale, commercial, industrial and professional clients.</td>
<td>$29,990 to $85,010</td>
<td>2,920</td>
<td>620</td>
<td>Excellent oral communication, client focus, organized</td>
<td>Great Plains College, Lakeland College, North West College, Parkland College, Saskatchewan Polytechnic, Saskatoon Business College, University of Regina</td>
</tr>
</tbody>
</table>

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

For specific details, CONTACT THE INSTITUTION DIRECTLY!

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

for more information go to www.saskatooniec.ca/relevance
<table>
<thead>
<tr>
<th>NOC CODE</th>
<th>JOB TITLE</th>
<th>JOB DESCRIPTION</th>
<th>PREVAILING WAGE RANGE, ANNUAL ESTIMATES</th>
<th>EMPLOYMENT 2019 ESTIMATES</th>
<th>FORECASTED TOTAL JOB OPENINGS, 2019-2023</th>
<th>PROSPECTS TO 2023</th>
<th>MOST IN-DEMAND SOFT SKILLS (BASED ON JOB BANC 2018 NATIONAL DATA)</th>
<th>TRAINING AND EDUCATION ROUTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>6541</td>
<td>Security guards and related security service occupations</td>
<td>Guard property against theft and vandalism, control access to establishments, maintain order and enforce regulations at public events and within establishments.</td>
<td>$24,960 to $47,840</td>
<td>2,900</td>
<td>660</td>
<td>⭐⭐⭐</td>
<td>Reliability, teamwork, excellent oral communication</td>
<td>Carlton Trail College, Parkland College, Saskatchewan Polytechnic</td>
</tr>
<tr>
<td>6621</td>
<td>Service station attendants</td>
<td>Self fuel and other automotive products, perform services on motor vehicles, such as fueling, cleaning, lubricating and minor repairs. Maintain cleanliness of premises, fuel stations.</td>
<td>$32,000 to $52,030</td>
<td>1,500</td>
<td>220</td>
<td>⭐⭐⭐</td>
<td>Reliability, effective interpersonal skills, flexibility</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>6732</td>
<td>Specialized cleaners</td>
<td>Clean and refurbish building exteriors, carpets, chimneys, industrial equipment, ventilation systems, windows and other surfaces, using specialized equipment and techniques.</td>
<td>$23,000 to $49,920</td>
<td>1,970</td>
<td>250</td>
<td>⭐⭐⭐</td>
<td>Attention to detail, reliability, team player</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>6622</td>
<td>Store shelf stockers, clerks and order fillers</td>
<td>Pack and deliver products. May require Class 1A or Class 3A driver's license.</td>
<td>$23,000 to $41,600</td>
<td>5,430</td>
<td>710</td>
<td>⭐⭐⭐</td>
<td>Attention to detail, teamwork, reliability</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>6342</td>
<td>Tailors, dressmakers, furriers and milliners</td>
<td>Make, alter and repair tailored clothing, hats, coats and other made-to-measure garments and hats. Alterations fit, alter and repair garments.</td>
<td>$23,920 to $41,600</td>
<td>320</td>
<td>80</td>
<td>⭐⭐⭐⭐</td>
<td>Attention to detail, reliability, organized</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>6621</td>
<td>Technical sales specialists - wholesale trade</td>
<td>As part of the larger group of technical sales specialists, grain elevator operators purchase grain, determine grade and weight, and maintain need for buyers and companies.</td>
<td>$29,120 to $90,000</td>
<td>2,450</td>
<td>440</td>
<td>⭐⭐⭐⭐</td>
<td>Excellent oral communication, effective interpersonal skills, client focus</td>
<td>Lakeland College, University of Saskatchewan</td>
</tr>
</tbody>
</table>

### Trades, Transport & Equipment Operation

<table>
<thead>
<tr>
<th>NOC CODE</th>
<th>JOB TITLE</th>
<th>JOB DESCRIPTION</th>
<th>PREVAILING WAGE RANGE, ANNUAL ESTIMATES</th>
<th>EMPLOYMENT 2019 ESTIMATES</th>
<th>FORECASTED TOTAL JOB OPENINGS, 2019-2023</th>
<th>PROSPECTS TO 2023</th>
<th>MOST IN-DEMAND SOFT SKILLS (BASED ON JOB BANC 2018 NATIONAL DATA)</th>
<th>TRAINING AND EDUCATION ROUTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>7315</td>
<td>Aircraft mechanics and aircraft inspectors</td>
<td>Your job will be to repair and inspect all types of aircraft and avionic systems.</td>
<td>$39,000 to $70,990</td>
<td>340</td>
<td>80</td>
<td>⭐⭐⭐</td>
<td>Attention to detail, teamwork, reliability</td>
<td>Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies</td>
</tr>
<tr>
<td>7321</td>
<td>Automotive service technicians, truck and bus mechanics and mechanical repairers</td>
<td>Use diagnostic, computer and mechanical skills to service and repair automobiles, light trucks and buses.</td>
<td>$33,280 to $84,240</td>
<td>5,800</td>
<td>970</td>
<td>⭐⭐⭐</td>
<td>Reliability, teamwork, attention to detail</td>
<td>Saskatchewan College, North West College, Parkland College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic</td>
</tr>
<tr>
<td>7234</td>
<td>Boilermakers</td>
<td>Make, assemble and repair duct, steam, oil, water or other liquid tight containers, structures and equipment.</td>
<td>$64,900 to $95,470</td>
<td>200</td>
<td>20</td>
<td>⭐⭐⭐⭐</td>
<td>Attention to detail, tight deadlines</td>
<td>Saskatchewan Apprenticeship and Trade Certification Commission</td>
</tr>
<tr>
<td>7281</td>
<td>Bricklayers</td>
<td>Lay concrete block, brick or pre-cut stone to build or repair various structures.</td>
<td>$45,760 to $88,280</td>
<td>360</td>
<td>30</td>
<td>⭐⭐⭐⭐</td>
<td>Reliability, teamwork, judgement</td>
<td>Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic</td>
</tr>
<tr>
<td>7512</td>
<td>Bus drivers, subway operators and other transport operators</td>
<td>Drive buses or operate streetcars, subway trains and light rail transit vehicles to transport passengers on established routes.</td>
<td>$27,040 to $60,320</td>
<td>3,350</td>
<td>980</td>
<td>⭐⭐⭐⭐</td>
<td>Reliability, teamwork, judgement</td>
<td>Carlton Trail College</td>
</tr>
<tr>
<td>7272</td>
<td>Cabinetmakers</td>
<td>Construct, repair, finish and install cabinets, furniture, bedroom suites and architectural millwork, such as custom shelving components, paneling and interior trim.</td>
<td>$29,990 to $58,240</td>
<td>300</td>
<td>110</td>
<td>⭐⭐⭐⭐</td>
<td>Attention to detail, teamwork, organized</td>
<td>Saskatchewan Apprenticeship and Trade Certification Commission</td>
</tr>
<tr>
<td>7271</td>
<td>Carpenters</td>
<td>Construct, renovate and repair buildings and structures made of wood and other materials.</td>
<td>$33,360 to $74,880</td>
<td>6,390</td>
<td>1,130</td>
<td>⭐⭐⭐⭐</td>
<td>Team player, reliability, accurate</td>
<td>Cumberland College, Lakehead College, Northlands College, Northwest College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College</td>
</tr>
<tr>
<td>7282</td>
<td>Concrete finishers</td>
<td>Smooth and fresh finish poured concrete, apply curing or surface treatments; install, maintain and restore various masonry structures, such as foundations, floors, ceilings, sidewalks, roads, patios and highrise buildings.</td>
<td>$41,600 to $104,000</td>
<td>440</td>
<td>30</td>
<td>⭐⭐⭐⭐</td>
<td>Team player, attention to detail, flexibility</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>7311</td>
<td>Industrial mechanic (midwright)</td>
<td>Install, maintain and repair machinery in factories, mines and production facilities.</td>
<td>$41,600 to $100,550</td>
<td>2,930</td>
<td>380</td>
<td>⭐⭐⭐⭐</td>
<td>Attention to detail, teamwork, excellent oral communication</td>
<td>Cumberland College, Diament Technical Institute, Parkland College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic, Southeast College</td>
</tr>
<tr>
<td>7611</td>
<td>Construction trades helpers and labourers</td>
<td>Prepares, cleans up construction sites, moves earth, places concrete structures and municipal lines.</td>
<td>$31,200 to $58,240</td>
<td>6,740</td>
<td>750</td>
<td>⭐⭐⭐⭐</td>
<td>Reliability, teamwork, flexibility</td>
<td>Diament Technical Institute, Parkland College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic</td>
</tr>
<tr>
<td>7371</td>
<td>Mobile and Tower Crane operators</td>
<td>Operate various types of hoisting equipment to move, place and position items.</td>
<td>$32,000 to $92,830</td>
<td>560</td>
<td>80</td>
<td>⭐⭐⭐⭐</td>
<td>Attention to detail, teamwork, dependability</td>
<td>Parkland College, Saskatchewan Apprenticeship and Trade Certification Commission, Western Trade Training Institute</td>
</tr>
<tr>
<td>7514</td>
<td>Delivery and courier service drivers</td>
<td>Drive automobiles, vans and light trucks to pick up and deliver products. May require Class 1A or Class 3A driver's license.</td>
<td>$24,960 to $60,320</td>
<td>2,350</td>
<td>320</td>
<td>⭐⭐⭐⭐</td>
<td>Reliability, team player, organized</td>
<td>Carlton Trail College, Cumberland College, Lakehead College</td>
</tr>
<tr>
<td>7244</td>
<td>Powerline Technician</td>
<td>Construct and maintain overhead and underground power lines and related equipment.</td>
<td>$41,600 to $98,490</td>
<td>760</td>
<td>70</td>
<td>⭐⭐⭐⭐</td>
<td>Tight deadlines, teamwork, accurate, judgement</td>
<td>Northlands College, Saskatchewan Apprenticeship and Trade Certification Commission, SaskPower Training Centre, Southeast College</td>
</tr>
</tbody>
</table>

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

⭐ Job May Require Apprenticeship Training | ⭐- Limited  ⭐⭐- Fair  ⭐⭐⭐- Good
<table>
<thead>
<tr>
<th>NOC CODE</th>
<th>JOB TITLE</th>
<th>JOB DESCRIPTION</th>
<th>PREVAILING WAGE RANGE, ANNUAL ESTIMATES</th>
<th>EMPLOYMENT 2019 ESTIMATES</th>
<th>FORECASTED TOTAL JOB OPENINGS, 2019-2023</th>
<th>PROSPECTS TO 2023</th>
<th>MOST IN-DEMAND SOFT SKILLS (BASED ON JOB BANK 2018 NATIONAL DATA)</th>
<th>TRAINING AND EDUCATION ROUTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>7241</td>
<td>Electricians (except industrial and power system)</td>
<td>Install, repair, test and maintain wiring, controls, motors and other electrical devices in both the industrial and construction sectors.</td>
<td>$37,440 to $87,360</td>
<td>3,910</td>
<td>240</td>
<td>⭐️⭐️</td>
<td>Attention to detail, team player organized</td>
<td>Carlton Trail College, Cumberlaid College, Dumont Technical Institute, Great Plains College, Lakeland College, North West College, Northlands College, Parkland College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College</td>
</tr>
<tr>
<td>7292</td>
<td>Glaziers</td>
<td>Cut, install and replace glass in residential, commercial and industrial buildings, on exterior building walls, in furniture and in other products.</td>
<td>$35,360 to $62,400</td>
<td>270</td>
<td>20</td>
<td>n.a</td>
<td></td>
<td>Saskatchewan Apprenticeship and Trade Certification Commission</td>
</tr>
<tr>
<td>7521</td>
<td>Heavy equipment operators (except crane)</td>
<td>Operate heavy equipment used in the construction and maintenance of roads, bridges, pipelines and buildings, as well as in mining, manufacturing, construction and material handling work.</td>
<td>$41,600 to $79,940</td>
<td>5,280</td>
<td>540</td>
<td>⭐️⭐️</td>
<td>Attention to detail</td>
<td>Carlton Trail College, Cumberlaid College, Dumont Technical Institute, Great Plains College, Lakeland College, Parkland College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic, Southeast College</td>
</tr>
<tr>
<td>7312</td>
<td>Heavy-duty equipment technicians, Agricultural equipment technicians</td>
<td>Repair, overhaul and maintain mobile heavy-duty equipment used in construction, forestry, mining, material handling, landscaping, land clearing, farming and similar activities.</td>
<td>$41,600 to $93,600</td>
<td>2,830</td>
<td>410</td>
<td>⭐️⭐️</td>
<td>Reliability, team player, attention to detail</td>
<td>Dumont Technical Institute, Lakeland College, Mechanical Trades, North West College, Parkland College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic, Southeast College</td>
</tr>
<tr>
<td>7242</td>
<td>Industrial electricians</td>
<td>Install, maintain, troubleshoot and repair industrial electrical equipment and associated electrical and electronic controls.</td>
<td>$59,280 to $99,840</td>
<td>1,650</td>
<td>230</td>
<td>⭐️⭐️</td>
<td>Team player, excellent oral communication, organized</td>
<td>Carlton Trail College, Cumberlaid College, Great Plains College, Lakeland College, North West College, Northlands College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic, Southeast College</td>
</tr>
<tr>
<td>7293</td>
<td>Insulators (Heat and Frost)</td>
<td>Maintain and apply thermal insulation to commercial and industrial structures and equipment.</td>
<td>$37,440 to $80,000</td>
<td>330</td>
<td>30</td>
<td>n.a</td>
<td></td>
<td>Saskatchewan Apprenticeship and Trade Certification Commission</td>
</tr>
<tr>
<td>7236</td>
<td>Ironworkers (Reinforcing or Structural Ornamental)</td>
<td>Fabricate, weld and install rebar and materials used in reinforcing concrete (reinforcing), fabricate, weld, cut, erect/assemble structural and miscellaneous metal work; erect and place pre-cast concrete; perform rigging and place machinery (structural/ornamental).</td>
<td>$45,340 to $91,520</td>
<td>560</td>
<td>50</td>
<td>⭐️⭐️</td>
<td>Reliability, team player, dependability</td>
<td>Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Polytechnic</td>
</tr>
<tr>
<td>7231</td>
<td>Machinists and machining and tooling inspectors</td>
<td>Machinists operate machine tools that cut or grind metal, plastic and other materials. Machining and tooling inspectors inspect machined parts and tools in order to maintain quality control standards.</td>
<td>$35,360 to $93,600</td>
<td>790</td>
<td>130</td>
<td>⭐️⭐️</td>
<td>Attention to detail, accurate, dependability</td>
<td>Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic</td>
</tr>
<tr>
<td>7452</td>
<td>Material handlers</td>
<td>Move and load materials (by hand or using material handling equipment) for transportation, storage and moving companies, manufacturing and processing companies, and retail and wholesale warehouses. You will be prepared for entry level positions as shippers or receivers in warehouses or parts departments.</td>
<td>$26,000 to $60,900</td>
<td>5,210</td>
<td>910</td>
<td>⭐️⭐️</td>
<td>Reliability, team player, attention to detail</td>
<td>Saskatchewan Polytechnic</td>
</tr>
<tr>
<td>7322</td>
<td>Motor vehicle body repairers</td>
<td>Service and refresh motor vehicle bodies and frames.</td>
<td>$32,240 to $72,800</td>
<td>1,410</td>
<td>260</td>
<td>⭐️⭐️⭐️⭐️</td>
<td>Attention to detail, reliability, team player</td>
<td>Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies, Lakeland College, Saskatchewan Polytechnic</td>
</tr>
<tr>
<td>7294</td>
<td>Painters and decorators (except interior decorators)</td>
<td>Apply paint, varnish and wallpaper to interior and exterior building surfaces, as well as other fittings and furnishings.</td>
<td>$27,560 to $62,400</td>
<td>1,470</td>
<td>160</td>
<td>⭐️⭐️⭐️⭐️</td>
<td>Attention to detail, team player, reliability</td>
<td>Saskatchewan Apprenticeship and Trade Certification Commission</td>
</tr>
<tr>
<td>7284</td>
<td>Lather (Interior Systems Mechanic)</td>
<td>Lay out, install, apply, finish and fabricate metal stud systems, thermal insulations, gypsum board and related products and specialized ceilings.</td>
<td>$37,440 to $64,480</td>
<td>1,140</td>
<td>110</td>
<td>⭐️⭐️⭐️⭐️</td>
<td>Team player, reliability, dependability</td>
<td>Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies</td>
</tr>
<tr>
<td>7251</td>
<td>Plumbers</td>
<td>Install and maintain water and sewage systems in residential, commercial and industrial buildings; you may be licensed as a gasfitter.</td>
<td>$35,360 to $88,200</td>
<td>2,960</td>
<td>150</td>
<td>⭐️⭐️⭐️⭐️</td>
<td>Team player, work under pressure, judgement</td>
<td>Carlton Trail College, North West College, Northlands College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic</td>
</tr>
<tr>
<td>7621</td>
<td>Public works and maintenance labourers</td>
<td>Perform a variety of labour activities to maintain sidewalks, streets, roads and similar areas for public works departments or private contractors.</td>
<td>$31,200 to $56,160</td>
<td>1,290</td>
<td>270</td>
<td>⭐️⭐️⭐️⭐️</td>
<td>Dependability, team player, flexibility</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>7522</td>
<td>Public works maintenance equipment operators and related worker</td>
<td>Operate vehicles and equipment to maintain streets, highways and sewer systems; operate trucks to collect garbage and recyclable materials. Includes workers who clear vegetation close to power lines, inspect the condition of utility poles and locate underground utility lines and pipes.</td>
<td>$36,400 to $62,400</td>
<td>770</td>
<td>150</td>
<td>⭐️⭐️⭐️⭐️</td>
<td>Team player, excellent oral communication, flexibility</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>7622</td>
<td>Railway and motor transport labourers</td>
<td>Perform a variety of tasks to assist track maintenance workers, railway yard workers or motor transport operators.</td>
<td>$29,120 to $58,910</td>
<td>220</td>
<td>30</td>
<td>⭐️⭐️⭐️⭐️</td>
<td>Reliability, flexibility, team player</td>
<td>On The Job Training</td>
</tr>
</tbody>
</table>

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

For specific details, CONTACT THE INSTITUTION DIRECTLY!

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

for more information go to www.saskatooniec.ca/relevance
<table>
<thead>
<tr>
<th>NOC CODE</th>
<th>JOB TITLE</th>
<th>JOB DESCRIPTION</th>
<th>PREVAILING WAGE RANGE, ANNUAL ESTIMATES</th>
<th>EMPLOYMENT TOTAL JOB OPENINGS, 2019-2023</th>
<th>FORECASTED 2023</th>
<th>PROSPECTS TO 2023</th>
<th>MOST IN-DEMAND SOFT SKILLS (BASED ON JOB BANK 2018 NATIONAL DATA)</th>
<th>TRAINING AND EDUCATION ROUTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>7361</td>
<td>Railway yard and locomotive engineers</td>
<td>Operate railway locomotives to transport passengers and freight; operate locomotives within railway and industrial yards.</td>
<td>$39,520 to $104,000</td>
<td>560</td>
<td>110</td>
<td>n.a.</td>
<td>On The Job Training</td>
<td></td>
</tr>
<tr>
<td>7362</td>
<td>Railway conductors and brakemen/ women</td>
<td>Conductors co-ordinate and supervise the activities of passenger and freight crew members. Brakemen check train brakes and other systems/ equipment and assist railway conductors with activities enroute.</td>
<td>$40,560 to $95,680</td>
<td>690</td>
<td>70</td>
<td>Attention to detail, reliability, judgement, accurate, dependability</td>
<td>On The Job Training</td>
<td></td>
</tr>
<tr>
<td>7371</td>
<td>Yard and Track maintenance workers</td>
<td>Yard workers regulate yard traffic, couple and uncouple trains and perform related yard activities. Track maintenance workers operate machines and equipment to lay, maintain and repair railway tracks.</td>
<td>$37,440 to $70,720</td>
<td>560</td>
<td>90</td>
<td>Attention to detail, work under pressure, team player</td>
<td>On The Job Training</td>
<td></td>
</tr>
<tr>
<td>7384</td>
<td>Recreation Vehicle Service Technician</td>
<td>Service and overhaul motor homes, travel trailers, van conversions and licensed towables.</td>
<td>$30,470 to $82,990</td>
<td>370</td>
<td>80</td>
<td>Attention to detail, accurate, team player</td>
<td>Saskatchewan Apprenticeship and Trade Certification Commission</td>
<td></td>
</tr>
<tr>
<td>7391</td>
<td>Roofers</td>
<td>Install and maintain various types of roofs using a variety of covering materials.</td>
<td>$39,520 to $79,040</td>
<td>710</td>
<td>50</td>
<td>Team player, reliability, dependability</td>
<td>Saskatchewan Apprenticeship and Trade Certification Commission</td>
<td></td>
</tr>
<tr>
<td>7333</td>
<td>Sheet metal workers</td>
<td>Use ten-gauge or lighter metal to make and repair products and building claddings.</td>
<td>$41,600 to $80,600</td>
<td>790</td>
<td>60</td>
<td>Dependability, team player, attention to detail</td>
<td>Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic</td>
<td></td>
</tr>
<tr>
<td>7252</td>
<td>Steamfitters, pipeliners and sprinkler system installers</td>
<td>Steamfitters and pipeliners install and repair low/ high pressure piping systems and their components, including heating and processing applications. They may be licensed as gasfitters, and flux-core welding processes.</td>
<td>$48,650 to $105,480</td>
<td>860</td>
<td>80</td>
<td>Attention to detail, team player, effective interpersonal skills</td>
<td>Carlton Trail College, Lakehead College, North West College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic</td>
<td></td>
</tr>
<tr>
<td>7235</td>
<td>Metal Fabricator (Fitter)</td>
<td>Design, fabricate, cut and assemble structural steel, plate and miscellaneous metals.</td>
<td>$38,500 to $79,040</td>
<td>130</td>
<td>20</td>
<td>Attention to detail, reliability, team player</td>
<td>On The Job Training</td>
<td></td>
</tr>
<tr>
<td>7513</td>
<td>Taxi and limousine drivers and chauffeurs</td>
<td>Taxi and limousine drivers transport passengers for taxi and transportation companies; chauffeurs transport individuals for businesses, governments and private families.</td>
<td>$23,000 to $45,760</td>
<td>1,550</td>
<td>410</td>
<td>Reliability, flexibility, organized</td>
<td>On The Job Training</td>
<td></td>
</tr>
<tr>
<td>7246</td>
<td>Telecommunications installation and repair workers</td>
<td>Install and maintain telephones, telephone switching and other telecommunications equipment.</td>
<td>$41,500 to $87,360</td>
<td>900</td>
<td>120</td>
<td>Attention to detail, accurate, flexibility</td>
<td>Saskatchewan Polytechnic</td>
<td></td>
</tr>
<tr>
<td>7511</td>
<td>Transport truck drivers</td>
<td>Operate heavy trucks to transport goods and materials over urban, intrastate, provincial and international routes.</td>
<td>$31,200 to $70,720</td>
<td>13,320</td>
<td>3,220</td>
<td>Reliability, team player, flexibility</td>
<td>Carlton Trail College, Cumberland College, Dumont Technical Institute, Lakehead College, Southeast College</td>
<td></td>
</tr>
<tr>
<td>7442</td>
<td>Waterworks and gas maintenance workers</td>
<td>Maintain equipment and facilities at water filtration &amp; distribution plants and waste treatment plants; perform routine maintenance on exterior and underground gas mains and distribution lines.</td>
<td>$33,930 to $87,360</td>
<td>360</td>
<td>60</td>
<td>Reliability, team player, attention to detail</td>
<td>On The Job Training</td>
<td></td>
</tr>
<tr>
<td>7237</td>
<td>Welders and related machine operators</td>
<td>Join metals and plastics together using various welding methods and equipment, primarily MIG and flux core welding processes.</td>
<td>$37,440 to $88,110</td>
<td>5,220</td>
<td>730</td>
<td>Attention to detail, team player, organized</td>
<td>Carlton Trail College, Cumberland College, Great Plains College, Lakehead College, North West College, Parkland College, Saskatchewan Apprenticeship and Trade Certification Commission, Saskatchewan Indian Institute of Technologies, Saskatchewan Polytechnic</td>
<td></td>
</tr>
</tbody>
</table>

Natural Resources, Agriculture and Related Production

<table>
<thead>
<tr>
<th>NOC CODE</th>
<th>JOB TITLE</th>
<th>JOB DESCRIPTION</th>
<th>PREVAILING WAGE RANGE, ANNUAL ESTIMATES</th>
<th>EMPLOYMENT TOTAL JOB OPENINGS, 2019-2023</th>
<th>FORECASTED 2023</th>
<th>PROSPECTS TO 2023</th>
<th>MOST IN-DEMAND SOFT SKILLS (BASED ON JOB BANK 2018 NATIONAL DATA)</th>
<th>TRAINING AND EDUCATION ROUTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>8252</td>
<td>Pork Production Technician</td>
<td>Agricultural service contractors provide agricultural services, such as livestock and poultry breeding, soil preparation, crop planting, crop spraying, calving or harvesting. Farm supervisors oversee farm workers and harvesting laboratories. Specialized livestock workers carry out feeding, health and breeding programs on livestock farms.</td>
<td>$31,200 to $64,790</td>
<td>910</td>
<td>80</td>
<td>Team player, attention to detail, organized</td>
<td>Saskatchewan Apprenticeship and Trade Certification Commission</td>
<td></td>
</tr>
<tr>
<td>8421</td>
<td>Chain saw and skidder operators</td>
<td>Operate chain saws to fell, delimn and buck trees; operate skidders to move felled trees for processing and transportation.</td>
<td>$31,200 to $60,320</td>
<td>110</td>
<td>30</td>
<td>Team player, judgement, dependability, flexibility, reliability</td>
<td>Saskatchewan Indian Institute of Technologies</td>
<td></td>
</tr>
</tbody>
</table>

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

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

relevance 2020
<table>
<thead>
<tr>
<th>NOC CODE</th>
<th>JOB TITLE</th>
<th>JOB DESCRIPTION</th>
<th>PREVAILING WAGE RANGE, ANNUAL ESTIMATES</th>
<th>EMPLOYMENT TOTAL JOB OPENINGS, 2019-2023</th>
<th>FORECASTED TOTAL JOB OPENINGS, 2019-2023</th>
<th>PROSPECTS TO 2023</th>
<th>MOST IN-DEMAND SOFT SKILLS (BASED ON JOB BANK 2018 NATIONAL DATA)</th>
<th>TRAINING AND EDUCATION ROUTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>8222</td>
<td>Contractors and supervisors, oil and gas drilling and services</td>
<td>Supervise and co-ordinate the activities of workers engaged in drilling for oil or gas, operating service rigs or providing oil and gas well services.</td>
<td>$34,050 to $107,990</td>
<td>1,510</td>
<td>30</td>
<td>☉</td>
<td>Effective interpersonal skills, team player, accurate, attention to detail, judgement, organized, tight deadlines, excellent oral communication, work under pressure, excellent written communication, initiative</td>
<td>University of Regina</td>
</tr>
<tr>
<td>8431</td>
<td>General farm workers</td>
<td>Plant, cultivate and harvest crops; raise livestock and poultry; maintain and repair farm equipment and buildings;</td>
<td>$24,960 to $60,010</td>
<td>9,580</td>
<td>1,500</td>
<td>☉</td>
<td>☉</td>
<td>☉</td>
</tr>
<tr>
<td>8612</td>
<td>Landscaping and grounds maintenance labourers</td>
<td>Assist in the construction of landscapes and related structures; maintain lawns, gardens, athletic fields, golf courses, cemeteries, parks, landscaped interiors and other landscaped areas.</td>
<td>$24,960 to $55,040</td>
<td>3,080</td>
<td>530</td>
<td>☉</td>
<td>☉</td>
<td>Reliability, team player, reliability</td>
</tr>
<tr>
<td>8616</td>
<td>Logging and forestry labourers</td>
<td>Perform a variety of manual tasks, such as attaching choker cables to logs, planting trees, cleaning brush, spraying chemicals, cleaning up landing areas and assisting other workers.</td>
<td>$26,000 to $62,400</td>
<td>140</td>
<td>30</td>
<td>☉</td>
<td>☉</td>
<td>Reliability, team player, attention to detail</td>
</tr>
<tr>
<td>8614</td>
<td>Mine labourers</td>
<td>Carry out general labour duties to assist in the extraction of coal, minerals and ore, and in other services in support of mining operations.</td>
<td>$39,520 to $70,300</td>
<td>150</td>
<td>30</td>
<td>☉</td>
<td>☉</td>
<td>Team player, attention to detail, work under pressure</td>
</tr>
<tr>
<td>8615</td>
<td>Oil and gas drilling, servicing and related labourers</td>
<td>Carry out general labour duties and operate equipment to assist in drilling and servicing of oil and gas wells.</td>
<td>$40,290 to $85,740</td>
<td>380</td>
<td>10</td>
<td>☉</td>
<td>☉</td>
<td>Team player, attention to detail</td>
</tr>
<tr>
<td>8232</td>
<td>Rig Technician</td>
<td>Rig technician control rig set up and demobilization, control the operation of drilling and hoisting equipment on drilling and service rigs, and direct the activities of the rig crew under the supervision of the rig manager.</td>
<td>$41,600 to $95,600</td>
<td>970</td>
<td>90</td>
<td>☉</td>
<td>☉</td>
<td>Attention to detail, work under pressure, team player, reliability</td>
</tr>
<tr>
<td>8412</td>
<td>Oil and gas well drilling and related workers and services operators</td>
<td>Operate drilling and service rig machinery as intermediate members of a rig crew. Drive trucks and operate specialized hydraulic pumping systems to place cement in wells or to treat wells to stimulate production.</td>
<td>$47,610 to $74,880</td>
<td>720</td>
<td>60</td>
<td>☉</td>
<td>☉</td>
<td>Reliability, team player, judgement</td>
</tr>
<tr>
<td>8221</td>
<td>Supervisors, mining and quarrying</td>
<td>Supervise and co-ordinate activities of workers engaged in underground and surface mining operations and quarries.</td>
<td>$62,070 to $130,000</td>
<td>770</td>
<td>130</td>
<td>☉</td>
<td>☉</td>
<td>Work under pressure, attention to detail, judgement, effective interpersonal skills, team player, reliability, initiative, flexibility</td>
</tr>
<tr>
<td>8231</td>
<td>Underground production and development miners</td>
<td>Drill, blast, operate mining machinery and perform related duties to extract minerals in underground mines and to construct tunnels, passageways and shafts to facilitate mining operations.</td>
<td>$62,400 to $96,360</td>
<td>1,760</td>
<td>70</td>
<td>☉</td>
<td>☉</td>
<td>Work under pressure, team player, reliability</td>
</tr>
</tbody>
</table>

### Processing, Manufacturing & Utilities

<table>
<thead>
<tr>
<th>NOC CODE</th>
<th>JOB TITLE</th>
<th>JOB DESCRIPTION</th>
<th>PREVAILING WAGE RANGE, ANNUAL ESTIMATES</th>
<th>EMPLOYMENT TOTAL JOB OPENINGS, 2019-2023</th>
<th>FORECASTED TOTAL JOB OPENINGS, 2019-2023</th>
<th>PROSPECTS TO 2023</th>
<th>MOST IN-DEMAND SOFT SKILLS (BASED ON JOB BANK 2018 NATIONAL DATA)</th>
<th>TRAINING AND EDUCATION ROUTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>9231</td>
<td>Central control and process operators, mineral and metal processing</td>
<td>Operate and monitor multi-function process control machinery and equipment to control the processing of mineral ores, metals or cement.</td>
<td>$62,400 to $99,840</td>
<td>130</td>
<td>10</td>
<td>☉</td>
<td>☉</td>
<td>☉</td>
</tr>
<tr>
<td>9414</td>
<td>Concrete, clay and stone forming operators</td>
<td>Cast and finish concrete products, operate machines to extrude, mould, press and baffle clay products, and operate machines to form, cut and finish stone products.</td>
<td>$35,360 to $73,320</td>
<td>150</td>
<td>20</td>
<td>☉</td>
<td>☉</td>
<td>Team player, attention to detail, accurate</td>
</tr>
<tr>
<td>9523</td>
<td>Electronics assemblers, fabricators, inspectors and testers</td>
<td>Assemble, repair and test circuit boards and other electronic components.</td>
<td>$29,120 to $81,060</td>
<td>160</td>
<td>80</td>
<td>☉</td>
<td>☉</td>
<td>Attention to detail, team player, reliability</td>
</tr>
<tr>
<td>9536</td>
<td>Industrial painters, coaters and metal finishing process operators</td>
<td>Use machines or brushes and spray equipment to apply paint, enamels, lacquers or other non-metallic protective and decorative coatings to surfaces of various products. Metal finishing process operators use equipment to deposit metallicized substances on surfaces to provide decorative, protective and restorative coatings.</td>
<td>$31,200 to $60,920</td>
<td>480</td>
<td>70</td>
<td>☉</td>
<td>☉</td>
<td>Reliability, attention to detail, team player</td>
</tr>
<tr>
<td>9446</td>
<td>Industrial sewing machine operators</td>
<td>Operate machines to sew fabric, furs, leathers or synthetic materials to produce or repair garments and other articles.</td>
<td>$24,960 to $57,440</td>
<td>170</td>
<td>40</td>
<td>☉</td>
<td>☉</td>
<td>☉</td>
</tr>
</tbody>
</table>

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

For specific details, CONTACT THE INSTITUTION DIRECTLY!

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

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

2020 relevance 35
<table>
<thead>
<tr>
<th>NOC CODE</th>
<th>JOB TITLE</th>
<th>JOB DESCRIPTION</th>
<th>PREVAILING WAGE RANGE, ANNUAL ESTIMATES</th>
<th>EMPLOYMENT TOTAL JOB OPENINGS, 2019-2023</th>
<th>FORECASTED PROSPECTS TO 2023</th>
<th>MOST IN-DEMAND SOFT SKILLS (BASED ON JOB BANK 2018 NATIONAL DATA)</th>
<th>TRAINING AND EDUCATION ROUTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>9613</td>
<td>Labourers in chemical products processing and utilities</td>
<td>Perform material handling, cleaning and routine general labour activities related to petroleum and natural gas processing, pipelines and petrochemicals, chemical and pharmaceutical companies and electrical, water and waste treatment utilities.</td>
<td>$31,200 to $62,400</td>
<td>160</td>
<td>20</td>
<td>Attention to detail</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>9617</td>
<td>Labourers in food, beverage and associated products processing</td>
<td>Perform material handling, clean-up, packaging and other activities related to food and beverages processing.</td>
<td>$25,270 to $59,010</td>
<td>1,710</td>
<td>310</td>
<td>Reliability, team player, attention to detail</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>9612</td>
<td>Labourers in metal fabrication</td>
<td>Remove excess metal and unwanted materials from metal parts, castings and other metal products, perform other labour activities.</td>
<td>$28,080 to $56,160</td>
<td>340</td>
<td>50</td>
<td>Reliability, dependability, attention to detail</td>
<td>Saskatchewan Indian Institute of Technologies</td>
</tr>
<tr>
<td>9611</td>
<td>Labourers in mineral and metal processing</td>
<td>Perform material handling, clean-up, packaging and other activities related to mineral ore and metal processing.</td>
<td>$30,160 to $70,100</td>
<td>360</td>
<td>50</td>
<td>Team player, dependability, flexibility</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>9411</td>
<td>Machine operators, mineral and metal processing</td>
<td>Operate single-function machines; operate machinery that is part of a larger production operation processing mineral ore and metal products.</td>
<td>$40,560 to $93,600</td>
<td>260</td>
<td>50</td>
<td>Attention to detail, team player, excellent oral communication</td>
<td>Saskatchewan Polytechnic</td>
</tr>
<tr>
<td>9417</td>
<td>Machining tool operators</td>
<td>Set up and operate metal-cutting machines designed for repetitive machining work. Includes workers who etch or chemically mill metal pieces.</td>
<td>$31,720 to $63,860</td>
<td>110</td>
<td>20</td>
<td>Attention to detail, reliability, excellent oral communication</td>
<td>Saskatchewan Indian Institute of Technologies</td>
</tr>
<tr>
<td>9526</td>
<td>Mechanical assemblers and inspectors</td>
<td>Assemble a wide variety of mechanical products, such as trucks, buses, snowmobiles, garden tractors, automotive engines, transmissions, outboard motors, gearboxes and hydraulic pumps.</td>
<td>$33,280 to $56,160</td>
<td>680</td>
<td>140</td>
<td>Attention to detail, reliability, team player</td>
<td>Saskatchewan Polytechnic</td>
</tr>
<tr>
<td>9416</td>
<td>Metalworking and forging machine operators</td>
<td>Metalworking operators use machines to shape and form sheet/other light metal or steel/other heavy metal into parts or products.Forging machine operators use machines to form metal into various shapes and sizes, and with desired strength, hardness and other characteristics.</td>
<td>$35,360 to $51,480</td>
<td>410</td>
<td>70</td>
<td>Attention to detail, team player, organized</td>
<td>On The Job Training</td>
</tr>
<tr>
<td>9232</td>
<td>Petroleum, gas and chemical process operators</td>
<td>Monitor and operate petroleum, petrochemical and chemical plants; monitor, adjust and maintain processing units and equipment in these plants.</td>
<td>$48,150 to $108,160</td>
<td>1,800</td>
<td>20</td>
<td>Attention to detail, team player, initiative</td>
<td>Great Plains College, Lakeland College, Saskatchewan Polytechnic, Southeast College, University of Regina, University of Saskatchewan</td>
</tr>
<tr>
<td>9241</td>
<td>Power engineers and power systems operators</td>
<td>Power engineers operate and maintain reactors, turbines, boilers, generators and other equipment to generate power and provide heat, light, refrigeration and other services for commercial, institutional and industrial facilities. Power systems operators monitor and operate switchboards and related equipment to control the distribution of electrical power in transmission networks.</td>
<td>$45,760 to $114,400</td>
<td>1,650</td>
<td>160</td>
<td>Dependability, team player, effective interpersonal skills</td>
<td>Carlton Trail College, Lakeland College, Saskatchewan Indian Institute of Technologies, University of Regina</td>
</tr>
<tr>
<td>9461</td>
<td>Process control and machine operators, food, beverage and associated products processing</td>
<td>Operate multi-function process control machinery or single function machines to process and package food and beverage products.</td>
<td>$30,990 to $56,320</td>
<td>1,000</td>
<td>180</td>
<td>Team player, attention to detail, flexibility</td>
<td>Saskatchewan Polytechnic</td>
</tr>
<tr>
<td>9213</td>
<td>Supervisors, food, beverage and associated products processing</td>
<td>Supervise and co-ordinate the activities of workers who operate processing and packaging machines, and workers who grade food and beverage products.</td>
<td>$29,120 to $80,000</td>
<td>390</td>
<td>100</td>
<td>Attention to detail, team player, reliability, flexibility</td>
<td>University of Regina</td>
</tr>
<tr>
<td>9226</td>
<td>Supervisors, other mechanical and metal products manufacturing</td>
<td>Supervise and co-ordinate the activities of workers who fabricate, assemble and inspect mechanical and metal products, such as aircraft and aircraft parts, heavy trucks, buses, trailers, motor vehicle engines, transmissions, heating equipment, commercial refrigeration and similar metal products.</td>
<td>$47,840 to $85,200</td>
<td>170</td>
<td>40</td>
<td>n.a.</td>
<td>University of Regina</td>
</tr>
<tr>
<td>9212</td>
<td>Supervisors, petroleum, gas and chemical processing and utilities</td>
<td>Supervise and co-ordinate the activities of Petroleum, Gas and Chemical Process Operators (9212), Power Engineers and Power Systems Operators (9241), Water and Waste Treatment Plant Operators (9241), Chemical Plant Machine Operators (9421) and Labourers in Chemical Processing and Utilities (9611).</td>
<td>$36,420 to $101,920</td>
<td>840</td>
<td>170</td>
<td>Team player, reliability, attention to detail, organized</td>
<td>University of Regina</td>
</tr>
<tr>
<td>9243</td>
<td>Water and waste treatment plant operators</td>
<td>Monitor and operate computerized control systems and related equipment in water filtration and treatment plants to regulate the treatment and distribution of water.</td>
<td>$38,400 to $79,640</td>
<td>700</td>
<td>130</td>
<td>Reliability, excellent oral communication, organized</td>
<td>Cumberland College, Great Plains College, Parkland College, Saskatchewan Polytechnic, University of Regina, University of Saskatchewan</td>
</tr>
</tbody>
</table>

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

For specific details, CONTACT THE INSTITUTION DIRECTLY!

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

36 relevance 2020
You, School & MONEY
Financial survival tips for students.

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

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

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

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

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

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

Get more money tips at affinitycu.ca/banking/tools-and-resources/advice.
Thriving in the Gig Economy

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

Non-traditional workers already make up to 30% of the workforce.
- Workforce 2025 The Future of the World of Work

A heads up—even though part-time jobs are a big part of today’s gig economy, that’s not our focus. We’re talking about building a career as a freelancer or independent contractor. That’s when you hire yourself out (as a carpenter, consultant, accountant, athlete, etc.) to do a specific job or handle a specific project. The work might be:
• long-term (e.g. project managing a construction project)
• short-term (e.g. doing a kitchen renovation)
• seasonal (e.g. working as a guide at a remote fishing camp)
• recurring (e.g. monthly bookkeeping)
• one-off (e.g. guest speaker at an event)

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

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

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

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

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

Pros & Cons

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

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

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

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

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

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

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

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

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

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

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

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

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

**How do you grow a film career?**
Being willing to take risks, being available for work, making connections—I’m always making connections. Working on a true crime series, I bumped into a guy with a cool licence plate in Los Angeles. We got talking, and it turns out he’s the head of the sound union in Hollywood. Now I’ve got a contact in Hollywood.

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

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

---

**CHASING A CREATIVE CAREER?**
- University of Regina offers film, music, theatre, creative technologies and visual arts, [uregina.ca/mediaartperformance](http://uregina.ca/mediaartperformance).
- University of Saskatchewan offers drama, fine art and music, [artsandscience.usask.ca](http://artsandscience.usask.ca).
- First Nations University offers Indian Communications Arts and Indigenous Fine Arts, [fnuniv.ca/a-programs](http://fnuniv.ca/a-programs).
- Saskatchewan Polytechnic offers graphic design, website design, interactive media and media production, [saskpolytech.ca/about/school-of-information-and-communications-technology](http://saskpolytech.ca/about/school-of-information-and-communications-technology).
- Recording Arts Institute of Saskatoon offers audio engineering, filmmaking and 3D animation, [rais.ca](http://rais.ca).
The U of R is now accepting applications for the Fall 2020/Winter 2021 semesters.

To apply or learn more about the University of Regina, visit urconnected.uregina.ca

WHY CHOOSE U OF R?

150+ Number of programs to choose from

$6.5 MILLION Scholarships and bursaries awarded last year

0 Number of other Canadian Universities that offer a Guarantee Program like our UR Guarantee

$12,000 Average Co-op earnings per 4-month internship. Nearly every program has experiential learning opportunities!
One of the things Raegan likes most about her career as a senior project manager with Graham Construction is that the job is constantly changing—she’s comfortable with change. That’s why she signed up for an 8-month volunteer stint with Engineers Without Borders while at university. And why, after graduating from civil engineering, she “crossed the pond” to work as a site engineer in London, England for three years.

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

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

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

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

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

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

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

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

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

**Any advice for students?**
You have to be where the jobs are, so expect to put in the time on the road. But use that time to get as much field experience as you can, because you won’t understand things as well if you’re in an office.
When it comes to safety at work, speak up!
Grant Barnsley was just 19 when his life did an alarming 180. At the time, he was an eager apprentice machinist in Regina helping load a heavy hydraulic cylinder onto a flatbed truck. When the apparatus that was supporting the cylinder broke, the cylinder suddenly came crashing down on Grant’s knees. A week later, his right leg had to be amputated from the mid-calf down.

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

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

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

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

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

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

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

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

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

Tap into online safety tools
Want to find out more?

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

2018 youth injuries by the numbers

- **6%** of workers under the age of 25 are injured every year in Saskatchewan¹
- **30%** of these injuries are hand injuries
- **26%** of these injuries are leg and back injuries
- **18%** of these injuries are arm and head injuries
- **100%** of these injuries could have been prevented

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

1 **KNOW**  the hazards at work & how to protect yourself.

2 **PARTicipate** in health & safety activities at your work.

3 **Refuse** work which you believe is unusually dangerous.

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

**QUESTIONs** about work fairness, work hours, breaks or pay? Call Employment Standards 1.800.667.1783 www.saskatchewan.ca/business/employment-standards

---

6 Fascinating Facts About Tourism Employment

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

**Who works in the Saskatchewan tourism industry?**

1. **63,800** Saskatchewan residents were employed in full- and part-time tourism-related jobs in 2018. That’s 11.2% of total employment in the province.

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

3. **31%** of people in tourism-related employment are youth between 15 and 24 years old.

4. Indigenous people make up 13.1% of tourism employees. Of those, **21%** work in the recreation and entertainment industry.

5. Tourism is a significant source of employment for newcomers to Canada. **28%** of Saskatchewan tourism employees are immigrants or non-permanent residents.

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

Sources: 2016 Census of Canadian Residents and the Statistics Canada August 2018 Labour Force Survey
Visit Ali’s LinkedIn page and you’ll find this Margaret Mead quote: “Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has.” When you talk to Ali, you quickly discover that this quote neatly sums up the career path he’s chosen.

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

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

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

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

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

When did you come to Canada?
In 2011 as a privately sponsored refugee. In Canada, privately sponsored refugees are resettled refugees. That means my application was approved in Egypt and I arrived in Canada as a permanent resident. The relative who sponsored me provided financial support and settlement assistance for a year, and because I was a permanent resident, I could apply for student loans.

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

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

Where would you like to be in 10 years?
I would love to work internationally, especially in developing countries. I’ve always dreamed of starting an NGO. However, I have a 5-year contract with the Open Door Society, and an established family here, so we’ll see.

Any advice for students?
Work hard in school, because by the time you’re figuring out what you want to do in post-secondary, your earlier success will have opened doors for you. It’s harder if you don’t have the right marks.
9 Tips to Stress-free Virtual Interviews

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

Adapted from Life Strategies. For the full tip sheet, visit https://lifestrategies.ca/resources/tip-sheets.cfm.
Want to know what a successful athletic career looks like? Ask Michael. He’s got a list of awards for 3x3 basketball as long as your arm, was a member of the CEBL 2019 Championship Saskatchewan Rattlers, is the new face of Nike N7, founder of Boys with Braids, owner of Prime Basketball Development and a popular public speaker. We chatted on Facetime while he was in Budapest speaking at the World Urban Games.

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

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

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

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

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

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

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

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

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

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

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

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

Rule #1 – If it sounds too good to be true ... it is.
Jobs that offer a lot of money for little effort are scams. You’ve probably seen ads, like “earn $7,000 a month for working from home!” Scammers are hoping you’ll apply and give them your bank or credit card information. Don’t take the bait.

Rule #2 – When in doubt, check it out.
If you see a job you like on a job search site, always, always, always check it out. Don’t use the link on the posting. Do your own online search of the company name. Learn what the company does and where it operates. Listen to your spidey senses; if it doesn’t feel right or look right, steer clear.

Rule #3 – Never, ever pay money to apply for a job.
No matter how legit a job seems, if a job posting or recruiter asks you to pay upfront money for training materials, application fees, online training . . . run.

Rule #4 – Never, ever give bank or credit card information.
Ever.

Rule #5 – Tell everybody.
The online job search can be lonely. Talk to your friends and family about your experiences. And if they offer a word of caution about something you’re excited about, be open to listening. Revisit rule #2.
From a carefree rural childhood, to being a carnie in Australia, to raising a family while getting her MBA, to teaching a new generation of business leaders, Rachelle has embraced the diverse experiences of her life and used them to fuel her career. Today, she inspires people, teams and organizations through her company, Eureka Experience, and as academic director of the Betty-Ann Heggie Womentorship Program at the University of Saskatchewan.

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

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

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

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

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

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

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

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

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

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

Explore these sites for events and resources especially for young entrepreneurs: Business Development Bank of Canada (bdc.ca), Community Futures Saskatchewan (cfask.ca), Futurpreneur Canada (futurpreneur.ca), Saskatchewan Young Professionals and Entrepreneurs (sype.ca), Saskatchewan Young Ag-Entrepreneurs (saskyoungag.ca) and Women Entrepreneurs of Saskatchewan (womenentrepreneurs.sk.ca).
Neal was one of our peer profiles in 2017. This year, he’s back as a Relevance mentor, sharing his experiences and reflections on building a successful career while staying true to your identity.

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

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

Did you plan out your career?
It’s more that I had an idea of what kind of career I wanted. I had a good job in Alberta but I wanted to come home, so I took a risk and took a lower position with Saskatoon Health Region as manager of the Building Health Equity Program. That leads me to my first piece of career advice—when you’ve come to a decision, jump in with both feet.

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

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

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

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

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

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

• First Nations University provides a good foundation in all things business, plus online certificate programs in Indigenous Management, Economic Development and Reconciliation Studies, www.funuiv.ca.

• University of Regina and University of Saskatchewan offer diploma and degree business programs. Sharpen your focus (and your resume) with certificates in Local Government Administration, Political and International Governance and more, uregina.ca/business, admissions, usask.ca.

• Saskatchewan Polytechnic offers certificate, diploma and post-graduate certificate programs in business, with management as one of several specialities, saskpolytech.ca/about/school-of-business.

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

Neal KEWISTEP
“Own your identity.”
Got plans for tomorrow

and tomorrow after that?

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

**Popular Job Search Websites**
- [Canadajobs.com](http://canadajobs.com)
- [Careerbuilder.ca](http://careerbuilder.ca)
- [Eluta.ca](http://eluta.ca)
- [Firstnationsjobsonline.com](http://firstnationsjobsonline.com)
- [Glassdoor.ca](http://glassdoor.ca)
- [Indeed.ca](http://indeed.ca)
- [Jobpostings.ca](http://jobpostings.ca)
- [Monster.ca](http://monster.ca)
- [Randstad.ca](http://randstad.ca)
- [Saskatoonjobshop.ca](http://saskatoonjobshop.ca)
- [Saskjobs.ca](http://saskjobs.ca)
- [Simplyhired.ca](http://simplyhired.ca)
- [Workopolis.com](http://workopolis.com)
- [WOWjobs.ca](http://wowjobs.ca)

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

**Government Job Search Sites**
- Canada Job Bank, [jobbank.gc.ca](http://jobbank.gc.ca)
Invest in yourself! We’ll help you get there.

Student Quick Loan

- Rates as low as Prime + 1%
- 24-month grace period after grad

Anytime is a great time to talk about money with our kids.

“Talk With Our Kids About Money” is a program helping parents, guardians, and teachers with fun, engaging, easy to use activities. Over 700,000 youth participated last year. Help your kids build a healthy financial future.

www.talkwithourkidsaboutmoney.com

“Money and Youth”: A Guide to Financial Literacy is a great resource for teens and is available in print, online or ebook. Free class sets for teachers (postage cost only). Over 500,000 copies in circulation. An ideal resource for Saskatchewan's new high school courses.

www.moneyandyouth.cfee.org

Financial Literacy Education IN SASKATCHEWAN

Brought to you by: Saskatchewan Financial Literacy Network sfin.ca

MONEY sense saskatooniec.ca

for more information go to www.saskatooniec.ca/relevance
“Yunadhe dįt’eth”
“Ahkami pimohtē”
“Ćdehde iyokpiya icupi”

Take the Next Step!

Academic Programs
Student Services and Cultural Supports
Career Centres

For more information on SIIT programs or to apply online, visit www.siit.ca