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SASKATCHEWAN CONSTRUCTION ASSOCIATION



The Saskatchewan Construction Association continues to work hard on your behalf on a number of key issues facing our membership and our industry. Value for your membership is important and the SCA provides a comprehensive menu of services.

Lobbying and Advocacy, Human Resources, and Member Services are the three pillars of support and value the SCA brings to its membership.

As a valued member of the SCA, here is what you can expect for your membership:

WE BUILD SASKATCHEWAN

A STRONG VOICE FOR OUR INDUSTRY

Lobbying the provincial government to advance the interests of our membership and our industry continues to pay dividends to our members.

The SCA is now routinely consulted by the provincial government on all major policy issues of the day. This has a direct impact on our industry and your company. The SCA represents you on these and other key issues: apprenticeship and training, attracting youth into the trades, pressing for greater investments in infrastructure, commenting on corporate and personal income taxes, Workers' Compensation Board issues, and workplace safety issues.

The media increasingly relies on the SCA for its perspective on a range of public policy issues. SCA's public profile across the province makes our organization one of the leading voices in the political and economic life of the province.

The SCA Board of Directors met with the full provincial Cabinet to bring forward our issues and concerns directly to the provincial government. This meeting was followed up with a series of meetings with Ministers and senior staff.

The SCA also meets annually with the Minister of Finance as part of the Minister's Pre-Budget Consultations. This is a significant advancement of our industry's interests.

Infrastructure Investment Remains a Priority.

The SCA has taken the lead role in lobbying the provincial government to invest in public infrastructure. As a result, the provincial government has invested billions of dollars in public infrastructure, including highways.

Equally important, the SCA played a lead role in convincing the Ministry of Highways and Infrastructure to agree to develop and publish a 5 year capital plan. Providing the plan has allowed the industry to ramp up and purchase more equipment and hire more personnel to meet the growing demand.

Attracting Youth into the Construction Trades.

The SCA has responded to the needs of our membership by focusing on our human resource requirements. Doug Folk, our HR Coordinator, has developed a number of programs and services that directly benefit our members.

Apprenticeship Commission. A key lobbying activity of SCA is working with the provincial government, the Apprenticeship Commission, SIAST, and other partners to address the labour market needs of our industry.

We continue to work hard on your behalf. The provincial government has invested heavily in the training seats to ensure interested youth can enter the trades. Also, SCA has been instrumental in changing the journey person/apprenticeship ratios, particularly with the Mechanical Contractors and Electrical Contractors.

Partnering with the Provincial and Federal Governments in Delivering Human Resource Training, Programs, and Services for our Members. Over the past 4 years, the SCA has secured funding from the federal and provincial government as partners to develop and deliver a range of programs and services from attracting youth into the construction trades to developing, making available to members the SCA Human Resource Tool Kit, and providing essential skills training for our industry.

WCB — Workers Compensation Board—Committee of Review. For the first time, the SCA has a representative on the Committee of Review. The government reviews all aspects of the WCB operatives and the legislation. The purpose, of the review is to improve the WCB system through comprehensive consultation with stakeholders.

SCA HUMAN RESOURCES AND SERVICES

The SCA Board's priority is to create a positive and entrepreneurial environment to grow the construction industry in Saskatchewan. This goal is being accomplished by addressing current issues facing the construction industry – including the supply of skilled construction workers and efficient human resource practices. The SCA has secured funding for its Human Resources positions and initiatives from CanSask and the Federal Government.

Human Resources Toolkit. A complete document that can be used by construction companies to recruit and retain high performing employees.

Human Resource Toolkit Power Point Presentation. This product is designed to work with and enhance an understanding of the SCA Human Resources Toolkit and is delivered as a custom fit package at the member's office.

Apprentice Mentorship Program (Construction Sector Council). These materials will provide skills to help the journey person mentor and retain their apprentices.

Essential Skills – Test of Workplace Essential Skills (TOWES) Testing. The SCA – HR Coordinator provides opportunities for members to access essential skills training and is an accredited TOWES evaluator.

Construction Career CD. A power point program that is used to introduce youth to the construction industry

SCA – Apprenticeship Commission Construction Career Pamphlet. A six page construction career pamphlet promoting construction careers to Saskatchewan's young people.

SCA Brochure. A construction career brochure used to promote interest in the construction industry.

SCA Poster. A construction career poster designed to promote interest in the construction industry.

SCA Human Resources Committee. Twice a year H.R. specialists from SCA member companies meet using video conferencing technology to discuss construction industry HR practices. These meetings are great opportunities to network with fellow SCA - HR Specialists.

Careers Spotlights. The SCA Office delivers a tour of a commercial construction job site with high school students. Job site superintendents and journey people provide information to students about construction related careers. SCA coordinates the program in Regina, Moose Jaw and Prince Albert. Saskatoon District Education Council administers the program in Saskatoon.

Summer Internship. The SCA Human Resources

Coordinator and Job Coach, recruit graduating high school students from high schools in Regina and Moose Jaw for a six week summer internship. Students are chosen for the program in a variety of career trades in the construction industry. The purpose of the program is to integrate graduating high school students directly into the construction trade industry. Saskatoon District Education Council administers the program in Saskatoon. The Prince Albert Construction Association and the Prince Albert School Division administers the P.A. program.

Career Fairs. SCA Human Resources staff attends and represents the construction industry at high school and post-secondary career fairs throughout the province. If you have any staffing needs in your company please contact the SCA – HR Coordinator.

SCA Facebook Site. The SCA Human Resources department has developed and will maintain an SCA Facebook page. This page is designed to recruit and educate young adults about careers in the construction trades. The Facebook site will also inform SCA Members about up-coming events, advocacy issues and

member services available.

Saskjobs. Saskjobs is a provincially funded free web site designed to link companies with potential employees. SCA endorses and promotes this web site to the membership.

Young Tradesperson Program. The SCA office coordinates a two day work experience program for youth seeking to learn more about the construction trades.

SCA Saskatchewan Youth Apprenticeship Scholarship. Eighty scholarships worth \$1,000 each will be awarded every June to selected, eligible high school graduates who have completed the Saskatchewan Youth Apprenticeship (SYA) program. In order to receive the scholarship students must within two years of graduation be entered into a contract of apprenticeship or complete one year of post-secondary training in a designated skilled trade. Your company or association can get involved in the SYA Scholarship Program by making a contribution to the fund or by participating in the silent auction held at the SCA Summer Meeting in Elkridge.



SCA Human Resource Forms

SCA has developed the following Human Resource forms to assist companies with their HR requirements. Below is a sample of the types of forms available.

For a complete list please visit our website www.scaonline.ca

- ♦ **New Employee Orientation Program List.** A comprehensive list of ideas to consider to orientate new employees for a successful start to their construction career
- ♦ **New Employee Orientation Check List.** An orientation check list that is not as detailed as the new Employee Orientation Program List
- ♦ **Employee Record of Employment.** A form that can be used to document an employee's employment, training and certification
- ♦ **Employee Performance Evaluation Checklist.** An evaluation tool that is a complete list of skills required for a successful career in construction
- ♦ **New Employee Orientation / Safety Check List.** This form combines the ideas of employee orientation with your company's Safety Practices and Procedures
- ♦ **Monthly Employee Spreadsheet.** A generic form that tracks employees' attendance on a spreadsheet
- ♦ **Emergency Planning / Evacuation Guide / Tragic Events Protocol.** This document is a guide to develop emergency plans for construction sites, shops and offices
- ♦ **Weekly Job Site Time Sheet.** A detailed form that records different classifications of working hours throughout the week
- ♦ **Weekly Individual Time Sheet.** A form that records an individual employee's hours for a week
- ♦ **Employee's Driver Abstract Approval Form.** A form that the employee signs to give the employer's insurance company permission to check their driving record

SCA MEMBER SERVICES

Providing enhanced services to our members

SCA Summer Meeting at Elk Ridge. This year's Summer Meeting at Elk Ridge Resort was another huge success. We had a record of almost 230 registered delegates! Our move to Elk Ridge has allowed our Summer Meeting to grow. There's lots of opportunity for networking to build strong industry relationships, golfing, entertainment, and education sessions. Please mark June 7,8,9, 2012 on your calendar for this year's Summer Meeting.

SCA Membership Roster and Buyer's Guide. For many years the SCA has produced the provincial Membership Roster and Buyer's Guide as a service to its members. The roster and buyer's guide is a great marketing tool for your company; it allows key

industry members quick and easy access to your company's contact information and the nature of your business. We are striving to enhance this product to meet your needs.

SCA Industry Awards. In 2010 we honoured the important contributions made by our members through the SCA Industry Awards. The Industry Awards were presented at the SCA Summer Meeting. Companies receiving the awards in 2010 were PCL Construction Management Inc., Lafarge Canada Inc. and Morsky HySpeed Soil Nailing Ltd.

In 2011, the SCA paid tribute to 3 outstanding members of our industry: Brian Simpson, Dave Marriott and Ray Olynek. These three industry leaders were

presented the SCA Honourary Life Member Award.

SCA Plan Deposit Fund. SCA's Plan Deposit Fund facilitates quick and hassle free access to plans across the province by eliminating the need for costly deposits when accessing plans from consultant's office.

SCA Affinity Programs. SCA has partnered with ESSO to provide fuel discount programs and with Aon's Group Advantage on Home Insurance.



If you have any questions,
or would like more
information on any issue,
please contact
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