

Sector Training Need	RANK (Short Term - Medium Term 1-3 years - Long Term 3-5 years)	Rationale	Existing Programming	Resources Required
<u>Hydro-electric Sector</u>				
Trades and training for Construction phase - including carpentry, welding, electrical, cooking, heavy equipment (HEO), class 1A Driver's (TDT) and Safety training for 500-800 workers	MT	Construction on the Pehonan Hydroelectric Dam will be completed by 2015, however the project has not completed feasibility stage	ASEP courses through Fort a la Corne Employment Development have come to an end. A TDT/ HEO program is planned for May 2012. Carpentry program planned for January 2013. Electrical program planned for August 2012.	Training \$ for ASEP are done March 31, 2012; CANSASK in this region does not fund HEO without a permanent job offer
Trades and training for actual Dam itself - including Industrial Mechanics (IM), Natural Resource Technology (NRT), Office Education (OE), computer training, safety training for up to 1700 workers	LT	Completion of the dam by 2015	ASEP courses through Fort a la Corne Employment Development have come to an end. IM is currently running in Hudson Bay. OE is currently running in Codette. Computer and safety training is ongoing at all locations.	Training \$ for ASEP are done March 31, 2012
<u>Agriculture Sector</u>				
Computer Skills	ST	Computer skills are identified with most Agriculture positions except for labour	General public courses offered through Business and Industry department	Individuals self pay
Trades and training including Welding, Agricultural Mechanics, Certified Parts Person	ST	Many job ads, foreign recruitment, Shortage identified by NEER - Business Retention and Expansion Survey	Applied Certificate in Welding Program Melfort, none in other trades identified	Space, Equipment, Funding
Driver's licenses - Class 5 and 1A	ST	Amount of low income population without Class 5 and this is prerequisite to 1A and Heavy Equipment Operator training	Class 5 training is available through Business and Industry department, offered as supplementary training to current programming	Aboriginal grant for Class 5 no longer exists. Training for 1A preparation is costly - funders are reluctant to subsidize
Immigrant workers are being brought in, understanding the English language is limited	ST	Information provided by Saskatchewan Agriculture, especially in honey production	ESL programs in Melfort, Tisdale, Nipawin and Hudson Bay	Funding can be an issue

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Producers are requesting training in Succession Planning, mostly as family businesses - intergenerational	ST	Information provided by Saskatchewan Agriculture and Farm Leadership Council, there is a niche between what Saskatchewan Agriculture offers and what accountants and law firms offer. Growing Forward funding would be available if program is developed	The College offers none at this time	Program could cost approx \$10,000 to develop. Growing Forward Phase 1 ends March 31, 2013. There is commitment by Federal Government to a Phase 2 but not defined as yet.

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<p>Minerals Sector</p> <p>Diamond mine workers including Driller Assistants, Mining Exploration Field Assistants, Drill Core Technician, Environmental Monitor Assistant, Cultural Resource Assessors</p>	MT	Various diamond mining companies nearing completion of feasibility	None	Instructors, funding, training sites, capacity in the College
<p>Trades and training for Construction phase - including carpentry, welding, electrical, cooking, industrial mechanics, heavy equipment operators, heavy equipment mechanics, class 1A Driver's and Safety training</p>	MT	Various diamond mining companies nearing completion of feasibility	<p>ASEP courses through Fort a la Corne Employment Development have come to an end. Industrial Mechanics is currently running in Hudson Bay. A TDT/ HEO program is planned for May 2012. Carpentry program planned for January 2013. Electrical program planned for August 2012. Safety training is ongoing at all locations.</p>	<p>Training \$ for ASEP are done March 31, 2012; CANSASK in this region does not fund HEO without a permanent job offer</p>
<p>Trades and Undesignated Occupations: greatest gap in talent identified for Underground production and development miners, Heavy equipment operators, Truck drivers, Construction millwrights and industrial mechanics, Heavy Duty Equipment mechanic, Mine labourers, Industrial electricians, Other trades helpers and labourers</p>	ST-LT	Based on Saskatchewan Mining Industry Hiring Requirements and Talent Availability Forecasts 2011	Industrial Mechanics is currently running in Hudson Bay. A TDT/ HEO program is planned for May 2012. Safety training is ongoing at all locations.	Instructors, funding, training sites, capacity in the College
<p>Professional and Physical Science Occupations: greatest gap in talent identified for Civil engineers, Mechanical engineers</p>	ST-LT	Based on Saskatchewan Mining Industry Hiring Requirements and Talent Availability Forecasts 2011	None	Instructors, funding, training sites, capacity in the College
<p>Gap in talent identified for Supervisors, mining, quarrying, Engineering managers, Secretaries</p>	ST-LT	Based on Saskatchewan Mining Industry Hiring Requirements and Talent Availability Forecasts 2011	Business Certificate, Business Accountancy Diploma and Office Ed Certificate programs at the College	

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<p>Technical Occupations: greatest gap in talent identified for Drafting technologist and technicians, Land Surveyors, Geological and mineral technologists and technicians, Civil engineering technologists and technicians, Mechanical engineering technologists and technicians, Land survey technologists and technicians, Electrical and electronics engineering technologists and technicians</p>	ST-LT	Based on Saskatchewan Mining Industry Hiring Requirements and Talent Availability Forecasts 2011	None	Instructors, funding, training sites, capacity in the College
<p><u>Manufacturing Sector</u></p> <p>Industrial Painters, Heavy Duty Mechanics, Industrial Mechanics, Machinists, 1A and 3A Truck Drivers, Welders are all in low supply across the region</p>	ST	Meetings with various manufacturing companies across the Region and surveys conducted by NEER and the College	Industrial Mechanics is running in Hudson Bay	Funding and training facilities for Heavy Duty Mechanics are non existent
<p>Immigrant workers are being brought in, understanding the English language is limited</p>	ST	Meetings with various manufacturing companies across the Region and surveys conducted by NEER and the College	ESL programs in Melfort, Tisdale, Nipawin and Hudson Bay	Funding can be an issue
<p><u>Forestry Sector</u></p> <p>1A truck drivers and harvesting equipment operators for converted pulp mill at Prince Albert, safety training, mill operator training</p>	ST	Skilled workers expect to be hired in 2012 for Paper Excellence	1 A truck driver training and safety training, \$500,000 per year allocated for training for next 2 years from provincial government	Stiff competition for training \$ in the city, reluctance to fund expensive Truck Driver Training

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<p>Need for Certified Parts Persons, Electricians, Heavy Duty Mechanics, Industrial Mechanics and 4th Class Power Engineers</p> <p><u>Construction Sector</u></p>	ST-MT	Weyerhaeuser plant started up in Hudson Bay, Edgewood plans on hold in Carrot River and Hudson Bay due to poor market conditions for softwood lumber	Electrical Applied Certificate in Nipawin annual offering, Industrial Mechanics is running in Hudson Bay	Equipment for electrical always rented, need to have electrical on an ongoing basis, ASEP funds are done March 31, 2012 the number trained in IM does not fill the amount needed
<p>Heavy Equipment Operators, 1A and 3A Truck Drivers, Carpenters, Welders, safety training</p>	ST	Surveys conducted by both NEER and the College, additional consideration to the construction expected with Hydro and Minerals	HEO capable, Truck Driver Training capable, safety training offered regularly	Funding for HEO and Truck Driver Training
<p><u>Tourism Sector</u></p> <p>Tourism Service Training, customer relations, safety training, short courses on etiquette</p>	ST	Identified in Advertising survey completed by the College and NEER survey	College offers courses facilitated by Saskatchewan Tourism and Employment Council	Small business typically, does not allocate funds to train staff
<p>Need for people trained as frontline office people, bookkeeping, business certificate and diploma</p>	ST	Identified in NEER survey	Business Certificate, Business Accountancy Diploma and Office Ed Certificate programs at the College	
<p><u>Education Sector</u></p> <p>Senior administration personnel are required in school divisions, at First Nations, and in the post secondary sector with masters qualifications; diversity educators with specialized degrees in Education are sought after</p>	MT	Recruitment for positions has targeted wider audiences - nationally and internationally. Recent practice is that qualifications have been lowered to degree with experience and then employer has expectations for incumbent to enroll in appropriate program	University Courses	
<p>Early Childhood Education training, receptionists, teachers for post secondary education</p>	ST	Daycares are always looking for trained staff	Orientation to Early Childhood Education is an ongoing offering throughout region, University Courses	Cumberland College has cancelled full courses due to lack of qualified instructors

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<p><u>Health Sector</u></p> <p>Need for Physicians, Nursing, Home Care/SCA, LPN, Medical Lab Tech, Addictions Counsellor, Occupational Therapist, Respiratory Therapist, Audiologist & SLP, Public Health Inspector, Housekeeping, Accounting personnel</p>	ST-MT-LT	Meetings held with Kelsey Trail Health Region and surveys conducted by the College and NEER. Saskatchewan Health Human Resources Plan released December 2011.	Continuing Care Assistant, pre nursing University, Business Certificate, Business Accountancy Diploma and Office Education Certificate, Practical nursing program, Addictions Counselling Certificate, Partnership with KTHR	Physician recruitment, qualified Instructors, funding, training sites, capacity in the College
Immigrant workers are being brought in, understanding the English language is limited	ST	Meetings with Regional health officials	ESL programs in Melfort, Tisdale, Nipawin and Hudson Bay	Funding can be an issue
<p><u>Cooperatives Sector</u></p> <p>Need for Customer Service training, Business Certificate and Office Education Certificate trained staff, and Commerce Degrees</p>	ST	College and NEER surveys	STEC training, Business Certificate, Business Accountancy Diploma and Office Ed	Funding can be an issue