

CAREER

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PRESIDENT'S MESSAGE

by Anna Fornal

Greeting Folks! Happy New Year 2001!

I am really excited about the prospects, opportunities, and innovations in career work education for the year 2001!

First, our new curriculum, Career and Work Exploration, will be available to school divisions this year, and many school divisions are looking to implement it during the 2001-2002 school year.

Second, our summer workshops will provide plenty of opportunity to learn about the new curriculum and to be exposed to the many fine resources that will enhance its delivery.

Third, look out for our conference! The Moose Jaw spa awaits you! Housed in one of Saskatchewan's two five-star facilities, 2001: A Career Work Odyssey promises to be grand. The focus will be on the new curriculum and the resources that will enhance delivery.

On another note, I must express a special thank you to the great folks on the SCWEA Executive. This group has, individually and collectively, contributed so much

to school division and provincial career work education. On our Board, we have the expertise of the ages in the likes of Liz Henger, Hazel Lorenz, and Bill Pennefather. We also have seasoned innovators in Judy Behrns, Wayne Sawka, and Lynn Peterson. Exciting newcomers to our Executive this year are Shelley Hosaluk, Carrie Kiefer, Mary Lou Ast, and Lindsay Wilkins. I'm delighted to serve as President and I'm really looking forward to working with all of you. I hope you have a great year!

Cheers,
Anna



CONNECTIONS



Saskatchewan Labour Market Trends

A Post-Secondary Education and Skills Training Report released on March 9, 2000 predicts a declining labour force supply, largely due to a retiring baby-boomer population.

Doug Elliot, the report's author, suggests that there is a paradigm shift from a surplus of workers, to a shortage of skilled workers in certain occupations.

Key projected trends show Saskatchewan's labour force to be relatively stable over the last twenty years, although demographics have significantly changed its composition. Women have experienced higher employment growth rates than men, there has been a shift from younger to older workers, and there is an increase in the number of two-income earner families.

The size of the **potential** labour force is expected to grow from 520,000 in 1998 to 558,000 in 2013. Virtually all of the labour force growth will be a result of the growing Aboriginal population. The size of the labour market is expected to decline after 2013, when most of the baby-boomers have reached retirement age.

The implication is that declining labour supply will dampen economic growth. This can be avoided through:

- Replacing labour intensive tasks with equipment and technology.
- Reducing inter-provincial migration

of labour supply. However, competition for labour will be fierce with every province in Canada (and the United States) experiencing the same aging demographic trend.

- Incentives to keep baby-boomers in the workforce.
- Increasing labour force participation rates of people underrepresented in the workforce.

The challenge for labour market partners will be to create training and employment opportunities for people to develop the skills to fill future occupational shortages. Increasing participation and success of Aboriginal people in the education and training system is critical to meeting labour force demands.

Occupational mobility will become increasingly important, which will require upgrading the skills of people already working and those drawn back into the workforce.

The report predicts that there will be opportunities for those underrepresented in the labour market. Industry, education and training systems, Aboriginal organizations, the community and government will need to work together to better respond to labour market trends.

Source: PSEST, Saskatchewan Labour Market Trends Report January 2000 prepared by Sask Trends Monitor

DETAILS

The Service-producing sector historically accounts for approximately 70% of the jobs in Saskatchewan. Goods-producing industries account for 30% of jobs. Growth in forestry, mining, oil and natural gas have balanced employment loss in agriculture, construction and utilities.

The four fastest growing occupational groups are:

- In social science/government/religion
- Those unique to processing/manufacturing/
- Management
- Art/culture/recreation/sport

Only Regina, Saskatoon, and the North, of the province's seven economic regions, have experienced employment growth (1987-1998).

The size of Saskatchewan's potential labour force will peak in 2013. The dominant labour force age group will switch from the current 25-39 to the 40-54 age group.

The Registered Indian population is expected to grow at an annual rate of 3.6% over the next twenty years. The population in the 15 to 64 age group will double from 1988 to 2018.

Employment rate refers to the number of employed persons as a percentage of the population.

Unemployed refers to respondents that are 15 years of age or older and were available for work and were a) on temporary layoff, b) had looked for work in the past four weeks, or c) were scheduled to start work in the next four weeks.

Areas in need of further study include: labour supply and demand for the non-profit sector, occupational analysis of shortage predictions, a more thorough analysis of the economic impact of labour supply shortages.

Source: Labour Market Trends Report January 2000, PSEST

OTHER LABOUR MARKET REPORTS

Education Indicators in Canada: PCEIP 1999 Report, Statistics Canada. For copies contact: www.cmec.ca or www.statcan.ca or phone 1-800-267-8677

Saskatchewan Economic and Labour Market Overview 2000, prepared by SIAST Planning, Research and Development Division. For copies contact: SIAST at 933-7331.

Stepping Up - Skills and Opportunities in the Knowledge Economy, Report of the Expert Panel on Skills. For copies contact: http://acst-ccst.gc.ca/acst/skills/home_e.html or phone 613-952-1053

Saskatchewan Labour Market Trends Report, Saskatchewan Post-Secondary Education and Skills Training, for copies contact 787-6030.

Editorial Comments

by Shelley Hosaluk

This issue welcomes career and work educators to the official start of the new millennium and the 21st century! The dawning of a new year presents an opportunity to pause and to reflect upon past experiences and possible future directions. Like the fresh breath of spring, a new year offers the potential to embark on new journeys and learning experiences. Michael Fullan (1993) aptly states, "Teachers as change agents are career-long learners, without which they would not be able to stimulate students to be continuous learners." As you incorporate change and shape the minds of youth, may you be inspired this year to develop and share your passion and vision for career education in the communities you serve.

Applying learning outside of the classroom is crucial to developing a vision for career education. Career educators understand the importance of fostering communication and critical thinking skills with students. Encouraging student collaboration through quality experiences with agencies and businesses is paramount to successful community building. Preparing young people to develop career awareness and to explore available options aids students in becoming self-directed planners and responsible citizens. Career education practices highlight student knowledge, skills, interests, and experiences. Levels of accomplishment, effort, progress and strengths can be identified. Linking school with work or post-secondary institutions can be

heightened through student self-evaluation, reflection, and goal-setting. In reference to the importance of career education, William Daggett (1995) asserts, "...we don't need less theory or less content, or less rigor; we just need the application of the present academic curriculum. A rigorous applied curriculum forces every child to have both rigor and relevance." Career education applies academic learning to the world outside of the classroom; thereby enriching the lives of students, educators and community members.

Many teachers in this province are committed to the concepts of career development and education. Their vision and passion for career development is clearly evident by the growing interest of teachers in this province to look beyond borders and to network through shared learning opportunities in the global village. Internet technologies, for example, have assisted educators to come together and to see what is happening or can happen thousands of miles from home. New ideas, programs, and projects are brewing in every direction.

Dedicated practitioners are excited by innovation and change. As

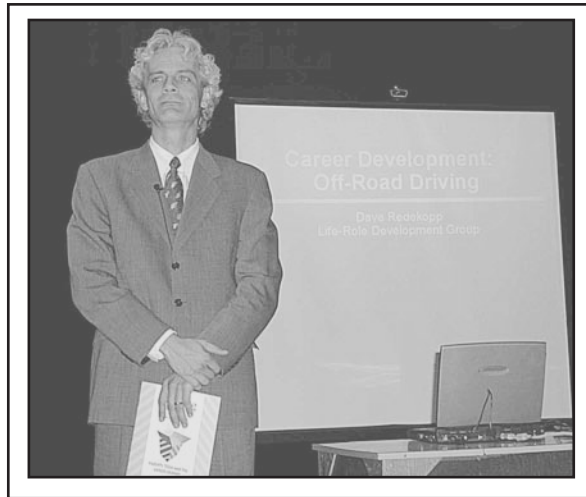
"career-long learners" according to Fullan, teachers model continuous learning for students. Teachers in this province are ready to apply what they are learning outside of the classroom. Passionate, and with vision, Saskatchewan's career and work educators are rigorously working to provide relevant learning experiences for the youth of this province. However; teachers in this province need the support of school divisions to erase systemic barriers to innovation, change and progress in career education. Structural and institutional support is necessary if possible "future forward" directions are to be explored. Developing programs aimed at enhancing and including strategies for career-life planning and employment in the 21st century will further propel those educators with a vision for career development. School divisions that staff their buildings with career and work educators, those with an eye to the future, can provide the youth of our province with the relevant tools that will enable them to be successful. As change agents, Saskatchewan career and work educators are continuing lifelong learning and ongoing skill development. Hope to see you at Career Work Odyssey 2001 in Moose Jaw!



**YOUR EDITORS (left to right):
Anna Fornal, Mary Lou Ast and Shelley Hosaluk**

CONFERENCE 2000

Careers: An Open Highway was held October 5 & 6, 2000 Humboldt. The keynote presenters were **Dr. Dave Redekopp**, **Crystal Gee** and **Anna Fornal**.



Dr. Dave Redekopp provided much for students, parents and educators to think about in a world where "occupational destinations are a moving target".



Anna Fornal (Curriculum Writer) introduces the framework and content for the new "Career and Work Exploration Curriculum".



Christel Gee (SaskEd) outlines the curriculum writing process for the new "Career and Work Exploration Curriculum".



Part of the over 100 people that came out to hear **Dr. Dave Redekopp** presentation on "Offroad Career Planning".





Jeri Marchinko (Sask Labour) addresses a session on Safety, Rights and Responsibilities.



Real Game Presenters: Mary Lou Ast, Lynn Peterson, Wayne Sawka.

Careers: An Open Highway



Bella Vista Poolside provided an excellent atmosphere for the conference participants to socialize.



AWARDS

The **AWARD OF EXCELLENCE** is presented to the SCWEA member who has made the most outstanding contribution to the development and promotion of Career-Work Education in Saskatchewan. Last years recipient was **Jim Savage**.



Jim Savage's official job title with Saskatchewan Education is Manager of the Career Services Unit.

Jim is responsible for overseeing the development and maintenance of SaskNetWork. He is the Project Manager for SaskJobs, the new provincial online job bank. In addition, Jim is the Project Manager for two studies related to Student Financial Planning, the recommendations of which are currently being reviewed by Sask. Ed. Jim is also responsible for policy development of the new Canada-Saskatchewan Career & Employment Services delivery system.

Jim sits as the Saskatchewan Representative on the following Board/Advisory Committees:

- Canada WorkInfoNet
- Canadian Career Information Partnership
- Canada Career Consortium
- National Life/Work Centre Blueprint & Real Game Series
- CanLearn

For years Jim has been integrally involved in Career Planning initiatives in Saskatchewan and beyond. He has worked tirelessly to fan-the-flames of any new idea that might result in furthering the Career/Work Education cause. Anyone who has had the opportunity to work with Jim knows that he is a "class act."

What I appreciate most about Jim are the many ways he encourages others around him, his positive attitude, his ability to see the best in people, and his willingness to continue problem-solving around road-blocks.

Jim's tireless efforts have significantly contributed to creating a growing level of interest in life/work planning for the students of Saskatchewan.

Presented by Lynn Peterson

RECOGNITION OF SERVICE AWARDS are presented to members who have made recent and present contributions to Career/Work Education in Saskatchewan. A maximum of three awards are presented. Last year's recipients were Donovan Elliott and Anna Fornal.

➊ **Donovan Elliott** is the Coordinator of Vocational Technical Education at Carlton Comprehensive High School and he is the Manager of Project SAW, which involves the coordination of work education placements for the Saskatchewan Rivers and Prince Albert Roman Catholic School Divisions. Although he is currently nearing the completion of a Masters degree in Curriculum, Donovan did not come to education by the traditional route. As a Journey person Electrician, he spent 17 years working in the private sector.

Donavon was lured to the occupation of educator by the idea that business, labour and education each had a role to play in contributing to a young person's transition from school to the real

world. He felt that his best vantage point from which to carryout out this mission was that of a teacher. For years now he has been initiating and participating in projects that have made that happen. Donovan was a key player in a School to Work Project at Carlton an initiative that placed students into the workforce during high school. This program, jointly sponsored by the school division, the Electronics Sectoral Council and human Resource Development Canada, differed from more traditional approaches in that it included all students that were interested not just a target non-academic group. This project received national acclaim and was showcased at the "Learning That Works" Conference, held in Prince Albert in March of 1998.

Donavon is on the Saskatchewan Executive for Skills Canada and he is the expert and trainer for the electrical competitions. Donavon sits on a Conference Board of Canada panel that elects business partners for participation in special projects. He is a member of the Saskatchewan Industrial Arts Educator's Association - SIEA, a former member of SCWEA and has written the Electronics Curriculum for Saskatchewan Education. This curriculum is articulated to allow students to



challenge the Level I apprenticeship exams after they complete grade 12.

All this and a life too. Donavon is a husband and father, and tends to be as busy in the private side of his life as in the professional side. It is obvious by Donavon's many involvements that he has made a major contribution to the field of Career/work education.

Presented by Lynn Peterson

② Anna Fornal

THE "HIGH FIVE" OF CURRICULUM DEVELOPMENT

Change is Constant

We change constantly and so does the world around us - including the working world. Adaptability is an essential skill for everyone. We knew that shaping six credits of work experience into four credits of Career & Work Exploration would be a "challenge in change." Who would take on that role?

Learning is Ongoing

Graduating from high school, college, or university is not the end of learning. We need to encourage



everyone to recognize and take advantage of opportunities to learn – opportunities that are everywhere. We knew that developing the first draft of our new curriculum would require listening to and learning from everyone. Who would take on that role?

Access Your Allies

The journey of life is not taken alone. Family, colleagues, friends, and mentors are there to help us decide what steps to take on life's path and how best to take them. We knew that committing to developing our new curriculum was sure to involve some sleepless nights when allies were absolutely essential. Who would take on that role?

Focus on the Journey

Travelling through life is like travelling down a road. Having a destination provides direction but we still must take one step at a time. We all need to pay attention to the steps of the journey. Pitfalls, sidetracks, and opportunities provide endless possibilities for new destinations. We knew that our new curriculum required designing a flexible document that suits the career development needs of ALL Saskatchewan students. Who would take on that role?

Follow Your Heart

We all dream about what career development could be and should be in our province. We knew that reflecting our passions by capturing those dreams and putting them on paper would be a huge task. Who would take on that role?

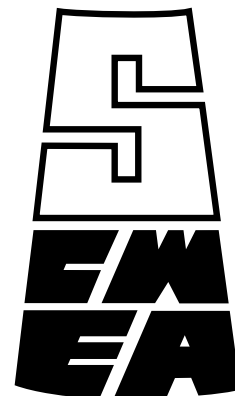
Anna Fornal, that's who. As the developer of the first draft of our new provincial curriculum, Anna has made a hugely significant contribution to that dream. There is no one more deserving of this year's Recognition of Service Award. Anna: For your commitment, your unique abilities, your leadership, and your willingness, we thank you.

Presented by Judy Behrns

FRIENDS OF CAREER/WORK EDUCATION AWARDS are presented to non-educators who have assisted in the development and promotion of Career/Work Education in Saskatchewan. Last year this was awarded to Jeri Marchinko.

I am honored to introduce you to an awesome lady. I heard about her from a number of people before I actually had the pleasure of meeting her. Everyone raved about how nice she is and how much she accomplishes, so I admit I was somewhat skeptical when I met this paragon. Since then I have had the opportunity to see her in action and she is everything they said! She has contributed the safety modules for the new career and work exploration curriculum that is in the pilot stage, she prepared the ready to work program, and she worked with Lloydminster, LandsWest and Turtleford school divisions to write a 100 hr. safety program. She has one of the "interesting" jobs our keynote speaker Dave Reddekopp referred to in his address – her job seems to be part engineering, part law and part education. The material she prepares for students is high interest and high activity material, a true teacher's talents. Please join me in thanking Jerri Marchenco of Sask. Labor for her many contributions that assist so many of us in SCWEA.

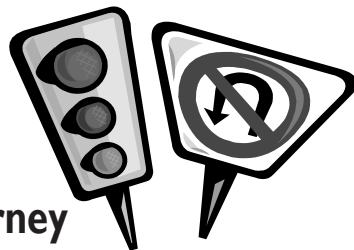
Presented by Hazel Lorenz



The High Five of Career Development

1

Focus on the Journey



Travelling through life is like travelling down a road: having a destination gives direction, but most of the time is spent moving along. Pay attention to the journey, with all its pitfalls, sidetracks, opportunities, and highways to new destinations.

2

Follow Your Heart

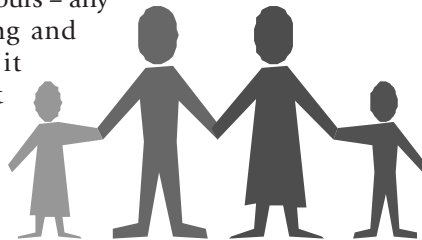


Dreaming can lead to an understanding of what we really want. And “what we really want” is a prime motivator in shaping a rewarding career. It may take a lot of work to attain, but never be afraid of pursuing a dream.

3

Access Your Allies

The journey of life is not take alone. Friends, family, teachers, neighbours – any of them can be willing and helpful allies when it comes to judging what steps to take on life’s path.



5

Learning is Ongoing

Graduating from high school or college does not signal the end of learning. Opportunities to learn are everywhere, just waiting to be recognized.



Change is Constant

4

We change constantly, and so does the world around us – including the working world. Because a single occupation will no longer take workers from the beginning to the end of their working lives, adaptability is an important skill to carry into this century.



2000-2001 SCWEA Executive



**Anna Fornal,
President**

Anna Fornal has been an educator for twenty years. As a classroom teacher, librarian, career centre coordinator, curriculum writer, and division program coordinator, education has been a pleasure, a learning, and a joy. She has worked in the area of career and work education for over ten years, first as a Work Education teacher, then as founder of the Evan Hardy Career Centre Project and career centre facilitator, and now as Work Education Coordinator for the Saskatoon Public School Division.

She has worked in rural and urban Saskatchewan, as well as with, and for, provincial organizations such as the Saskatchewan Professional Development Unit of the Saskatchewan Teachers' Federation, Saskatchewan Education, the Saskatchewan Labour Force Development Board, and the Saskatchewan Chamber of Commerce. She has a B.Ed., B.A., and M.Ed.

She lives happily with her husband, Mike Gollop, and their ten-year-old son, Alex Fornal Gollop.



**Elizabeth Henger,
Vice-President**

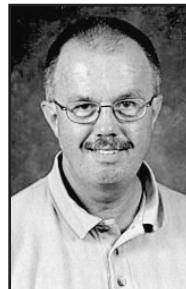
Elizabeth graduated from the University of Regina with a B.A., B.Ed., and M.Ed. in curriculum and Instruction (Science Education). Liz

has taught for 29 years, including 4 years as principal of Gladmar Regional High School and 2 years as a science education instructor for the University of Regina, Faculty of Education.

Liz has taught 20 years at Carnduff High School. She has been the Work Education Coordinator for the Oxbow/Souris Moose Mountain School Divisions for 15 years. She also teaches Science 10, Biology 20 and 30. She is serving her 3rd term as Vice President of SCWEA, and is involved in the field test of the new Career Work Exploration Curricula.

Liz referees volleyball, coaches high school golf and cross-country teams, and coaches the junior and senior girls basketball teams. She is also past president of the local golf club.

**Bill Pennefather,
Secretary-
Treasurer**



Bill graduated from the University of Calgary in 1975 and began teaching at Westmore Junior High School in Prince Albert. From this first teaching assignment to the present he has been involved with work education.

After leaving Prince Albert Bill initiated an Alternate Work Education Program in Enderby, British Columbia in the early 80's. Prior to coming to the Saskatoon Public School Division Bill was the Principal at Brabant Lake School in the Northern Lights School Division. Since coming to Saskatoon He has been involved as a work education teacher at Mount Royal Collegiate and City Park Alternate

Program. Presently Bill is the Youth Internship Coordinator.

Bill is the Secretary/Treasurer of SCWEA and is working on the development of the SCWEA Web Site.



**Wayne Sawka,
Past-President**

Wayne completed his Bachelor of Education degree at the University of Regina. He worked in the Student Services

area for three years before returning to the University of Regina to obtain a post-graduate diploma in School Guidance and Counselling. He spent one year with the Regina Catholic School Board and the last 18 years with the Regina Catholic School System. Currently, Wayne is the Community Services Facilitator - his major responsibilities are to coordinate the Work Experience and Partnership Programs.

This is the 11th year Wayne has been involved in the Work Experience Program. He has served on SCWEA's Board of Directors since 1990. For the first two years, he was the Editor of the Newsletter. From 1994 to 1996 he served as Vice-President and is presently serving his 4th year as SCWEA's President.

Wayne is the Regina Catholic School's representative on the Community netWORKS initiative.

From 1994 to 1996 he served as Vice-President and from 1997 to 2000 as President. Wayne is the Regina Catholic School's representative on the Community netWORKS initiative.

**Lynn Peterson,
Director**



Lynn works as an Educational Psychologist with the Saskatchewan Rivers School Division. Her

SCWEA Executive (continued)

career has included several different occupations all centering around counselling and community development. Although her roots are in Saskatoon, she has lived with her family at Christopher Lake for the past 20 years. She loves her work but loves recreation even more, especially travelling. It is her fondest hope that in her working life time a comprehensive K to 12 Career Exploration curriculum will be developed and implemented in Saskatchewan.

Hazel Lorenz, Director



Hazel has been involved with work education since 1985, and has served four terms on the SCWEA executive. She is currently employed with Lands West

school division as the Practical and Applied Arts coordinator, a job, which changes and grows on a continuing basis. She is happy to be back on the executive and hopes to serve the membership of SCWEA well.

Judy Behrns, Director

As the Career Development Consultant for Regina Public Schools, Judy currently becomes involved in a wide variety of projects and activities that link school and work. Her past life includes stints as teacher, counsellor, work experience coordinator, and curriculum writer with assignments in Weyburn, Saskatoon, SIASST Wascana and Regina. Judy is a strong advocate of career development through quality experiences in and



with the community. She and her husband, Don, have two teenage sons, Mike and Scott.

Mary Lou Ast, Director



Mary Lou received her B. Ed. from the University of Regina. She taught in rural Saskatchewan for 16 years, before moving to Saskatoon in 1992. Currently

Mary Lou is teaching Home Economics and Accounting at Evan Hardy Collegiate in Saskatoon. Previous to this she worked as a Career Facilitator and Career Centre coordinator. Mary Lou has served on a number of career committees. Last February she went to the National Life/Work Centre in Memramcook, NB to become a Real Game Series trainer. She has been a co-editor of Career Connections for the past two years.

Mary Lou is looking forward to working with an enthusiastic and knowledgeable team on the SCWEA executive.

Lindsay Wilkins, Director No photo available.

Lindsay is presently teaching in Lanigan, SK at Lanigan Central High School. This is her second year of teaching, but only her first year teaching and organizing a new Work Education program at the high school. She has already had many interesting experiences in the area of Work Education and looks forward to being involved with the many fine people on the SCWEA Executive this year. Lindsay thinks she will bring an interesting take to the group this year by representing some of the voices of rural teachers.



Shelley Hosaluk, Director

Currently, Shelley is teaching English and Creative Writing with the Saskatoon Public School system. She serves on the

Career Education Committee at Marion Graham Collegiate. Last year, Shelley was employed in a .5 capacity as Career Work Education Coordinator, a position she shared with Anna Fornal. Shelley has extensive knowledge and a keen interest in the development of both student career portfolios and professional teacher portfolios. Recently, she worked with a team of colleagues and the Junior Achievement organization in the creation of a portfolio project to be utilized with students at the Grade 9 level in Saskatoon Public Schools. In April 2000 Shelley completed a monograph for the Saskatchewan School Trustees Association entitled, "Setting the Scene...Vision, Communication and Resiliency and the Career Development Culture". Shelley has completed an M.A. in International Educational Leadership from San Diego State University with a concentration in Career Education. Shelley is looking forward to serving the youth of our province by working with inspiring colleagues who share her passion for career education.



Carrie Kiefer, Director

Carrie has recently become the Work Education Consultant for Moose Jaw Public School Division #1. In

this position, she coordinates the Work Education Programs as well as Community Based Learning and Job Shadowing experiences. Partners in

Education and Project Lighthouse are additional initiatives she is involved with. Carrie became associated with Work Education when employed by Thunder Creek School Division #78. From 1994-1998, she was the School Work Education Coordinator in Mortlach. She co-chaired the annual SCWEA Conference in 1997. Excited to be a SCWEA Director, Carrie looks forward to working with such an "innovative, enthusiastic group!"

More from SCWEA Conference 2000...



Mark Your Calendar Now!



SCWEA will offer the following Summer Short Courses during the summer of 2001:

- August 7 (Saskatoon)**
Career & Work Exploration 10, 20, A30 & B30
 Teachers are introduced to Career Development concepts and will review work-based learning strategies. New resources such as *Ready for Work*, *The Be Real Game* and *Exploring Your Horizons* will be introduced.

This May Be Combined With The One Day Session On The Be Real Game.

- August 8 (Saskatoon)**
The Be Real Game Facilitator Training
 Teachers will learn how to use this exciting career development resource with their grade 9 or 10 students!

This May Be Combined With The One Day Career & Work Exploration Session.

For complete information including details on costs, registration, facilitation, and specific location, please refer to the STF Professional Development Opportunities calendar.

See you this summer!

- October 4 and 5**
SCWEA Conference
Moose Jaw

The Saskatchewan Career and Work Education Annual Conference will be held at the Spa.

Keynote: Phil Jarvis of the National Life/Work Centre.

For more information contact Carrie Kiefer.

SCWEA EXECUTIVE

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2001: *A Career Work Odyssey*

SCWEA Conference October 4 & 5 (Moose Jaw)

The Saskatchewan Career and Work Education Annual Conference will be held at the Spa.

KEYNOTE:

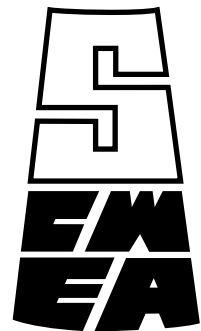
Phil Jarvis of the National Life/Work Centre

For more information

Contact Carrie Kiefer

See you at the Spa!

*For registration information,
keep checking our website.*



Visit Our Website!

<http://www.scwea.com>