

CAREER

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President's Message



Season's Greetings to all career and work educators. A busy and special time of year is upon us. Take the time to enjoy the gifts our youth present to us on a daily basis while they continue through their exploration of personal futures. I personally look forward to my role as president of SCWEA for the upcoming year. May the spirit of Christmas be yours.

Sincerely,
Val Laing

Reflection by the 2005 Conference Chairman



Vice-President Dennis Moffat, Conference Chair 2006, presiding over the Annual Meeting

This issue contains the highlights, summaries and photos at our 2005 Fall conference. I do hope you enjoyed the retreat setting and the many great sessions. There were many positive comments made on the evaluations. I would like to thank Linda and her staff at Cedar Lodge for accommodating and feeding us so well. Although the numbers were much lower than anticipated (under 25 registrants) the executive was happy to see a small profit. Ten new

members were in attendance! Lets all try to attend next years Fall conference set for Jackfish Lake.

It has been my pleasure to plan and co-ordinate the last two conferences for SCWEA and to assist you in your professional growth in career and work education. I was delighted to see a full slate of officers nominated at the annual meeting. I am grateful that there are others willing to assume key roles in our organization and see our subject council move forward.

My sincere thanks to the past executive for their friendship, support and co-operation - our meetings has been a blast! Although I am leaving the executive, I will still be involved in career education as I assume more responsibility in the many new initiatives at Nutana Collegiate. There is so much to do before retirement!

Sincerely,
Dennis Moffat

CONNECTIONS



Award of Excellence



Award of Excellence to President Shelley Hosaluk by Past-President Carrie Kiefer

This year's recipient of the Award of Excellence is Shelley Hosaluk. The Award of Excellence is presented to the SCWEA member who has made the most outstanding contribution to the development of Career and Work Education in Saskatchewan.

Currently, Shelley is a teacher at Marion Graham Collegiate in Saskatoon where she teaches Career and Work Exploration as well as English Language Arts. Shelley's

valuable work as President, Vice-President and Director make her a most worthy recipient of this award. Believing strongly in the importance and necessity of SCWEA, she has been absolutely devoted to the organization. Shelley has been a true leader and has soundly guided SCWEA. Being competent and committed, she has handled all her responsibilities in a capable manner. As President, Shelley has tackled the many issues that face today's special subject councils. Declining membership and decreasing revenue have been significant challenges. Shelley's abilities to effectively communicate, analyze and problem-solve have helped SCWEA to successfully continue on. As Vice-President, the great deal of work Shelley did with organizing a major membership drive was most impressive.

Moreover, Shelley has been a tireless crusader and advocate for further career development opportunities being made available to both students and professionals. Most noticeably, she has been a provincial

leader in the area of portfolios. With much education, research and practical experience, she is considered to be one of Saskatchewan's foremost "portfolio experts" and continues to present at countless conferences. Working closely with representatives from the Saskatchewan Labour Force Development Board and Saskatchewan Learning, Shelley has also used her knowledge of portfolios to support the provincial government's Recognition of Prior Learning initiative. Students in her class have benefited from her knowledge of the portfolio process and have enjoyed participating in the annual Portfolio Fair.

Anyone who has worked with Shelley understands her passion for the area of career development. Her knowledge, enthusiasm and initiative have made a difference to SCWEA and in the lives of so very many Saskatchewan students and career practitioners. It is truly my pleasure to present Shelley Hosaluk with the Award of Excellence for her outstanding contributions in the area of career and work education!

Essential Skills Portfolio for Youth Kit

The resource "Essential Skills Portfolio for Youth Kit" is available from:

The Centre for Education and Work
515-Portage Avenue, Winnipeg, Man.
R3B 2E9

The contact number is 204-786-9495.

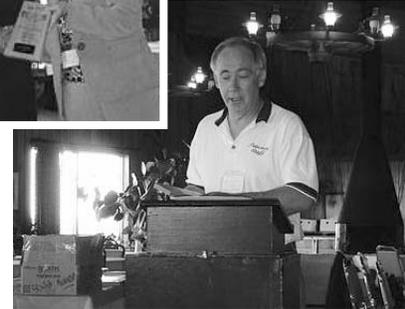
The kit includes a facilitator's guide, student guide, and interactive CD "The Game". The full kit with the interactive CD costs \$50.00. If 12 or more full kits are ordered in bulk, the cost is reduced to \$40.00 per order. If only the facilitator guide and student guide (No CD) are chosen, the cost is \$25.00.

Recognition of Service Award – Don Morrison

Don has taught at A.E. Peacock Collegiate for 28 years. He was the In-School Teacher for the Career and Work Exploration program from 1996-2005. He has served as SCWEA treasurer from 2002-2005. As Treasurer, Don was responsible for computerizing SCWEA's accounting records. With a "watchful eye" and careful budgeting, he has helped to keep SCWEA as financially viable as possible. In addition to CWEX, he has taught Business Education classes and also coordinated the school's information technology services. Don has also served on SACE (he was on the Steering Committee and chaired the first conference).



Don Morrison receiving hugs from Past President Carrie Kiefer and President Shelley Hosaluk



Friends of SCWEA Award – Nancy Tam



Nancy Tam has been involved in the learning recognition field as an adult learner, educator, complementary health practitioner, consultant and policy analyst. In her role as Recognition of Prior Learning (RPL) Analyst with Saskatchewan Learning, she has focused on advancing RPL in the province through her contributions to the Saskatchewan Labour Force Development Board's PLAR Services Project, the Saskatchewan Council for

Admissions and Transfer and the RPL Coordinating Group. She has also served as the provincial department representative on a variety of inter-provincial and pan-Canadian learning recognition initiatives. Nancy and her partner live on a small acreage outside of Saskatoon with a menagerie of animals (dogs, cats, goats, sheep and llamas). In mid-September, Nancy began a one-year leave to pursue her interests in choreography and holistic health.

Friends of Career and Work Exploration



It gives me great pleasure to introduce you to Bob Sluchinski. He is with Sask Apprenticeship and works out of the North Battleford office. Bob has been a wonderful supporter of the programs in Landswest school division and region 6. He promotes to the employers the cwe programs and the fact that the hours from work experience count towards the student's apprenticeship. He visits the schools whenever his schedule allows and creates an enthusiasm for

the trades that is very gratifying to a career counselor and career experience coordinator. Bob on behalf of SCWEA I would like to thank you for the wonderful work that sask apprenticeship and you in particular do for students in this province.

SCWEA Conference Report

Dennis Moffat, Conference Chair



Danielle Chartier is the acting Sr. Strategist and Development Advisor Work and Family Unit, Sask. Labour

The luncheon speaker was Danielle Chartier, acting Sr. Strategist and Development Advisor Work and Family Unit, Sask. Labour, who spoke about family friendly workplaces. She indicated that work-family conflict costs both employers and employees in terms of family tension, absenteeism, productivity, retention, employment, and stress-related illness. It is to everyone's benefit to have productive, not distracted, employees who can contribute to families, communities, and a healthy economy.

The characteristics of a family-friendly workplace are:

- flexibility – allows workers to adapt their workday to family demands

- supportive supervisors/managers – characterized by a desire to help employees achieve better balance between work and life
- family-friendly culture – attitudes, beliefs and values
- alternative work arrangements – variety of options available to employees
- recognition of child and elder care issues

Sask Labour is working to develop an awareness of family friendly work places. For more information go to www.workandfamilybalance.com

Conference Sessions

SLFDB Conference Presentation

Conrad Pura

Oct. 14, 2005-Cedar Lodge, Blackstrap

By Shelley Hosaluk

Conrad E. Pura is the Executive Director of the Saskatchewan Labour Force Development Board. Conrad has over 20 years of training and experience working with business, labour, adult education and community based organizations.

Conrad began his session describing a Montreal Lake youth project involving 12 participants who constructed a log home. For the youth, the experience was good for both body and soul. The participants grew physically and spiritually



Conrad Pura, SLFDB

because the project included a strong cultural connection with instruction in Woodland Cree heritage and aspects of colonization. The project was culturally significant and Conrad left us with the quotation: "You can't tell where you are going unless you know where you came from".

The shared board mandate of the

SLFDB is voluntary in nature and intends to provide a forum for meaningful dialogue and consensus building. The SLFDB consults with federal and provincial governments. Guiding principles include highlighting the uniqueness of Saskatchewan and engaging the emerging workforce, agriculture and education and training providers. The SLFDB aims to identify the needs of industry and individuals while supporting the training that meets the needs.

Priorities for the SLFDB are focused on:

- 1) developing a learning culture
- 2) creating a representative work force: aboriginal employment development, human resource planning and succession planning

- 3) youth transitions: career development, Skills Canada Saskatchewan, Youth Engagement

Initiatives in Saskatchewan include:

- 1) The Training for Excellence Awards
- 2) Provincial Aboriginal Representative Workforce Council (PARWC)
- 3) Futures for Kids (Saskatchewan Pilot)-web portal

Accomplishments and Challenges:

- Framework for Recognition of Prior Learning adopted as provincial policy
- Why Not Our Kids Too? -career development
- Skills Connect project
- Saskatchewan Industry and Education Councils

Sector Partnerships Conference Presentation

Betty Fisowich

**Oct. 14, 2005-Cedar Lodge,
Blackstrap**

Betty began her career as an elementary/high school teacher in the Tisdale and Prince Albert areas. She currently works in labour market development through the JobStart/Future Skills Sector Partnerships Program with SaskLearning. During her presentation, Betty explained that sector partnerships provide financial assistance to industry sectors that are important to the province's ability to compete in external markets. Funding is provided to implement partnerships with trainers and communities for human resource planning and the development of training approaches to meet industry skilled employment needs. At the conference, Betty highlighted numerous successful partnerships in

the province. For example, the SAHO Career Pathing Project that will develop and implement innovative career pathing processes and prototypes to facilitate the advancement and retention of current and future health care workers and promote a sustainable Representative Workforce. Numerous handouts and brochures were shared with conference attendees.

Saskatchewan Apprenticeship Trade Certification Commission

Youth Apprenticeship Initiative

Bob Guthrie



Bob Guthrie

To encourage high school students to look at opportunities in the trades an exciting new initiative has been created by the Saskatchewan Apprenticeship and Trade Certification Commission: the Youth Apprenticeship Initiative.

Bob Guthrie, the chief executive officer, informed participants at the SCWEA Conference that the Commission has appointed Renie Zabolotney as the Youth Apprenticeship Liaison. He will be working with the 6 pilot programs being conducted at high schools in Assiniboia, LaLoche, La Ronge, Big River First Nations Reserve, Regina and Saskatoon.

The Commission will distribute promotional materials to students,

teachers, parents and employers. The Commission is also upgrading curriculum resources for Grade 9 P.A.A. courses and developing new resources for Grades 10-12 P.A.A. courses.

As part of this program, grade 10-12 students will be able to register for youth apprenticeships, earn a certificate and receive a credit for their technical training and work experience.

The main goals of the Youth Apprenticeship Initiative Program are:

- increase awareness about greater career opportunities in trades
- help students and school officials to understand what it takes to succeed in trades careers
- keep students in school so they can get the basic and essential skills for success in work and in life

The commission is working towards implementation of the youth apprenticeship initiative on a province-wide basis in 2006-07. As highly skilled trade workers are in demand, this initiative will provide numerous opportunities for our students.

Bob Guthrie Bio

- Chief Executive Officer of the Saskatchewan Apprenticeship and Trade Certification Commission, an industry-led partnership that manages the apprenticeship program in Saskatchewan
- After earning a degree in Political Science in Saskatchewan, obtained a diploma in Log Building Construction from Yukon College and worked in the trade for eight years
- Worked in apprenticeship in various roles for 15 years
- Career transitions range from construction business owner to policy analyst and labour market planner

- This career path is an example of the rewarding and varied possibilities that skilled trades can offer
- Current interests include promotion of skilled trades careers to young people considering their future options

Workplace Safety: It Matters

By Carrie Kiefer



Diane Nowlan, Occupational Health Nurse, Saskatoon City Hospital

At SCWEA's 2005 Conference, "Celebrate Work and Education," Diane Nowlan gave an informative presentation entitled, "Workplace Safety: It Matters." Nowlan is the Safety Facilitator for the Saskatoon Health Region's Occupational Health and Safety Unit. In her presentation, she discussed the high number of fatalities and injuries that workers under the age of twenty-four experience. She noted that in 2004, there were 5 fatalities and 2,481 injuries that caused time away from work for individuals in this age group. Furthermore, Nowlan identified the various types of work hazards such as physical, biological, chemical, ergonomic and psychosocial. Useful information on how these hazards can be controlled at the source, along the path and at

the worker was shared. The group in attendance also had good discussion on the importance of individuals using personal protective equipment (PPE). How to deal with scenarios in which students need PPE for a work placement but cannot afford to purchase it were also explored. Solutions such as borrowing from fellow staff members or having schools purchase key items like safety boots which can be loaned out when needed were offered.

In Nowlan's presentation, three common factors to every injury were also revealed. They include: a source of danger or hazardous energy, a person, and something unexpected or unplanned happening. Nowlan noted that it is largely up to the individual to keep him or herself safe. Moreover, when people are watching what they are doing and thinking about what you are doing, the risk of being injured is reduced by more than 80%. The Career and Work Exploration course allows students to become more aware of at-risk behaviours and will hopefully help students develop safe work habits.

Challenges of Meeting the Career Needs of All Rural Youth

By Carrie Kiefer

At SCWEA's 2005 Conference, "Celebrate Work and Education," Jacky Lothian gave an interesting presentation entitled, "Challenges of Meeting the Career Needs of All Rural Youth." Lothian, the Career Transitions Coordinator for Thunder Creek School Division #78, discussed how the school division's Career Exploration and Development Program has attempted to meet these needs. In designing its career programming, the school division has used the Blueprint for Life/Work

Design as a framework. The "High Five" of career development are also used as a guide.

Thunder Creek School Division #78 offers several key career services. They include:

- a) Career Counseling – involves individualized counseling with both the student and parents. Career awareness instruments such as the Myers-Briggs Type Indicator and Strong Interest Inventory are used. Career information is also provided.
- b) Career and Work Exploration – students in grades 11 and 12 are able to expand their awareness, explore occupations and experience various work roles through work-based learning experiences (some students receive the maximum of four credits).
- c) Transitioning and Community Linkages – students (both high school and past graduates) are linked with community agencies in the areas of funding, training, upgrading & post-secondary education.
- d) Student Tracking – graduates are tracked for 5 years to monitor their career journeys. Statistics are analyzed with the goal being to assist vulnerable students.
- e) Extended Transitions – the school contacts a student/family as a follow-up to a student's Grade 12 career plan and determines the need for services. If more support is needed, the Career Transitions Coordinator meets with the student/family to develop an action plan. The coordinator acts as a resource in empowering the student and family to carry out the action plan.

Taking Charge: Orientation Educators

By Jacky Lothian

In the "Taking Charge: Orientation Educators" presentation with Lynne Bezanson, participants explored the Canadian Standards and Guidelines and the self-assessment tool, *Taking Charge*.

The Canadian Standards and Guidelines document (www.career-dev-guidelines.org/) was developed by career development practitioners from across Canada. The document recognizes the wide range of roles and skills that exist within the career development community and recognizes promising practices. It provides descriptions of the knowledge, skills, and attitudes that service providers need in order to deliver comprehensive career services to their clients.

This document is arranged into 4 levels: Clusters, Areas, Functions and Competencies. The competencies are the "heart" of the Standards and

Guidelines, as they are the practical and applied level of the Standards and Guidelines. They spell out what practitioners need to know and do.

To assist practitioners in identifying their own professional competencies, *Taking Charge* (www.savie.qc.ca/Carrieres/accueil.html) an on-line assessment tool, was created. This website enables career practitioners to identify and document the competencies they possess and guides them in developing plans to document the competencies they desire to improve. It also helps practitioners track their progress over time.

Taking Charge consists of four steps:

1. The first step is the **Self-Assessment**. In this step you answer questionnaires and the system then lists your acquired competencies and the information necessary for your résumé.
2. Step two is **Gather Evidence**. It helps you assemble proof of the

competencies identified in your self-assessment.

3. **Develop Learning Plan**, step three, assesses your current competencies against those recommended in the Canadian Standards and Guidelines document. The results help you choose professional development and/or learning activities.
4. The last step, **View Current Profile**, is your personal logbook. Here you can check your progress on the self-assessment tool and view your entire professional profile at a glance.

Taking Charge is free interactive tool that assists career development practitioners to experiment with the applications of The Canadian Standards and Guidelines document.

For further information contact the Canadian Career Development Foundation at www.ccdf.ca.

Editors Comments

This issue is my last major responsibility as I leave the SCWEA executive. I have enjoyed my work as your Vice President (membership), Conference Co-ordinator and Editor. I wish to thank the STF Desktop staff and the printing department for their patience and professional support in producing "Career Connections". I plea to teachers to send in write-ups and photos on your innovations, ideas and creative classroom activities to share with others.

Thank you.

Dennis Moffat.

Teachers at Work



Greetings from President Shelley Hosaluk



Bonnie Stevens - Canadian Academy of Tourism and Trade Presentation





Carrie at work finding a full slate of officers for 2005-2006



Thunder Creek School Division Delegates

Teachers at Play





Canadian Academy of
Travel & Tourism
Académie canadienne
du voyage et du tourisme

About the Canadian Academy of Travel & Tourism

NATIONAL INDUSTRY ADVISORY GROUP

The 21st Century brings challenges and opportunities presented by a truly global marketplace, created by technological progress and the removal of trade barriers. Our educational system must provide our student population with the tools, knowledge, skills and attitudes necessary to succeed in the new environment. With the support and guidance of education and industry partnership, the Canadian Academy of Travel & Tourism has been established to address these concerns in the travel and tourism industry.



The “Canadian Academy of Travel & Tourism” was launched by the American Express Foundation in October, 1995 in four high schools in British Columbia, Ontario and Nova Scotia. It is modelled on the successful National Academy Foundation (NAF) in the United States and similar programs in several other countries. American Express Foundation, Air Canada, Fairmont Hotels & Resorts, Cara Operations Limited, and Canadian Tourism Human Resource Council are in the forefront leading youth in the 21st century. At the national level this education/industry partnership model is industry sponsored and education driven.



The Academy mission is to introduce and promote careers in the tourism industry while students pursue their high school diplomas. The knowledge of global travel and tourism conditions and trends has to be complimented by relevant skills and attitudes provided by high school education.



The Academy gives high school students the opportunity to build the foundation of a tourism career while staying in school and acquiring the skills for post-secondary education, for life long learning and for work in the tourism industry. Academy students demonstrate learning outcomes referenced to the National Occupational Standards for Transferable Skills established by the Canadian Tourism Human Resource Council and the Employability Skills 2000+ assembled by the Conference Board of Canada.



AIR CANADA

The CATT program and affiliates involve high school students in grades 10, 11 and 12. These students follow the regular curriculum with a “specialization” in tourism. Many academic and experiential projects associated with the regular curriculum are tourism related. Canadian high schools can be involved in the Academy program at three different levels: Level I- affiliate local, Level II - affiliate provincial and gold CATT graduate.

An Academy graduation certificate is awarded to students demonstrating the ten national learning outcomes and completing the Academy criteria at the gold graduate level. A national recognition certificate is awarded to students fulfilling the Level I and Level II criteria. Tourism industry work placements and internships are organized for Academy students by teachers and an industry advisory group.



The Canadian Tourism Human Resource Council houses the office of the Canadian Academy of Travel & Tourism. Engaging youth in career decisions is the focus of the Academy charitable organization. The Academy supports education and leadership in the travel and tourism industry. Tourism Education Councils, with a human resource development mandate for the tourism industry in each of the provinces and territories, encourage the implementation, expansion and maintenance of the Canadian Academy of Travel & Tourism and affiliate programs in their jurisdiction.

Over the last few years, the pooling of our collective resources is enhancing the success of our secondary school students across Canada as they enter higher education or the workforce as well as enriching the human resource potential for the Tourism Industry. Let’s share the vision and foster the best possible future for our Academy students!

Call for Research Proposals

THE MCDOWELL FOUNDATION WOULD LIKE TO DRAW THE ATTENTION OF SPECIAL SUBJECT COUNCIL MEMBERS TO ITS ANNUAL CALL FOR APPLICATIONS FOR RESEARCH FUNDING.

Grants are available to support research in the next school year. The number and amount of the grants may be small or large within the limit set by the total research budget.

Research funded by the Foundation should contribute to the improvement of teaching and learning and focus directly on instruction in the context of the publicly funded K-12 education system. McDowell grants are intended to enable research by teachers and may be used to support research activities that take place after July 1 of the funding year.

Anyone is eligible to apply for a grant, including individuals, groups and organizations. However, successful research proposals generally involve teachers taking an active role as researchers. Teachers need

not have formal research experience in order to apply, and research partnerships between teachers and others are encouraged. Preference will be given in the coming year to research applications involving rural educators.

Application forms and information are posted on the Internet at www.mcdowellfoundation.ca. They may also be obtained from:

Verna Gallén, Research Coordinator
Dr. Stirling McDowell Foundation
for Research into Teaching
2317 Arlington Avenue
Saskatoon, SK S7J 2H8

Tel: (306) 373-1660
Toll Free: 1-800-667-7762
Fax: (306) 374-1122
E-mail: gallenv@stf.sk.ca

Please note that the coordinator is available upon request to assist

applicants with the preparation of proposals. **The deadline for applications is March 31.**

The McDowell Foundation is an independent charitable organization established in 1991. It is governed by a Board of Directors appointed by the Saskatchewan Teachers' Federation and assisted by an Advisory Committee with broad representation from teachers, and educational organizations. Decisions regarding research grants are made by a Project Review Committee appointed by the Board of Directors.

DR. STIRLING MCDOWELL
Foundation
FOR
RESEARCH INTO TEACHING

SCWEA EXECUTIVE

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SCWEA Membership Form

The following information will be used to contact members for renewal and membership drive purposes, to send out newsletters, to be included on the membership directory and to forward conference and professional development opportunities information.

 First Name Initial Last Name

Address (choose either your home or work address for preferred mailing):

 Street City/Town Province Postal Code

 Phone Fax Email

Teaching Certificate Number: _____

(to verify STF membership for the purpose of determining grants)

Signature: _____ Date: _____

SCWEA Membership Fees are:

- Regular Members: \$25.00
- Students: \$15.00
- Institutional: \$25.00
- Corporate: \$100.00

Please make cheques payable to the "Saskatchewan Career and Work Education Association". Submit membership form to:

Jacky Lothian
 Prairie South School Division
 Box 330
 Avonlea, SK
 S0H 0C0

 Office: 868 2223
 Fax: 868 2280



Visit Our Website!
http://www.stf.sk.ca/prof_growth/ssc/scwea/scwea.html