

action! online

February, 2016 edition

In this issue...

- Images from Political Forum 2016
- Canada-Saskatchewan Job Grant information
- Innovation Survey
- Economic Outlook Survey results
... and more!

Premier Brad Wall took time to speak to members of the University of Saskatchewan Junior Chamber of Commerce at the 2016 Political Forum in Regina last month. Left-right: Jordan Dutchak, Dolapo Fadare, Premier Wall, Noah Kelleher and Elias Nelson.



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SCC Members - We need your help!

The Saskatchewan Chamber is conducting a survey; Innovation is the foundational element of long-term growth. How important is innovation to you and to your business or organization? The Saskatchewan Chamber of Commerce and our partners are exploring an event which would feature global innovative speakers as well as showcasing innovative Saskatchewan businesses.

Before we go ahead with additional planning on this event, we want to make sure that our members would see the value in us creating this type of event, and also that they will commit to attending.

Please help us gauge interest by completing this short survey before 5 p.m. Tuesday, February 9. Thanks!

<https://www.surveymonkey.com/r/SKInnovation16>



CEO's Message

OnTrack 2016
A different kind of election platform

It's election time in Saskatchewan again.

During an election campaign, most people have come to expect a blend of negative messaging about what's wrong with the other party and a list of what "they" did wrong.

It's sad, but it's become the norm as negative media around elections seems to work.

The SCC isn't a political party, and will have no candidates listed but that didn't stop us from creating [OnTrack 2016](#), a 'platform' of sorts in advance of the April 4 election, with a list of 31 issues facing the province, and suggestions of how to handle them.

We don't call these ideas "plans" but rather, good ideas.

These ideas were a mix of current policy and the result of discussions with our Expert Committees, Board and members.

While our list is beyond just the business standards like taxes and tariffs, we don't pretend them to be exhaustive.

We do, however, speak to alternative service delivery that could address health, senior care and education issues.

We consider some of the huge items that are 80 per cent opportunity and 20 per cent challenge, like water management and our education system.

We have given [OnTrack 2016](#) to the Premier and Mr. Broten and their Caucuses. We've asked them to include these ideas in their platforms, and while no commitments have been given, we expect to see at least some of them after the writ is dropped.

I ask that you read [OnTrack 2016](#) and give it some thought – then, when a candidate asks for your vote, say 'what are your thoughts on these issues?' -- the ones you like from [OnTrack 2016](#).

Also, although I won't be knocking at your door to ask for your vote, I am asking for your input on [OnTrack 2016](#) or any other business issue. What do we at the Sask Chamber need to know, or do, to help keep Saskatchewan growing?

Our perspective is clear: free and open markets should prevail and be protected.

Farmers must have as open access to investment markets as any other business, and this new policy creates limitations. So a Canadian pension fund could buy every farm machinery supplier in the province, but not more than a few acres of farmland – obviously a strange situation.

We continue to communicate to the province but it appears their minds are made up.

We will also continue to monitor the broad investment trends in farmland and all sectors as is our role. This change in farmland may negatively impact our reputation globally as a great place to invest but we hope not. But unlike the Ministry of Agriculture, we are not as eager to bet the farm on it.

Cheers.

DIRECTORS EDUCATION PROGRAM

Better your skills.

BETTER YOUR BOARD.

APPLY BY **FEBRUARY 18, 2016** FOR THE NEXT REGINA AND SASKATOON OFFERING OF CANADA'S LEADING PROGRAM FOR DIRECTORS.



"The ICD-Rotman Directors Education Program (DEP) has provided me with the skills to lead more productive and streamlined board meetings. The program offers expert insight into proper board structure, which allows directors to oversee and not manage executive leadership; and the importance of establishing policies and reporting mechanisms that ensure the long-term viability of the organizations you serve. I found the DEP to be a great investment, and I recommend it to all C-Suite executives and directors."

GREG YUEL, ICD.D

PRESIDENT & CEO, PIC INVESTMENT GROUP INC.
CHAIR, CHILDREN'S HOSPITAL FOUNDATION OF SASKATCHEWAN
DIRECTOR, TITANSTAR PROPERTIES, CLEARTECH INDUSTRIES INC.,
HYDOR-TECH LTD., KREOS AVIATION

WHY APPLY?

- └ The DEP is the **only program of its kind in Canada** that bears the seal of the director community itself.
- └ DEP Graduates are part of a **national network of 4,000 directors** and over 10,000 ICD members across Canada.
- └ A **dynamic learning environment** rich with peer-to-peer insights, director dilemmas, board and committee simulations, and case studies.
- └ **Acclaimed faculty** - Taught by national and local academics, seasoned directors and leading governance experts.
- └ **Flexible scheduling** - Modules may be taken in any of the 11 cities where the DEP is offered (space permitting).
- └ First step towards the **ICD.D designation** upon completion of a written examination and a board meeting simulation chaired and vice-chaired by some of Canada's most senior directors.
- └ Non-members of the ICD receive a **complimentary one-year membership** upon application.

ATTAIN YOUR ICD.D AND BE MORE EFFECTIVE AS A DIRECTOR.

The Saskatchewan offering of the DEP is being coordinated provincially by the **Edwards School of Business, University of Saskatchewan**, and offered in collaboration with the **Levene Graduate School of Business, University of Regina**.

MODULE I: April 22 - 24, 2016 (Saskatoon)

MODULE III: Oct. 14 - 16, 2016 (Regina)

MODULE II: June 24 - 26, 2016 (Regina)

MODULE IV: Dec. 2 - 4, 2016 (Saskatoon)

APPLICATION DEADLINE: February 18, 2016

CONTACT THE ICD AND APPLY TODAY.
1.877.593.7741 x228
education@icd.ca
icd.ca/DEP

In collaboration with:



Jointly developed by:



Survey Results

January 2016

Economic Outlook 2016

In January 2016 the Saskatchewan Chamber of Commerce circulated its economic outlook survey to the membership. The economic outlook survey was first introduced by the Chamber in 1996. Where applicable, the following data from the 2016 survey is compared to the data collected last year and the data from the 2010 survey. There were a record 205 respondents to this year's economic outlook survey.

Key results of the survey:

- While over 66% of respondents felt the provincial government was creating a more competitive and attractive environment for business, only 21% felt the same way about the federal government.
- 55% of respondents felt the Saskatchewan economy got worse or much worse in 2015. Coupled with this, only 13% of respondents indicated that they expect the state of the economy to get better in the coming year.
- Only 33% of respondents felt that the state of their own business got better or much better in 2015, down from the 45% in 2014.
- 42% of respondents experienced an increase in business revenue in 2015 compared to 53% in 2014.
- 42% of respondents are expecting to increase business revenue in 2016, while the number of businesses projecting a decrease increased to 26% from 16% last year.
- Almost 38% of respondents experienced an increase in capital investments in 2015, down from 46% in 2014. However, 21% of respondents reported a decrease in capital investment in 2015 up from 11% the previous year.
- 22% of respondents are expecting an increase in capital investments in 2016, compared to 29% expecting an increase in 2014.
- 40% of respondents expect their sales to increase provincially in 2016, down from 44% who predicted an increase last year.
- Only 35% of respondents had a job remained unfilled due to a shortage of qualified workers in 2015, down from 44% who reported the same problem in 2014.
- 30% of respondents are planning to hire more full time employees, down from 42% in 2015, and only 13% are planning to hire more part time employees, down from 27% in 2014.
- 60% of respondents expect wages/salaries to increase in the next year, down from 76% making the same prediction last year.

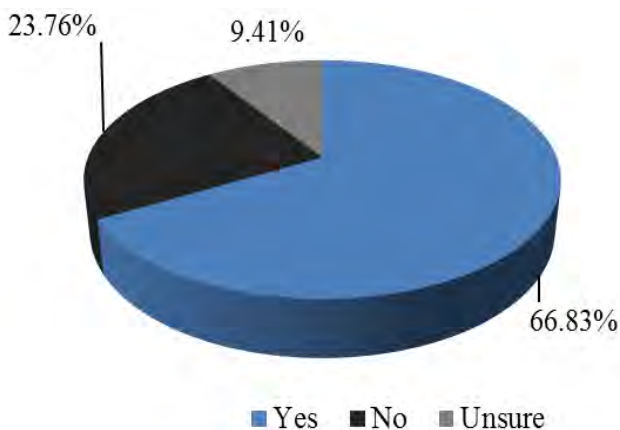
Detailed Survey Results

Respondents were asked the following question: “Considering your business, please rank the following issues in order of priority in terms of the effect they have on your business' efficiency, profitability, productivity, and/or stability”. The overall ranking is below:

2015 Ranking	2014 Ranking	2010 Ranking
1) Building market share – sales development	1) Finding new staff/ Retaining staff	1) Building market share – Sales development
2) The economy and international markets	2) Training	2) Workforce – training, retaining, and locating staff
3) Finding new staff/ Retaining staff	3) Building market share – sales development	3) The economy and international markets
4) Training	4) Corporate taxation	4) Taxation – corporate and/or personal
5) Corporate taxation	5) The economy and international markets	5) Availability of financing
6) Paper burden – regulatory compliance, permits, etc.	6) Paper burden – regulatory compliance, permits, etc.	6) Paper burden – regulatory compliance, permits, etc.
7) Personal taxation	7) Personal taxation	7) Capital expansion
8) Capital expansion	8) Capital expansion	
9) Availability of financing	9) Availability of financing	

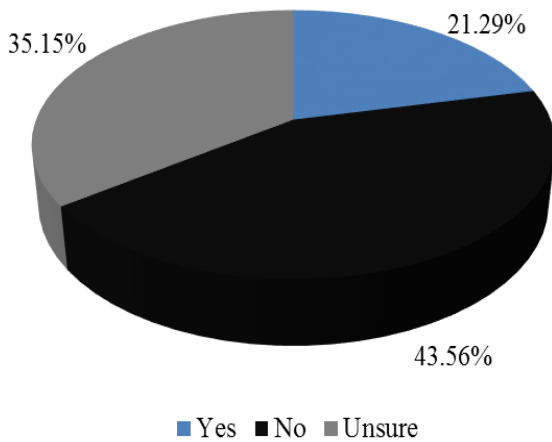
Business Environment

Do you believe the provincial government has been creating a more competitive and attractive environment for businesses over the past year?



At the end of 2015 67% of survey respondents indicated that they believed the provincial government was creating a more competitive and attractive environment for businesses. This is the same response as 2010 but up slightly from the 60% who felt the same way in 2014.

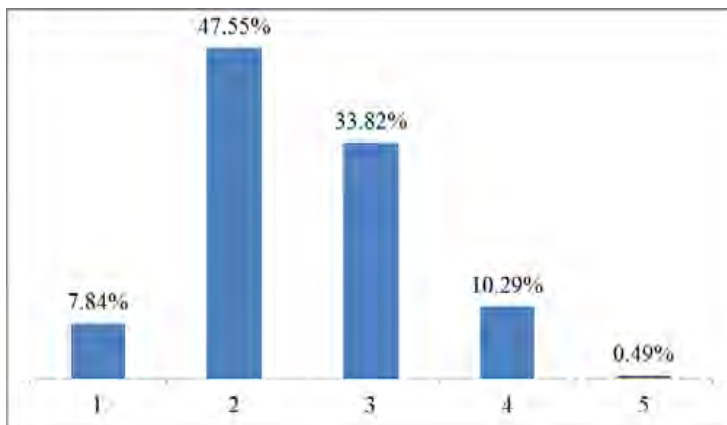
Do you believe the federal government has been creating a more competitive and attractive environment for businesses over the past year?



21% of respondents in 2015 felt that the federal government had helped create a more competitive and attractive environment for business. This is down from the almost 28% who felt the same way in 2014.

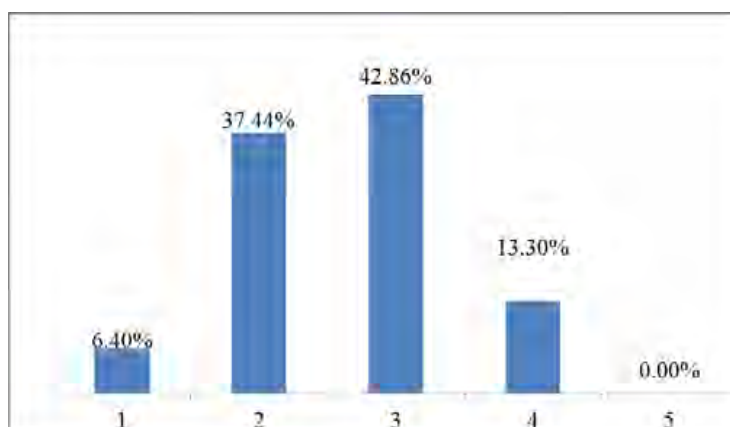
State of Economy

Did the state of the Saskatchewan economy get better or worse in 2015?
On a scale of 1 to 5, where 1 is "much worse" and 5 is "much better"



Almost 11% of respondents indicated that they felt the economy was better or much better in 2015, this is down from the 42% who felt this way at the end of 2014 and down further from the 62% who had a positive opinion of the economy in 2013.

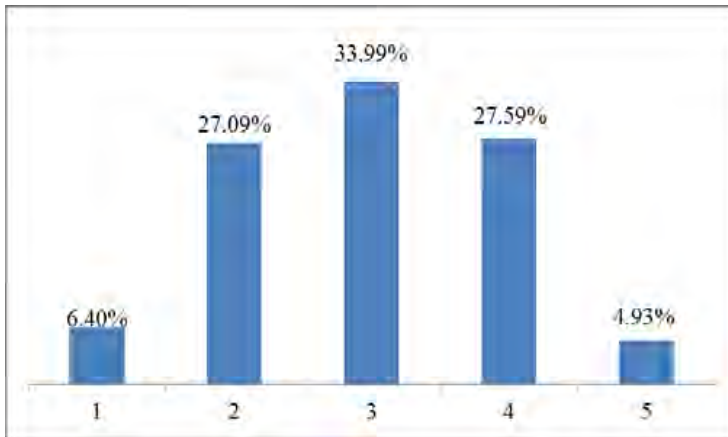
Do you expect the state of the Saskatchewan economy to get better or worse in 2016?
On a scale of 1 to 5, where 1 is "much worse" and 5 is "much better"



Only 13% of respondents indicated that they expect the state of the economy to get better in the coming year. This is down significantly from the 25% who reported a similar outlook last year and lower than the 46% of respondents who felt the economy would get better or much better at the end of 2009.

Did the state of your own business get better or worse in 2015?

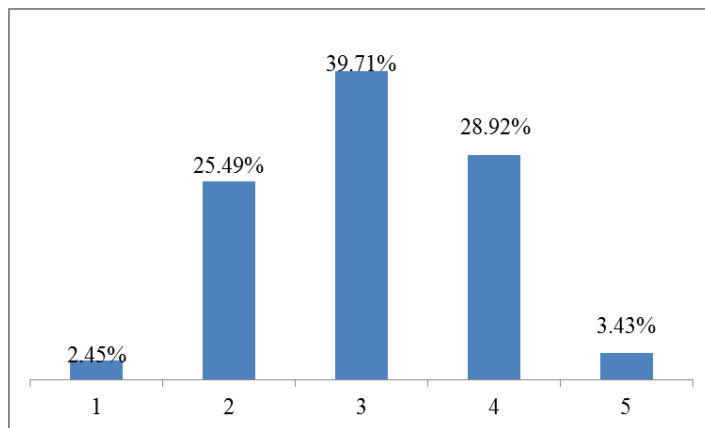
On a scale of 1 to 5, where 1 is "much worse" and 5 is "much better"



33% of respondents felt that the state of their own business got better or much better in 2015, down from the 45% in 2014 (58% in 2013). While 34% felt that the state of their own business got worse or much worse, up from the 18% who reported the same in 2014.

Do you expect the state of your own business to get better or worse in 2016?

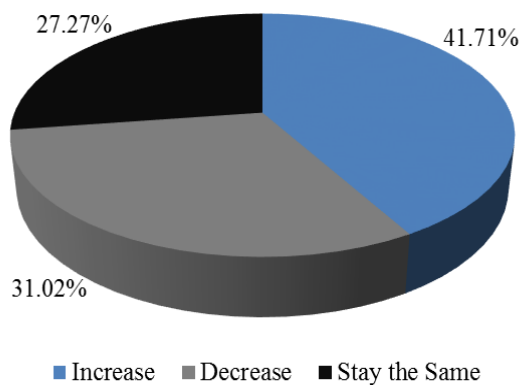
On a scale of 1 to 5, where 1 is "much worse" and 5 is "much better"



32% of respondents expect the state of their own business to get better or much better in 2016, down from the 40% who reported the same last year. Looking forward at the end of 2009, 56% of respondents felt the state of their business would get better or much better in the coming year.

Revenue

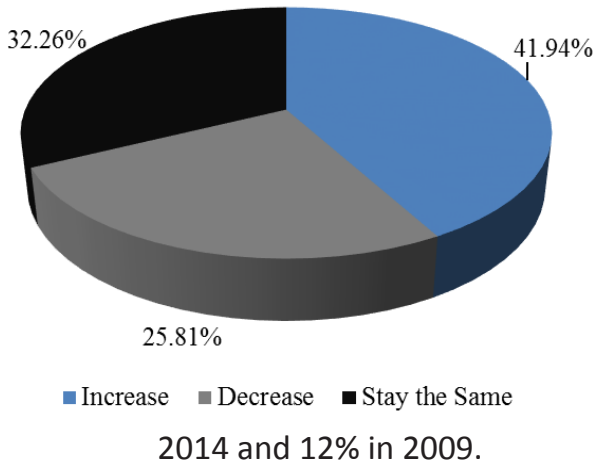
In 2015, did your business revenue:



42% of respondents experienced an increase in business revenue in 2015 down from 53% in 2014 (61% in 2013). 31% of respondents experienced a decrease in revenue in 2015, up from only 19% in 2014.

The average increase in revenue was 17% (14% in 2014 and 17% in 2009) and the average decrease was 17% (15% in 2014 and 5% in 2009).

In 2016, are you projecting that your business revenue will:

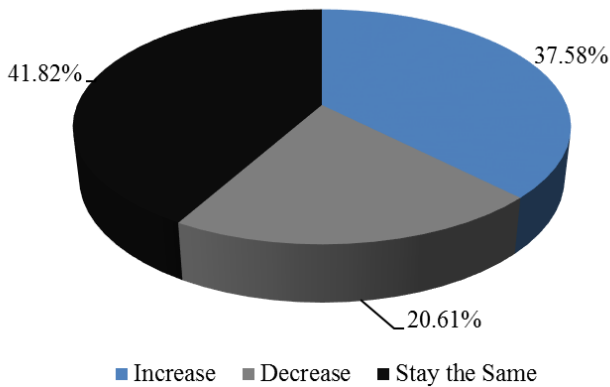


42% of respondents expect business revenue to increase in 2016 compared to 49% who projected the same last year and 60% who were projecting an increase at the end of 2009. The number of businesses projecting a decrease jumped to 26% from 16% last year.

The average increase in revenue expected was 11% (13% in 2014 and 14% in 2009) and the average decrease expected was 12% compared to 14% in 2014 and 12% in 2009.

Capital Investments

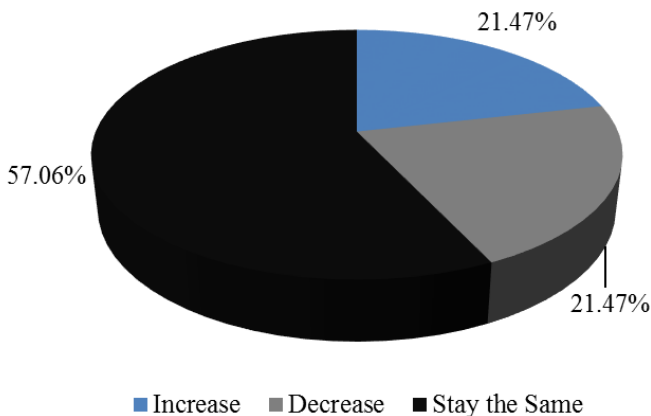
When compared to 2014, in 2015 did capital investments in your business:



Almost 38% of respondents experienced an increase in capital investments in 2015, down from 46% in 2014. However, only 21% of respondents reported a decrease in capital investment in 2015 up from the 11% the previous year.

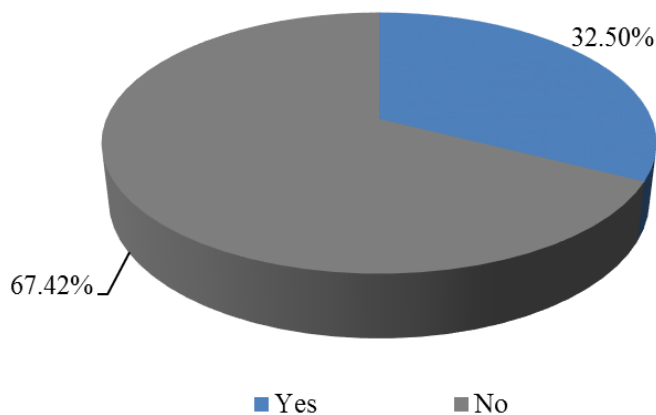
For those that experienced increased capital investments, the average increase was 29% compared to 24% in 2014 (23% in 2009). The average decrease was 32% compared to 25% in 2014.

In 2016, do you expect capital investments in your business to:



22% of respondents are expecting an increase in capital investments next year, compared to 29% expecting an increase in 2014 and 31% in 2009. The average expected increase was 21% almost the same as the 22% reported in 2014 (18% in 2009). The average expected decrease was 19% which is below the 30% reported in 2014 (32% in 2009).

In 2016, if you are making new capital investments, is the low rate of interest a factor in your timing?



Rank these provincial taxes in the order of which would (if reduced) cause your business to invest more capital in Saskatchewan? In order of priority:

2015 Ranking	2014 Ranking	2009 Ranking
Provincial Corporate Income Tax	Provincial Corporate Income Tax	Provincial Corporate Income Tax
Property Tax	Provincial Sales Tax	Property Tax
Provincial Personal Income Tax	Provincial Personal Income Tax	Provincial Sales Tax
Provincial Sales Tax	Property Tax	Provincial Personal Income Tax
Tax on Capital Gains	Tax on Capital Gains	Tax on Capital Gains
Fuel Tax	Fuel Tax	Fuel Tax
Royalties	Royalties	

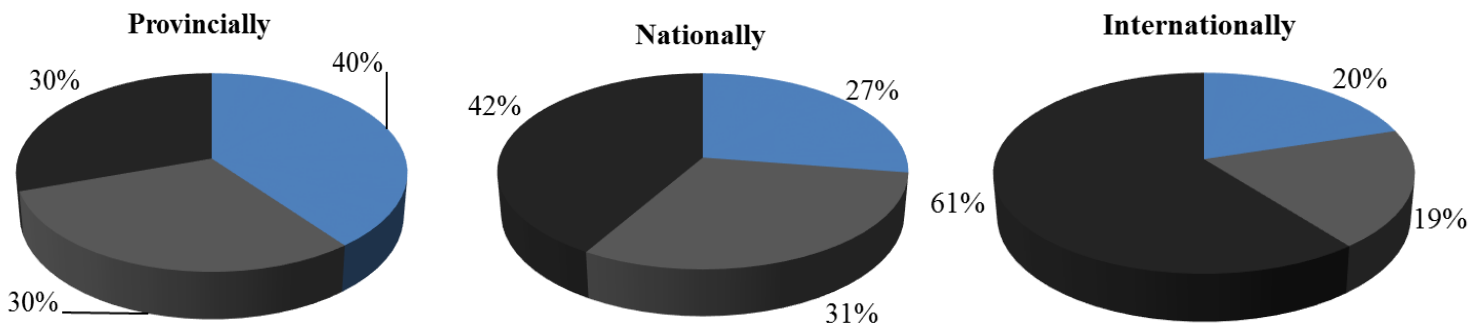
Please identify any regulatory changes that, if made, would cause your business to invest more capital in Saskatchewan.

Below is a summary of the 2016 results:

- Reversing recent farmland rule changes
- Relaxing WCB/OH&S regulations
- Clean energy grants/incentives
- Privatization of liquor retailing
- Clarify/simplify PST reporting
- More interprovincial regulatory alignment
- Investment tax credits to spur construction and business investment
- Assurance that the maximum amount of Crown spending stays in Saskatchewan
- Refundable R & D tax credits
- Harmonization of sales taxes
- Lower tax rate for passive/inactive income
- Privatization of Crown Corporations
- Implement a new Government procurement procedure that uses reputations, past work and abilities as opposed to lowest price, to award work.
- Reduce royalties

Sales

In 2015, did your sales:



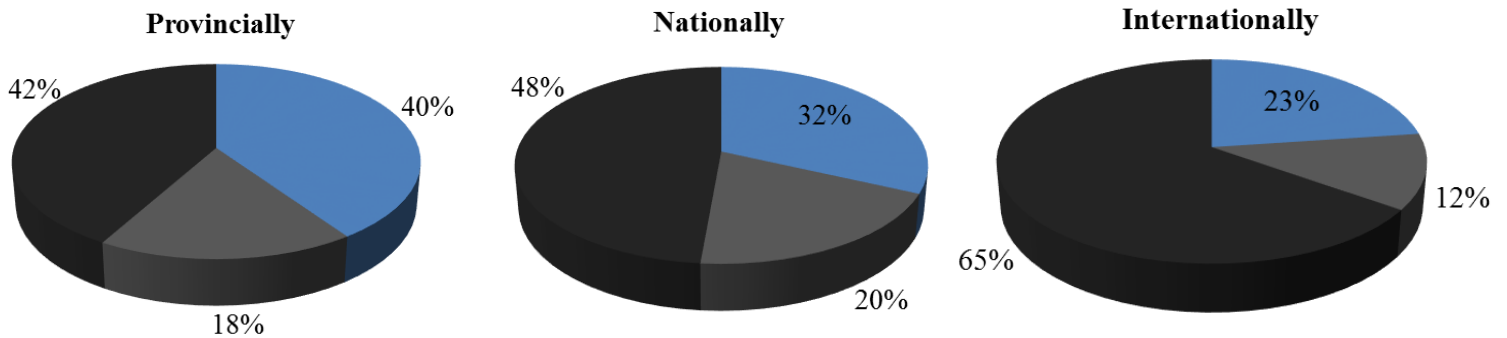
For those that experienced an increase in their sales:

- The average provincial increase was 13% the same as 2014
- The average national increase was 12% down slightly from 13% in 2014.
- The average international increase was 12% up from 7% in 2014

For those that experienced a decrease in their sales:

- The average decrease provincially was 19%, up slightly from 17% in 2014
- The average decrease nationally was 12%, down from 14% in 2014
- The average decrease internationally was 19% up from 6% in 2014

In 2015, do you expect your sales to:



40% of respondents expected their sales to increase provincially in 2016, down from 44% who predicted an increase at the end of 2014. 32% expect national sales to increase in 2016 up from 31% last year, and 23% expect international sales to increase, up from 21% last year.

For those that are expecting to increase their sales:

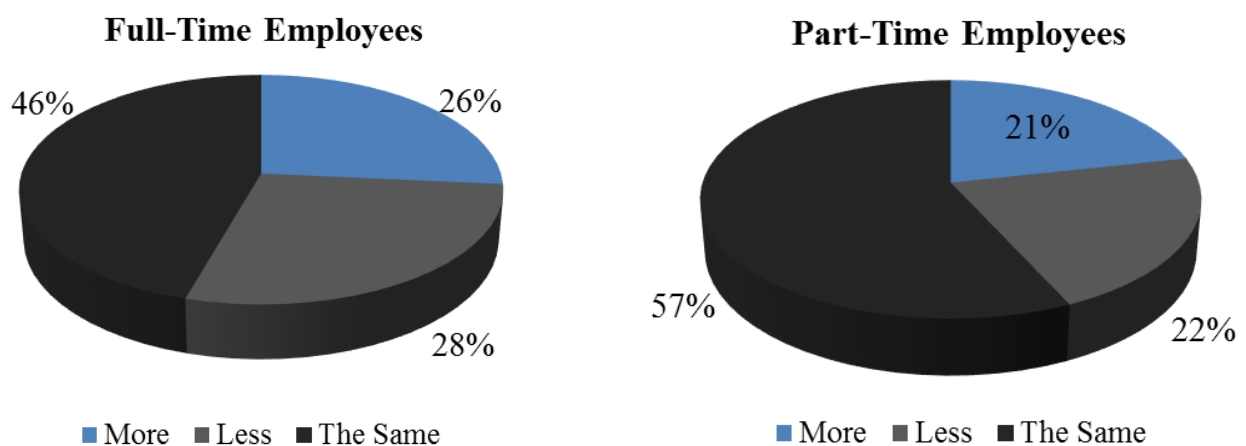
- The average provincial increase expected is 9%, down from the 12% last year
- The average national increase expected is 9%, down from 10% last year
- The average international increase expected is 10%, down from 13% last year

For those that expecting to decrease their sales:

- The average decrease expected provincially was 14%, up from 10% last year
- The average decrease expected nationally was 11%, up from 5% last year
- The average expected decrease internationally was 6%, the same as last year

Staffing

In 2015, how did your business' staff change?



27% of respondents increased their full-time employees in 2015, down significantly from 44% in 2014. In addition to this, 28% of respondents reduced their full-time employees, up from 18% last year.

Only 22% of respondents increased their part-time staff, down from 33% in 2014. Furthermore, 22% decreased their part-time staff up from only 5% in 2014.

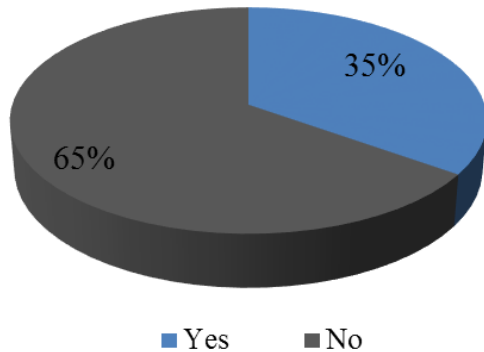
For those that hired more staff:

- The average increase in full time employees was 6 (17 in 2014)
- The most common response was 3 additional full time employees
- The average increase in part time employees was 5 (11 in 2014)
- The most common responses was 1 additional part time employee

For those that reduced staff:

- The average decrease in full time employees was 28 (19 in 2013)
- The most common response was 20 less full time employees
- The average decrease in part time employees was 30 (3.8 in 2013)
- The most common response was 2 less part time employees

Did you have job remain unfilled in 2014 due to a shortage of qualified workers?

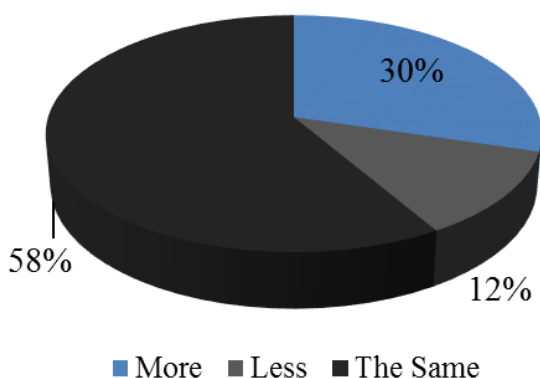


Only 35% of respondents had a job remained unfilled due to a shortage of qualified workers in 2015, down from 44% who reported the same problem in 2014.

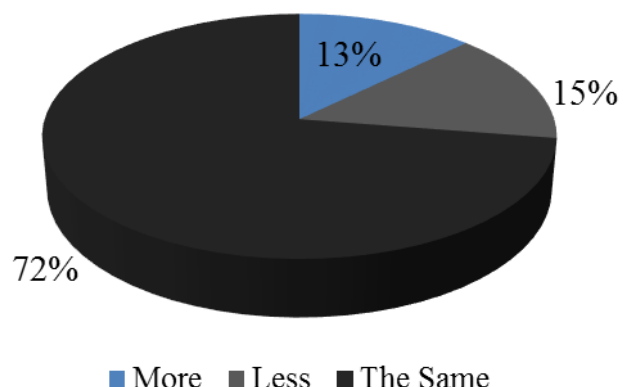
Professional/Technical/Scientific personnel as well as managerial/supervisory personnel were reported as the most difficult positions to staff.

In 2016, do you expect to employ?

Full-Time Employees



Part-Time Employee

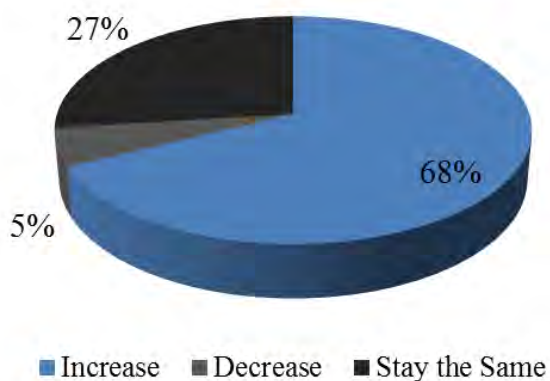


30% of respondents are planning to hire more full time employees, down from 42% in 2015 and only 13% are planning to hire more part time employees, down from 27% in 2015. Planned staffing reductions are also higher as 12% of respondents expect to employ fewer full-time employees (up from 9% last year) and 15% plan to employ fewer part-time employees, up from 10% last year. In 2009, 41% were planning on hiring more full time staff and 26% were planning on hiring more part time staff.

For those that expect to change their staffing level in 2016

- The average increase expected for full time employees was 6 (14 in 2014).
- The average decrease expected for full time employees was 8.
- The average increase expected for part time employees was 5 (9 in 2014).
- The average decrease expected for part time employees was 8.

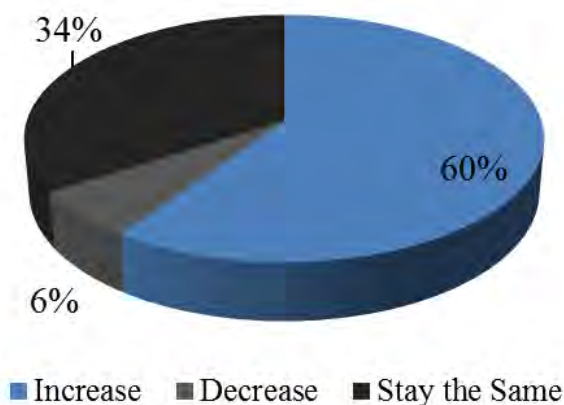
In 2015, did wages/salaries in your business (on an average per employee basis):



68% of respondents reported that wages/salaries had increased over the past year down from 78% in 2014 (82% in 2013).

For those that who experienced increased wages/salaries the average increase in wages/salaries was 4% (5% in 2014).

In 2016, do you expect wages/salaries in your business to:



60% of respondents expect wages/salaries to increase in the next year, down from 76% in 2014.

For those that who expect an increase in wages/salaries, the average increase expected is 3%, down from the 4% projected in 2014.

Notice of AGM

On behalf of Randy Beattie, Chair of the Saskatchewan Chamber of Commerce, this notice serves as the official notice of the **Annual General Meeting of the Saskatchewan Chamber of Commerce Inc.** which will be held at the following date and time:

Date: Thursday, May 12, 2016

Time: 9:15 a.m. - 9:45 a.m.

Location: Sheraton Cavalier, Saskatoon (612 Spadina Cres. E.)

The agenda will include Annual Reports, presentation of Financial Statements, bylaw revisions and reports on the election of Board Directors.

All members of the Saskatchewan Chamber of Commerce are welcome to attend the Annual General Meeting, and anyone who wishes to attend the entire Conference on Business can find more information and register at www.saskchamber.com.

If you have questions, please contact Marilyn Leier at 306.352.2671 or email mleier@saskchamber.com

Canada's Energy Citizens is a grassroots advocacy movement for Canadians proud of the oil and natural gas industry. We know that the number of Canadians who support the oil and gas industry outnumber those who don't by an almost 2-to-1 margin, but its opponents are three times as likely to publicly speak out against it.



The program is building a community of like-minded Canadians and equipping them with the tools they need to better balance the all-too-often negative debate around the oil and natural gas industry.

From local pub nights to facts and figures they can use in conversation with friends and family or articles they can share via social media, it's all about giving supportive Canadians the voice they need to become proud advocates of an industry that plays an incredibly important role in the lives of thousands of families. For further information, visit www.energycitizens.ca.

DATES to REMEMBER

Save the date for the Saskatchewan Chamber annual conference May 11 & 12, 2016 in Saskatoon; register today at <http://business.saskchamber.com/events/details/scc-annual-conference-254>

Make a Connection Reception, which is usually held in April, has been moved to June 9 due to the provincial election. Be sure to mark your calendars accordingly! Registration is open at <http://chambermaster.saskchamber.com/events/details/make-a-connection-reception-2016-255>

The P4G (Plan For Growth) Regional Plan Open House jointly hosted by the cities of Saskatoon, Martensville and Warman, the RM of Corman Park and the town of Osler will be held Feb. 9 at the Wanuskewin Heritage Park Visitor Centre. Visit www.partnershipforgrowth.ca for more details.



ADVOCACY *in* ACTION

By Curtis Hemming, Director of Government Relations

On January 14 we held our annual Provincial Political Forum event at the Hotel Saskatchewan here in Regina and it was another great event. This gathering provides an opportunity for Saskatchewan Chamber of Commerce members to candidly discuss a wide variety of issues with representatives from the provincial government. With the April 4th election just around the corner, the evening gave folks a chance to ask our elected officials questions that are of importance to their businesses and organizations.

We had both the Premier and Leader of the Opposition in attendance, plus the majority of Ministers and Critics, which allowed for a wide variety of conversations. For the Ministers that were not able to attend, we will be meeting with many of them in early 2016 to pass along the comments and material that they missed.

As we have done for the past five years, we purchased various products from an Entrepreneurship 30 class at Campbell Collegiate to give as gifts to the Premier and Opposition Leader during the event. This year the students made shirts, bags, and bath products that were customized in the colours of the two political parties. We were very impressed again with the effort the students put into selecting products and running their companies.

In related news, we are continuing to promote our own provincial election strategy document called [OnTrack 2016](#). It was initially released last year at our annual

Conference on Business, but needed to be updated in December because numerous recommendations in it were acted upon by the government during the year. We will be speaking with politicians and the media over the next few months leading up to the election to make sure they are reminded of the issues facing our members and Saskatchewan's business community.

In June we will be holding our yearly [Make a Connection Reception](#), which is an opportunity for our members to meet with Deputy Ministers from the provincial government, as well as Assistant Deputy Ministers, Chiefs of Staff, and Crown Corporation CEOs. While this is a less formal event than Political Forum, it is just as important because the public servants who attend this event are the ones that implement the policy decisions made by our MLAs.

To continue having prudent positions on issues to discuss with politicians and government officials, it is important that we continue to conduct research on issues of importance to our members. As always, if you have any thoughts about what future research projects the Saskatchewan Chamber should be looking at, please contact our office. While much of the research we do is based upon issues that have been previously identified in policy resolutions or advocacy initiatives, there are always opportunities for us to explore new issues that we have not focused on in the past.



Members in The News

By Elissa LaLiberte, Director of Membership Engagement

On January 20, 2016 [Saskatchewan Polytechnic](#) announced a major contribution of \$325,000 from [Viterra](#). These funds will support students by way of bursaries and scholarships. “We’re pleased to be strengthening our partnership with Saskatchewan Polytechnic and its students to provide access to quality post-secondary educational opportunities,” said Kyle Jeworski, Viterra’s president and CEO for North America. “Through this funding we aim to support students in gaining the knowledge and experience they need to pursue meaningful careers in industries such as agriculture, and to help us recruit and retain the best people our province has to offer.” For more details on the Viterra contribution [click here](#).

[The Saskatoon Regional Economic Development Authority \(SREDA\)](#), which manages the City of Saskatoon Business Development Incentives Policy stated that it has helped support 1835 local jobs over the past 12 years and has invested \$229.3 million. Three local businesses received support; Gemini Freight Systems Inc., Howatt Enterprises Ltd. (Continental Mine & Industry Supply Ltd. And Howatt Consulting Ltd.) and the Saskatchewan Food Industry Development Centre Inc. [Click here](#) to learn more about SREDA and the Business Development Incentives Policy.

[Federated Co-operatives Limited](#) announced a \$5 million commitment to support Co-operatives First, a new organization dedicated to helping facilitate co-operative development in Western Canada. “Co-operatives played a vital role in building Western Canada and they remain fixtures in communities across our country,” said Federated Co-operatives Limited (FCL) CEO Scott Banda, who presented the donation on behalf of the CRS, which is comprised of FCL and more than 200 independent

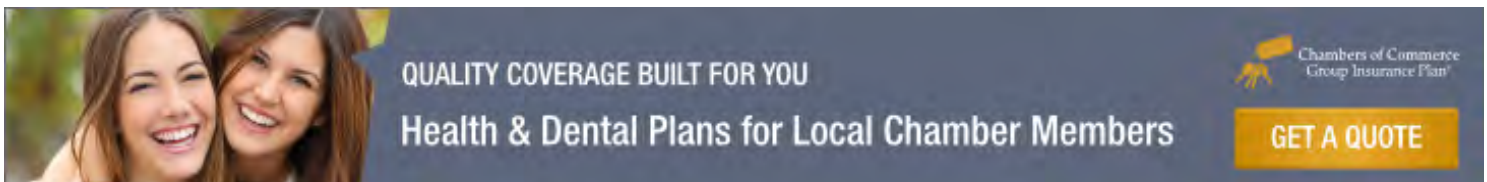
retail cooperatives across Western Canada. More information on Co-operatives First can be found [here](#).

The 24th Annual RRHBA Master Awards were held on January 30th, please join us in congratulating the following Saskatchewan Chamber of Commerce members who were recognized for their excellence in various categories: [Dream Development](#), [Conexus Credit Union](#), [Fries Tallman Lumber](#), [North Ridge Development Corporation](#).

Have you heard? [Cameco](#) is one of the most sustainable corporations in the world based on a global analysis by Corporate Knights. The study lists the 2016 Global 100 Most Sustainable Corporations in the World, Cameco placed 32nd. “This recognition shows Cameco is seen as a global leader in transparency, environmental stewardship and corporate responsibility,” said Sean Willy, Cameco’s director of corporate responsibility. “It proves the work we are doing at a site level around water and waste management and our commitment to safety is being acknowledged at a world level.” You can read the media release [here](#).

SCC member, Dr. Mark Lemstra, CEO of [Alliance Health Medical Clinic](#) announced the launch of the Healthy Weights Initiative in Regina this week. The Healthy Weights Initiative is a partnership between Alliance and the YMCA. Find out more about the Alliance Healthy Weights Initiative [here](#).

A couple of our members celebrated milestones in January; 25 years in business for [Bushwakker Brewpub](#) and 50 years for [Brown Communications Group](#). Happy Birthday/Anniversary to both of these cornerstone Saskatchewan businesses.



QUALITY COVERAGE BUILT FOR YOU
Health & Dental Plans for Local Chamber Members

Chambers of Commerce
Group Insurance Plan[®]

GET A QUOTE

Congratulations to the province's *Top Employers of 2016*

We love a 'good news' story as much as anyone - or maybe even more. That's why we were so delighted to find out that 23 of the 30 businesses that made the Mediacorp Canada list of Saskatchewan's Top Employers for 2016 are our own members!

This proves to us once again the strength of the Chamber network, and underlines how excellent our members truly are! Every one of them!

Special congratulations go out this month to those who made the Top Employers list:

- Access Communications Co-operative Ltd.
- Cameco Corp.
- Federated Co-operatives Ltd.
- Group Medical Services/GMS Insurance Ltd.
- Innovation Credit Union
- Information Services Corp./ISC
- ISM Canada
- K+S Potash Canada GP
- The Mosaic Company
- Parkland College
- Potash Corporation of Saskatchewan Inc.
- Saskatchewan Government Insurance/SGL
- Saskatchewan Research Council/SRC
- SaskPower
- SaskTel
- Saskatchewan Workers' Compensation/WCB
- Seed Hawk Inc.
- Solvera Solutions
- University of Regina
- University of Saskatchewan
- West Wind Aviation Limited Partnership

RECOMMENDED READING

Following the tragedy last month in La Loche, all eyes turned to the north once again. Much was written and said about the situation of people in Saskatchewan's north, but perhaps none so eloquently, or with such a sense of hope, as this piece by Wab Kinew, associate Vice-President of Indigenous Affairs at the University of Winnipeg, and author of *The Reason You Walk*.

"After La Loche, using our grief for good" was published in the February 1 edition of the Globe and Mail. It is available online at <http://www.theglobeandmail.com/opinion/after-la-loche-using-our-grief-for-good/article28490948>.

It's simply a good read, and we recommend you take the time to do so.

What difference could the Canada-Saskatchewan Job Grant make to YOUR company?

In order for a business to use a new product, service or program, the owner or manager must first see a benefit to his business, either through innovation or increased production, higher sales or profits, or decreased expenses.

With the economy having hit a bumpy patch in the past 12 months, businesses can now look to use such new products, services and programs in order to augment themselves for the eventual return to full capacity – and one of those programs which should not be overlooked is the Canada-Saskatchewan Job Grant (CSJG).

The CSJG is a program that helps for-profit businesses and nonprofit organizations of all sizes to train new or existing employees for jobs.

The premise is simple. Employers and both provincial and federal levels of government will partner to fund the selected training. The employer puts in a one-third share of the training cost, and each level of government contributes a third as well, up to \$10,000 per individual trainee.

Employers can submit multiple grant applications, to a maximum of \$250,000 a year per employer! And the news is even better for small employers (those with less than 50 employees), who may be able to apply trainee wages toward a portion of their contribution.

Training must be provided by an eligible third-party training institution (there are many, including post-

secondary institutions, private vocational schools, trade unions and private industry trainers)

At the end of the training period, the employer must employ the trainee (not a bad deal, considering the increased value of knowledge which has been acquired by the training!)

There are requirements that the training is at least 24 hours in length, and it must be completed within a one-year window. As well, training can't be used to maintain a worker's existing professional designation – it has to provide a better opportunity for the worker.

The training has to result in a credential (certificate, grade, record of completion, etc.) The trainer can't be affiliated with the employer; it has to be a separate third party. And the money the employer contributes can't replace existing investments in training.

What sorts of costs are covered? Tuition fees, mandatory student fees, texts and other learning materials are all included, as well as exam fees.

The first step in accessing this funding is to check off all the requirements on the CSJG Job Grant Eligibility Checklist, located at <http://economy.gov.sk.ca/job-grant-checklist> and send it in to one of the six Labour Market Services (LMS) offices in the province (Regina, Prince Albert, Saskatoon, Meadow Lake, North Battleford or Yorkton).

From there, LMS staff will contact you to help with the completion of the application, and then once you have approval, you can start training. It's a fast process.

Well-known businesses such as Saskarc Industries, and recognized nonprofits like Creative Options Regina have used the CSJG to provide training opportunities for employees.

What's stopping YOU?



SASKATCHEWAN POLYTECHNIC
President's Gala



SATURDAY, APRIL 23

SASKATCHEWAN POLYTECHNIC, SASKATOON CAMPUS

Join us as we present the **2016 Saskatchewan Polytechnic President's Partnership Awards.**

For more information or to order tickets/sponsorships, visit saskpolytech.ca/gala or contact Holly Brownlee at holly.brownlee@saskpolytech.ca.

MEMBERSHIP *Central*



By Jesse Chatterton, Director of Membership Sales

Welcome to our new members!

AFI Distribution Group

Saskatoon
www.afigrp.ca

Suburban Extended Stay Hotel

Kindersley
www.choicehotels.com

Innergex Renewable Energy Inc.

Vancouver
www.innergex.com

Ensign Energy Services Inc.

Calgary
www.ensignenergy.com

Discovery Seed Labs Ltd.

Saskatoon
www.discoveryseedlabs.com

Thanks to our returning members!

Thank you to our members who renewed last month!

Your continued support of the Chamber movement makes it possible for us to achieve on your behalf, and we want you to know we appreciate you as members!

- Cervus Equipment
- K+S Windsor Salt
- Yorkton Plumbing & Heating
- Loblaw
- Boyd Excavating
- Alliance Pipeline
- Northern Greens Resort & Conference Centre
- Viterra
- Casleton Industries
- CNH Industrial
- Richardson Pioneer
- Dr. Vitali
- Dr. Kumaravel
- Anton Muller Medical Prof Corp
- G & C Asphalt Services
- Sask Trends Monitor
- Miller Moar Grodecki Kreklewich
- Heartland Livestock
- Royal Hotel Group
- Evraz Inc.
- Warman Home Centre
- Double K Excavating

Political Forum 2016



We thought you might enjoy a glance at the Political Forum 2016 event - here are some images captured that evening.

Find more on our website: www.saskchamber.com and on our social media!





action! online

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Kendal Netmaker (Neechie Gear)

Clayton Veresh (MNP LLP)



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