



TRADE WINDS
TO SUCCESS

Annual Report
to the community

2019/2020



Vision Statement

Trade Winds to Success builds the foundation for Indigenous people in Alberta to secure employment and achieve journeyman status, leading to economic well-being.

Mission Statement

Through our network of partners and stakeholders, Trade Winds to Success provides pre-apprenticeship training and support to Indigenous people in Alberta, leading to success in the trades.

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Trade Winds to Success Training Society

The member organizations of the Trade Winds to Success Training Society (as specified in the by-laws of the society) include representatives from the Indigenous Skills and Employment Training Strategy (ISETS) agreement holders and Union Training Trust Fund partners.

The ISETS agreement holders include:

Métis Nation of Alberta
Represented by Lorne Gladu
of Rupertsland Institute

Community Futures Treaty 7
Represented by Sandford Big Plume

Oteenow Employment and Training Society
Represented by Lyle Donald

The Union Training Trust Fund partners include:

Pipe Trades Training Trust Fund
Represented by Chris Waples

Millwrights Training Trust Fund
Represented by Dave Robinson

Board of Directors

Each member organization appoints an individual to sit on the Trade Winds Board of Directors.



Roxanne Hall
Rupertsland Institute



Roberta Bearhead
Oteenow Employment
and Training Society



Linda Domak
Community Futures Treaty 7



Angus Potskin
Local 488 Plumbers
and Pipefitters Union



Mike Bohnet
Local 1460
Millwrights Union

Report from the Board of Directors

It has been an honour to serve as President of the Trade Winds to Success Training Society this year, after having been on the Board of Directors since 2005 when Trade Winds to Success was first formed. It has been a very busy year for both board members and staff.

Due to the COVID-19 pandemic, Trade Winds to Success had to close its doors to the public on March 17th and 30 students were unable to finish their training. Trade Winds is planning on working with these students so that they can complete and graduate when it is possible to do so safely.

On behalf of the Board of Directors, I would like to thank Joan Isaac, Interim Executive Director, whose outstanding performance and leadership have translated into more effective programming and a more cohesive team. The Board would also like to commend staff for their heartfelt dedication and commitment toward the betterment of Indigenous clients who are beginning their journey into the trades in Alberta.

Bill Wilson of the Alberta Pipe Trades College served on the Board of Directors for many years and as Interim Chair for three years. We thank him for his long-standing contributions to Trade Winds to Success.

As the Plumber and Sprinkler Fitter Business Representative of the Local 488, Angus Potskin brings his expertise and passion for helping Indigenous students succeed in the trades.

We welcomed back Roberta Bearhead, Executive Director of Oteenow Employment and Training Society, as a Board Member of Trade Winds to Success.

This year, by-laws were updated and a new five-year Strategic Plan was developed, setting a unified direction forward and providing the means for greater efficacy across Trade Winds to Success and its partners.

Graduates received pre-apprenticeship training through our union partners as Boilermakers, Carpenters, Construction Craft Workers, Electricians, Industrial Mechanics (Millwrights), Ironworkers, Plumbers, Steamfitter-Pipefitters and Welders.

Since 2005, over 2,300 Indigenous clients have participated in pre-apprenticeship training. We are proud to report that over 200 of our graduates have achieved Journeyman status and many more are working toward Journeyman status as well.

Trade Winds' current targets are to train 260 Indigenous students annually, thereby contributing to Alberta's economy and workforce. We thank the Government of Alberta for being a major stakeholder and supporter of Trade Winds to Success since its inception, and recognizing the contribution that our graduates make to Alberta's economy. We regret their decision to not continue funding Trade Winds for the coming year.

We also thank the Government of Canada, who has been our majority funder since 2005 through a succession of Contribution Agreements, for their flexibility and understanding during this unprecedented time.

We look forward to the year ahead and the continued growth of Trade Winds to Success.

Linda Domak
Chair, Trade Winds Board of Directors

Report from the Executive Director



Joan Isaac
Executive Director

With a goal of continuous improvement and standardization of program design and delivery, Trade Winds staff have worked toward identifying and addressing barriers that impede client success in the workplace. Financial Management and IT workshops were added to the foundations component of the program, and in April 2020, drug and alcohol awareness and testing, and step-by-step planning to acquire a driver's license, were also added.

In October 2019, Trade Winds held the first-ever meeting of our union training partners, followed by meetings with individual training trusts to review the pre-apprenticeship component of the program. This has resulted in improved communication regarding program specifics and employment opportunities with the unions. For the new year, the electrician program will follow the union PACT curriculum and will be extended to 12-weeks long.

The Career Skills Development component added this year provides an additional three weeks of training focused on employment. Clients spend the time in active job search

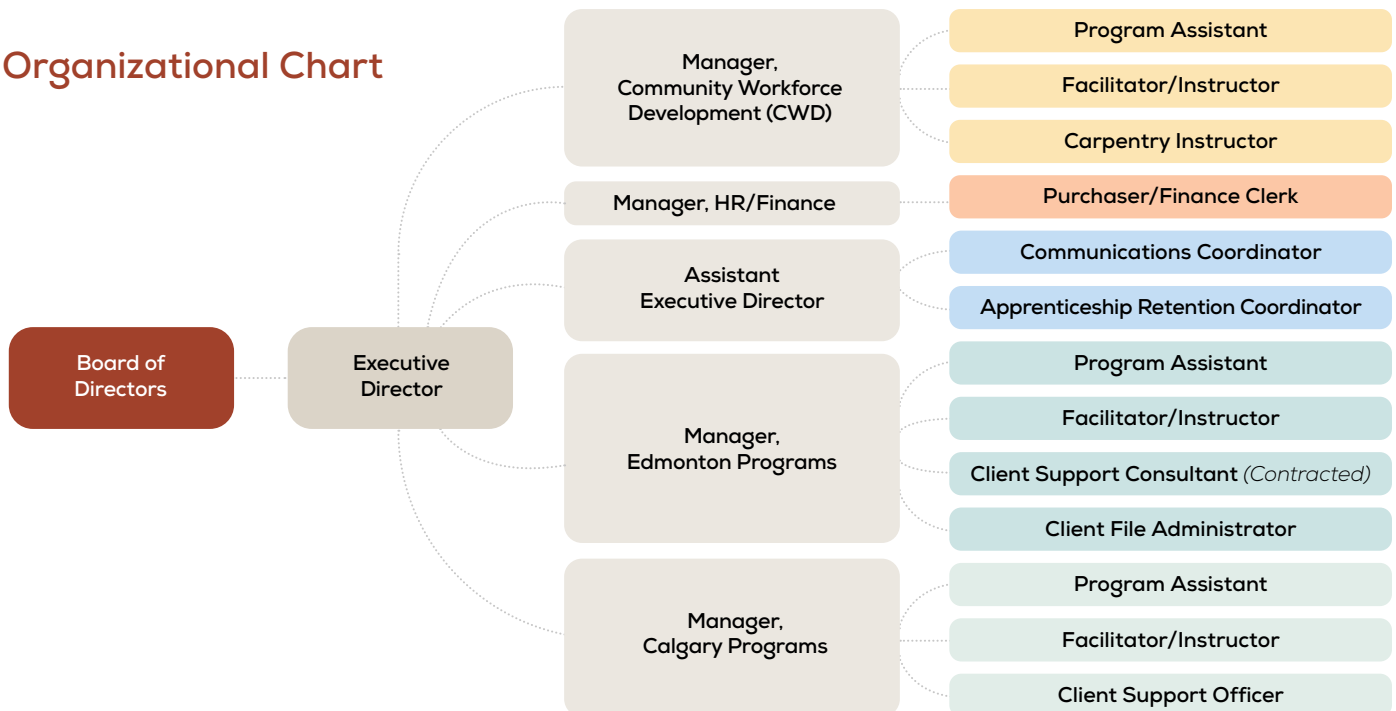
while learning about resumes, interviews, camp life and what employers are looking for. Both union and non-union employers are welcomed into this component to impart advice to our graduates and to talk with the students who are looking for employment. We are seeing improved employment outcomes since this component was added to the Trade Winds program.

Trade Winds has been actively pursuing Employers of Choice who are seeking job-ready candidates and are willing to streamline recruitment and indenturing of Trade Winds graduates. We will be highlighting some of these employers at an Employer Recognition event later this year, so other companies will see how a partnership with Trade Winds can become a win-win situation for the employer and employee.

Trade Winds staff are committed to improving employment outcomes for Indigenous people and will continuously seek ways to resolve the challenges in the workplace for our clients.

Joan Isaac
Executive Director

Organizational Chart



2019–2020 Program Results

872
individuals applied to the program

466 individuals completed the pre-trades assessment

281 individuals that were assessed met eligibility requirements and started the program
(32% of those who completed an application)

199 clients completed Foundations, Academic Preparation, and Practical Trades Training components
(76% of starters who completed prior to March 31st*)

5 program intakes were affected by the COVID-19 disruption to services

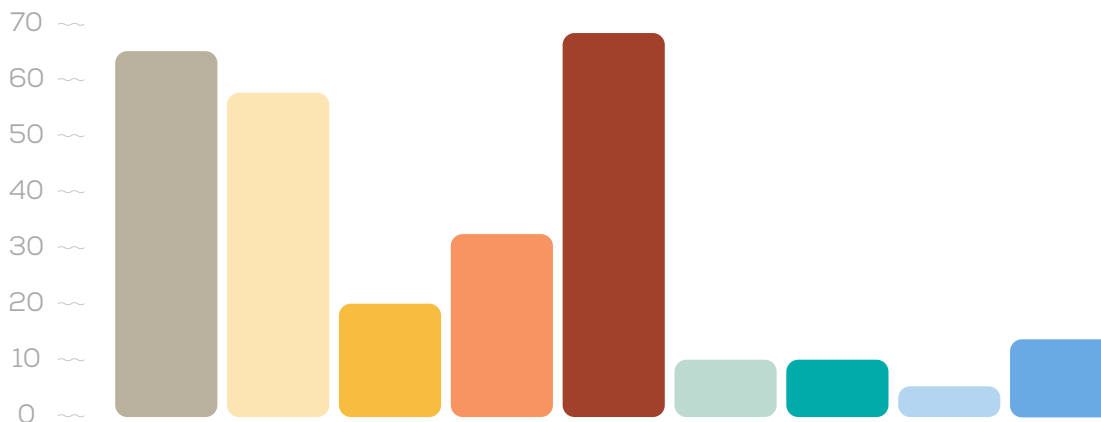
87 graduates reported employment within six months
(61% of total respondents)**

*30 clients who started the program were unable to complete before the COVID-19 disruption to services

**56 clients who completed the program were unable to complete the Job Search component before the COVID-19 disruption to services



Number of Clients that Started Pre-apprenticeship Training by Trade



● Carpenters	65	● Ironworkers	31	● Solar Panel Workers	10
● Construction Craft Workers	59	● Pipe Trades [†]	69	● Boilermakers	5
● Electricians	20	● Industrial Mechanics	10	● Academic Review Only [‡]	12

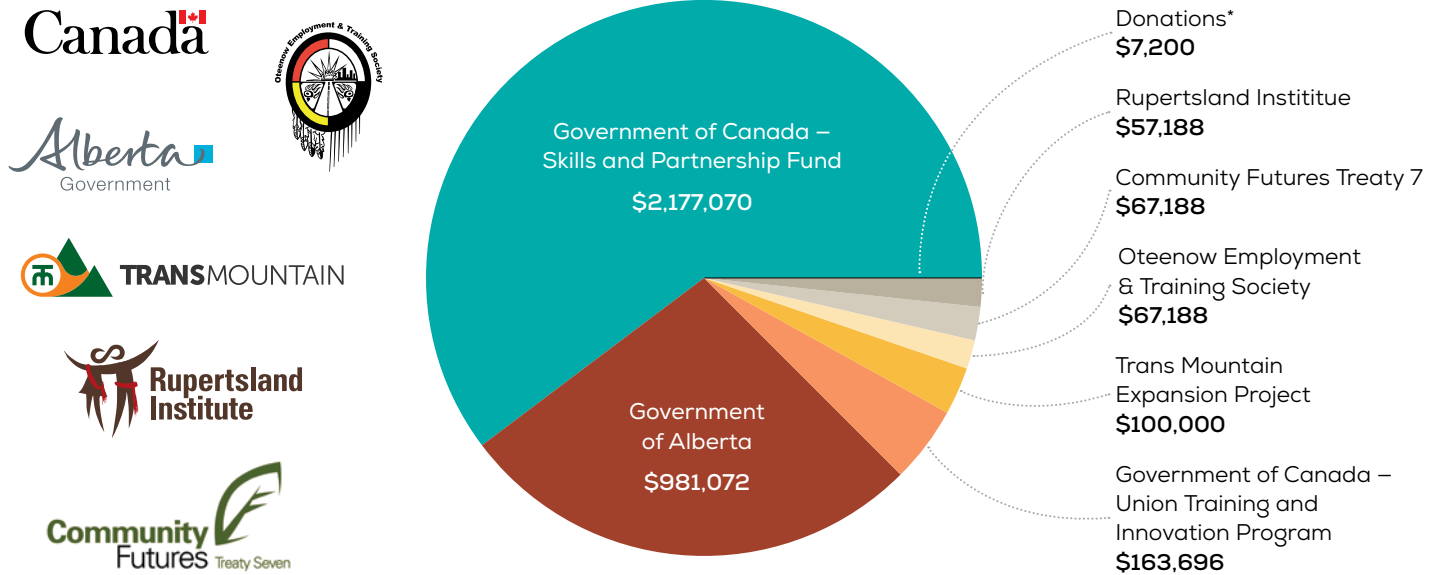
[†] Includes training for three trades: Plumber, Steamfitter-Pipefitter and Welder.

[‡] Completed pre-academic preparation but did not pursue trades-specific training.

Finance and Funding Overview

Contributions from Funders

Trade Winds has multiple funding agreements with government, industry, and Indigenous organizations, all of which provide financial support to different parts of the Trade Winds Program.



Total funding for the year: \$3,620,602

*Funding classified under donations were provided by ABC Life Literacy Canada, Edmonton Exchanger Group of Companies and Trans Mountain Pipeline LP (sponsored client travel expenses for specialized job-required training)



Michelle Kostic
Finance/HR Manager



Brooklynn Pollard-Norris
Purchaser/Finance Clerk

Finances

Trade Winds receives funding as per Contribution Agreements from various funders. Each agreement designates funding for different line items or aspects of the program and each agreement has different reporting requirements. This makes managing finances at Trade Winds a complex and time-consuming process. Assisting the Finance Manager, a Purchaser/Finance Clerk coordinates all purchasing required for administration and for the 260 clients that Trade Winds supports each year.

Basic Supplies for Trade Winds Clients

Our purchaser has put together a set of introductory supplies for all Trade Winds clients. Clients are provided with a Trade Winds to Success backpack with a lunch kit and utensils; a Trade Winds coffee mug; an RFID-secure wallet; a binder; and a pencil case, with pencil, eraser, and Trade Winds pen/highlighter.



Client Support

Trade Winds provides support to clients, delivered by Indigenous staff who have experienced similar life challenges.

Support is provided to individuals that face barriers/life complications that may affect their success in the program. Action plans are developed with the appropriate resources in place to address the client's specific needs and support them to program completion and beyond.

All clients experience the support of Trade Winds first-hand during the foundational weeks of the program. Clients participate in a Healing Circle lead by Eagle Healing and are informed of various ways to understand and cope with the many obstacles Indigenous life often entails.

Client Recruitment

Each year, approximately 1,000 clients express interest in the programs offered by Trade Winds. After screening criteria is applied, an average of 260 candidates are offered admission into the program.

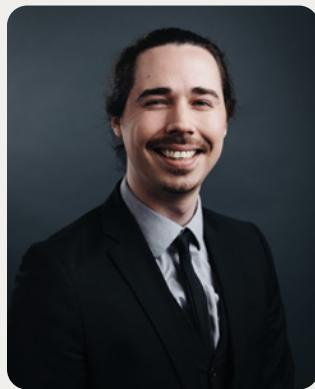
Trade Winds has traditionally attracted most of its applicants through word of mouth generated by career fairs, previous clients, and social media. This year, Trade Winds shifted their marketing direction towards Alberta's Indigenous Communities' ISET managers. This has proven particularly effective, with information sessions being regularly filled to maximum capacity each week.

Trade Winds' Facebook page provides regular updates to upcoming programs, which are rapidly distributed across the network by past and prospective clients alike.

[facebook.com/groups/TradeWindsToSuccess](https://www.facebook.com/groups/TradeWindsToSuccess)



Sherri Houle of Eagle Healing
Client Support Officer



Reison Bayley
Client Recruitment
and Communications

Client Selection Process

Information Session

Clients begin by attending an information session where they learn about what is required to be accepted into the program. Information sessions occur weekly in both Edmonton and Calgary. Interested participants complete an application.

Academic Assessment

Academic assessments determine if clients possess the basic math and English skills required to enter a trades occupation.

Selection Interview

Screening criteria determines if clients are ready, willing, and able, and have the supports in place to be successful in an extended training program.

Funding Support

Clients accepted into the program are referred to the appropriate funding authority to secure a living allowance while in training.

Urban Program Overview

The Trade Winds Urban Program operates in Edmonton and Calgary with six to seven intakes offered at each location annually.

Accepted applicants are invited to participate in our multi-component training program:

1. Trade Winds Foundations (2 weeks)

Topics include orientation, overcoming training barriers, computer technology training, registration for the Alberta Apprenticeship and Industry training entrance exam, team building, *Unleashing the Power Within* with Eagle Healing, First Aid certification, financial management, legal rights, and a review of Indigenous supports available to Trade Winds clients.

2. Academic Preparation (4 weeks)

Consists of math and science review in preparation for writing the Trades Entrance Exam. Clients who successfully complete these first two components and demonstrate excellent attendance and participation receive Personal Protective Equipment and progress to Union Shop Pre-apprenticeship Training.

3. Union Shop Pre-apprenticeship Training (6 to 12 weeks)

Theoretical learning, safety ticket certification, and hands-on practical training from accredited trades training facilities. The length of the training varies by trade:

- a. Ironworker, Construction Craft Labourer (6 weeks)
- b. Carpenter, Industrial Mechanic (Millwright) (8 weeks)
- c. Plumber, Steamfitter-Pipefitter, Welder (10 weeks)
- d. Electrician, Boilermaker (12 weeks)

Upon graduation, clients are provided with basic tools required for the trade and access to union-contracted work.

4. Career Skills Development for Any Unemployed Trade Winds Graduate (3 weeks)

Assistance with finding union and non-union employment, resume development, interview techniques, employer expectations, job referrals, and information sessions with employers.



Union Training Partners

One of the foundational elements offered by Trade Winds is the partnerships with many of the prominent Union Training Trust Funds in Alberta.

Through these partnerships, Trade Winds is able to provide clients with hands-on experience and training. The skills and theory learned largely encompass the expectations by Alberta Apprenticeship and Industry Training for first-year apprentices.

Ranging from 6 to 12 weeks, training partners provide clients with their first glimpse into the world of trades, including: expectations, safety tickets, safe practices and methodologies, trade theory (i.e., tool use, team collaboration, material properties), and more. This knowledge provides an incredible advantage for “green” clients looking to get into the trades, as well as veterans looking to transition into a new profession.

Meeting of the Unions

This year, Trade Winds held its first ever meeting of training partners. Held on October 17th, 2019, representatives from each of Trade Winds’ training partners gathered for an afternoon of discussion surrounding Trade Winds graduates’ education and employment.

The conversations and ideas shared helped to foster better relationships and communication between each partner and Trade Winds. Trade Winds has seen more opportunities and care for their clients from all Union partners since the meeting was held.

We are grateful for all who participated and look forward to another exciting gathering in the future. Thank you!



The Alberta Regional Council of Carpenters and Allied Workers Local 1325 (Edmonton) & Local 2103 (Calgary)



International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers



Ironworkers' Local 720 (Edmonton) and Local 725 (Calgary)



Boilermakers Lodge 146 (Edmonton & Calgary)



Alberta Pipe Trades College



Alberta Laborers' Training Trust Fund



Electrical Industry Training Centres of Alberta



Millwrights Local 1460



Millwrights Local 1460 Training Centre



Carol Lee
Urban Programs Manager



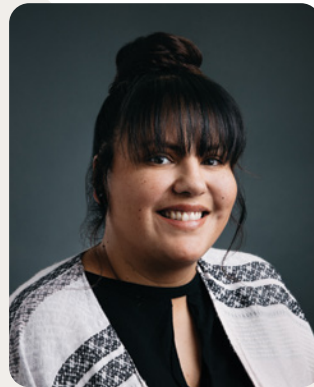
Ben Hosker
Instructor

Meet the Edmonton Team!

The Urban Program in Edmonton holds up to seven intakes per year and offers training in nine trades. Four Trade Winds staff work directly with Edmonton clients with assistance from the Client Support Consultant.



Iris Ayers
Program Assistant



Roberta Giroux
Apprenticeship
Retention Coordinator



Edmonton Success Stories

“Put 100% into the program. That includes showing up every day, and asking questions when you’re not sure of what to do. Things like that will get you noticed by employers and you will have more cards to play at the end of the day.”

Skylar Johnson

Graduated July 2019 • 1st Year Pipefitter–Steamfitter

Skylar came through the pipefitter–steamfitter program in 2019. His passion for welding was what inspired him to join the Trade Winds program. The theory and hands-on training he received gave him “an advantage in the field.” After the program, he worked at Syncrude’s Falcon turnaround project on the Steam Tracing crew and was indentured as a Steamfitter. Shortly after the project, he took another union job as a 1st year plumber “just to get some experience under his belt.”

Skylar is currently employed with Arpi’s North Inc. as a Pipefitter–Steamfitter. He is looking to participate in his 1st year pipefitter–steamfitter theory at the Alberta Pipe Trades College later this year.

“From the start of my pre-apprenticeship to where I am now, I’ve had a huge amount of support from such an amazing staff at Trade Winds to Success, Oteenow Employment and Training Society, and the Local Union 424. They have all been with me every step of the way: You name it; they’ve helped me get here.”

Cora-Lea Findlay

Graduated April 2018 • 1st Year Electrician

Cora-Lea shares her gregarious attitude everywhere she goes. In the program, she was both constantly engaged and engaging, never being shy to ask a question or express her enthusiasm. Her instructor at the Local 424 hand-picked her and a few of her classmates for positions with local electrical companies immediately following graduation. She continues to stay in touch with Trade Winds on a very regular basis, and loves to share about the obstacles Trade Winds has helped her overcome.

Cora-Lea is currently participating in her 1st year theory at NAIT.

“I would tell friends and family or anyone that is interested in Trade Winds to Success, ‘You have everything to gain and nothing to lose, so why not give it your best try.’ Also, ‘If you don’t stand for something, you will fall for anything.’”

Zachary Auger

Graduated November 2016 • 2nd Year Boilermaker

Before Trade Winds to Success, Zachary worked construction as a labourer and wanted to see a change in his life to better support his family. After passing the trades entrance exam and becoming a member of the Boilermakers union, he “unlocked so much more potential within himself.”

He says that being far from home can be challenging at times, but that’s part of the business: “You make certain sacrifices for a better life for you and your family, especially because the big money is made away from home.”

Zachary remains an active member of the Boilermakers Lodge 146.





Photo by Twyla Siple (Owner)
LightFrame Photography

Meet the Calgary Team!

The program in Calgary holds up to six intakes per year and offers training in seven trades. Three staff members work directly with Calgary clients with assistance from the Trade Winds staff in Edmonton.



Leanne Froese
Assistant Manager



Robert Bryenton
Instructor



Vanessa Wings
Program Assistant

Calgary Success Stories

Jilles Dussome

Graduated July 2019 • 1st Year Boilermaker

Jilles had worked as a Roughneck/Derrick hand for several years, travelling to remote locations across Western Canada. He started the Trade Winds program in April 2019 and was eager to learn and work with his classmates during his time with Trade Winds.

After completing the program, he was accepted into the Boilermakers Work Smart Program. Jilles is now an apprentice and member of the International Brotherhood of the Boilermakers Lodge 146. He worked in the fall shutdown/refurbishment period of 2019 in Northern Alberta, Fort McMurray at both CEDA and AZZ.

Jilles remains an active member of the Boilermakers Lodge 146.

**“Stay with it, never give up, and it will surely pay off.
I am living proof of that!”**

Nicholas Twoyoungmen

Graduated November 2019 • 1st Year Plumber

Nicholas started the Trade Winds program on August 6th, 2019. He has been thrilled with the doors the Trade Winds to Success program opened for him. He’s moved into a “newer and nicer” apartment, and can afford things he “wants, not just needs.”

His biggest challenge was getting used to going back to school after a couple of years, but has stated that Robert was a big help and motivated him to get back in the books. His mother and brother (and the Trade Winds staff!) are very proud of Nicholas and everything he has accomplished.

Nick is currently a 1st year apprentice plumber working for SE Johnson. He plans to attend SAIT early next year.

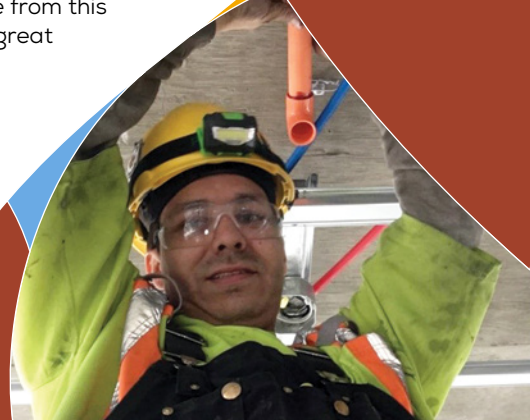
Robin Greyeyes

Graduated November 2019 • 1st Year Sprinklerfitter

Robin started the Trade Winds to Success program in Calgary in August 2019 and completed the union shop training at the Local 496 in November 2019. Robin has said he received more from this program than he expected, with detailed information from Trade Winds instruction and great hands-on experience from the Union instructors.

This experience opened new doors and gave him a new sense of self-confidence which he brought with him onto the jobsite. He has better pay, stable hours and is off at 3 PM every day which gives him more time with his kids, which he loves.

He currently is a union member with the UA Local 496 and has a union job at Innov8 Fire Ltd. as a 1st year Sprinklerfitter.



Community Workforce Development

In 2015, Trade Winds began bringing the Trade Winds Community Workforce Development program to rural Indigenous communities in partnership with First Nation and Métis settlement communities across Alberta.

Working with each community's leadership and technicians, Trade Winds staff offer academic assessments and interviews, academic preparation for the trades entrance exam, safety tickets, apprenticeship registration and pre-trades training components to individuals in the community. At the end of the program, Trade Winds staff provide support for indentureship through local employers and in community construction projects.

Since the program began in 2015, Community Workforce Development has delivered the program in 19 First Nation and two Métis communities in Alberta and, to date, 17 tiny homes have been built.

Meet the Community Workforce Development Team!



Mary Collins
Manager



Mike Nay
Instructor

Benefits of a Trade Winds Project

For the Community

- Pre-apprenticeship training delivered in the community
- Academic assessment of up to 30 community members for training decisions
- Assistance in selecting candidates ready for training
- Job-ready candidates for construction and maintenance work
- Communities can develop own construction workforce

For the Participants

- Foundational training in financial management, IT fundamentals, Alberta Apprenticeship and Industry Training (AIT) resources
- 4 weeks of math and science review
- Opportunity to write Alberta's trade entrance exam
- Safety certifications
- Personal Protective Equipment
- Assistance finding employment
- Construction Basics Training in ALTTF Mobile Lab

Tiny Home Community Project

- On-site Tiny Home project where participants learn construction skills
- Tiny Home Build supervision and training by a Trade Winds Journeyman Carpenter, additional training by Electrical and Plumbing Journeymen
- Basic tools provided to participants
- Potential 400 hours credit to the first year's hours in the carpentry trade
- A completed Tiny Home to add to the community's housing inventory

2019–2020 Communities

Communities who have held a Community Workforce Development project 2019–20:

- 1 Paul First Nation
- 2 Lubicon Lake Band
- 3 Stoney Nakoda First Nation (Chiniki, Wesley)
- 4 Peerless Lake First Nation
- 5 Wesley First Nation
- 6 Express Pipeline Training (Multi-Community)

- Treaty 4
- Treaty 6
- Treaty 7
- Treaty 8
- Treaty 10
- MNA** Regional Zones Métis Nation of Alberta (MNA) Association



Previous Community Workforce Development Communities

2016–2018

- Alexis Nakota Sioux Nation
- Bonnyville
- Buffalo Lake Métis Settlement
- Beaver Lake First Nation
- Cold Lake First Nation
- Kikino Métis Settlement
- Louis Bull Tribe
- Saddle Lake
- Whitefish Lake First Nation #128 (Goodfish Lake)

2018–2019

- Horse Lake First Nation
- Kehewin Cree Nation
- Montana First Nation
- North Peace Tribal Council
- Ardmore – Pimee Well Services
- Woodland Cree First Nation (Cadotte Lake)
- Yellowhead Tribal Council



Tiny Home Builds

Building a tiny home is a cost-effective way to bring “mobile training” to a rural community. It is a win-win partnership: clients gain trades exposure and the community has another home at the end of the project.

Where there is a lack of union training partners in rural communities, union trainers suggested building tiny homes as a practical way to provide hands-on training as part of the Community Workforce Development offering.

In a Tiny Home build, participants are exposed to carpentry, plumbing, electrical, flooring, insulating, glazing, painting, and drywall trades.

When the Tiny Home is complete, Trade Winds graduates can then be coordinated with construction projects in their communities to begin their apprenticeship. The community can utilize the trainee’s trade skills to develop their own construction or home maintenance workforce. Trade Winds provides job search assistance to graduates who want to find employment in the surrounding communities.

Trade Winds Carpentry Instructor

In 2019, Trade Winds acquired a Journeyman Carpenter to provide oversight and participant instruction for Tiny Home projects.

The Tiny Home curriculum was developed by the Journeyman, which covers the fundamentals of residential home construction and is provided to all Tiny Home project participants. Our Journeyman travels to each participating community and remains there throughout the project’s length.





"This program has **changed my life;** it gave me the ability to gain steady employment!"

**Mason Calliou from Lubicon Lake Band
1st Year Carpenter**

Mason had no real career plan. He was taking short-term jobs on the reserve, mostly as a labourer. The longest lasting job he had in recent history lasted only two months.

Darrell Ghostkeeper, Trades Coordinator for Lubicon Lake Band, approached Mason about the Trade Winds to Success Tiny Home program being delivered in the Nation. Mason decided to take the program in hopes of opening doors to long-term, sustainable employment as Lubicon Lake needed carpenters to build 160 homes in their community.

During the program, Mason's biggest challenge was having adequate funding – but he kept his eye on the big picture. He expected he would gain employment through the Lubicon Lake Band housing department, go to technical training, and start making money.

Mason found the teamwork and making friends to be the most rewarding part of the program, as he was used to working alone. He developed a great teamwork-based skillset.

Mason is currently employed as a 1st year Carpenter with Lubicon Lake Housing and is attending 1st year technical training at Northern Lakes College.





Express Pipeline Program

Trade Winds to Success conducted an Express Pipeline Training program for the Trans Mountain Expansion Project.

The pipeline program consisted of compressed Trade Winds programming including academic preparation and career skills development, and pipeline readiness training provided by the Alberta Laborers Training Trust Fund.

Response to the program was overwhelming, with more than 400 individuals expressing interest. A screening process was developed to manage the response with criteria based on Trans Mountain's partnered communities and applicant's job readiness. Of the 400 who applied, 40 were invited for testing and interviews. Of these 40, only 16 were selected to partake in the program.

The compressed six-week program provided clients with a living allowance and the fundamentals of working on the pipeline, including safety tickets, Personal Protective Equipment, foundational math and science, and job readiness skills.



TRANSMOUNTAIN



Career Skills Development

“Once a Trade Winds Grad, always a Trade Winds Grad.”

This is the guiding principal that leads to the formation of the Career Skills Development component of the Trade Winds program. Once clients have completed their union training (or Tiny Home build), they are provided with hands-on training and employment-skills workshops.

Career Skills Development was formed in June of 2019 and was conducted by Roberta Giroux in Edmonton, Russ McCloud in Calgary, and Mary Collins for Community Workforce Development. Clients are provided with the knowledge, practice, workshops, and employment opportunities to achieve success in their future employment in the trades. Resume development, cover letter editing, interview skills, job maintenance, and even dealing with job loss are some of the many topics covered.

This employment readiness component is open to all Trade Winds graduates, regardless of when they completed the program. We have seen many past graduates return for support, which we are always thrilled to provide! Trade Winds is constantly inviting past graduates to develop their employment skillset and take advantage of the unique opportunities this component offers.

Many of Trade Winds’ preferred employment partners will utilize this platform as a way to meet clients – their prospective employees – and present them with insights into their own respective work cultures. Great companies and their representatives have helped shape Career Skills Development into the successful program that it is today.

Trade Winds staff follow up with graduates three times following training and annually thereafter. We continue to provide assistance with clients’ apprenticeship journey long after the program ends.

Habitat for Humanity

Trade Winds works to coordinate with Habitat For Humanity with each session of Career Skills Development. It’s a great opportunity for our graduates to learn what it feels like to work on a job site and coordinate their tasks with others. Plus, their efforts contribute towards a great cause!



otatoskêw mitoni kâ-nahît

Employers of Excellence

Trade Winds recognizes four of the many employers of excellence that have worked with us this fiscal year. These employers are committed to the hiring, indenturing, and supporting of Indigenous clients in trades occupations. They have hired more than five Trade Winds graduates in trades employment over the past fiscal year.

KBIM Millwrights



K B Industrial Mechanics Ltd. is Western Canada's largest 100% Canadian, Union Millwright-only contractors. KBIM has been family-owned and operated since the company formed in 1976. Over the years, as the company grew, they always ensured that it was on the front edge of technology both in researching new and innovative equipment, and ongoing training of personnel as well as mentoring the next generation of millwrights. While being highly inventive with tools and precision, they are able to provide state-of-the-art specialized machines to work better, faster, more accurately and safer.

Bird Construction Carpenters



As a leading general contractor in Canada with offices coast to coast, Bird Construction has been providing construction services to a long list of new and repeat clients for over 95 years.

Harris Rebar Calgary Ironworkers



Harris Rebar is North America's leading fabricator, installer and distributor of concrete reinforcing steel and related products. Harris Rebar is owned by Nucor, North America's largest producer of rebar and steel products, and is driven to be the safest, most profitable, and most customer-focused rebar. As a leader in detailing fabrication and installation of reinforcing steel, it's not just rebar you're getting, it's construction expertise accumulated over many years of experience.



Lubicon Lake Band Tiny Home Project

The Trade Winds to Success pre-apprenticeship training project was a required component of Lubicon Lake Band #453's strategy to build out the local infrastructure in the community.

Twelve band members were selected to begin the program. The four-week component of academic preparation, consisting of math and science review, helped the participants prepare for the Alberta Apprenticeship and Industry Training entrance exam for carpentry. Of the 10 students that wrote the exam, seven were successful.

The transition from Trade Winds graduate to full-time employee was provided by Lubicon Lake Band. Seven graduates are employed with the housing department, and three are employed through the Ventures department in other capacities.

Five individuals are pursuing carpentry careers and will receive 400 hours of experience in the trade from the Tiny Home project. With work experience gained through the Nation's housing department, two of these participants are now entering first-year technical training at Northern Lakes College in Slave Lake, Alberta.

TRADE WINDS TO SUCCESS

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