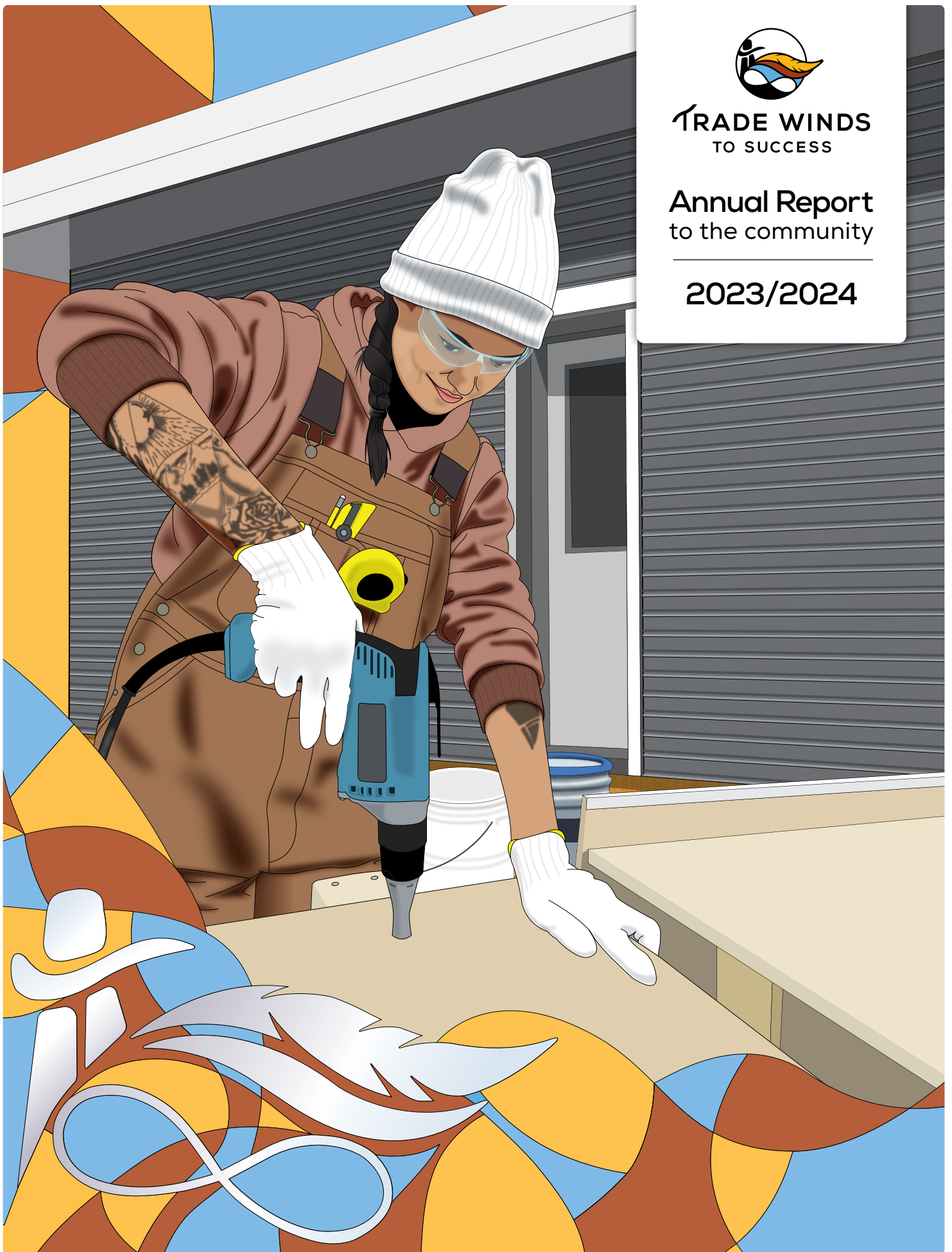




TRADE WINDS
TO SUCCESS

Annual Report
to the community

2023/2024



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Society Foundations

Mission

TWTS provides pre-trades training and support to Indigenous people in Alberta to secure employment and journeyman status in the construction trades leading to economic self-sufficiency.

Vision

To be Alberta's premier construction pre-trades training program for Indigenous people.

Values

Empowerment: We empower our clients on their individual journeys to self-sufficiency.

Ethics: We are honest and collaborative in our interactions with stakeholders.

Quality: We are dedicated to providing high quality, consistent and culturally appropriate training in a diverse and inclusive environment.

Advancement: We assist our clients in overcoming barriers to succeed in the construction trades.



Strategic Priorities 2024 - 2029

To support Trade Winds to Success' vision and mission and to continue to serve Indigenous clients and the community at-large, three strategic priorities have been identified for 2024 - 2029.

1 Self-Sustainability

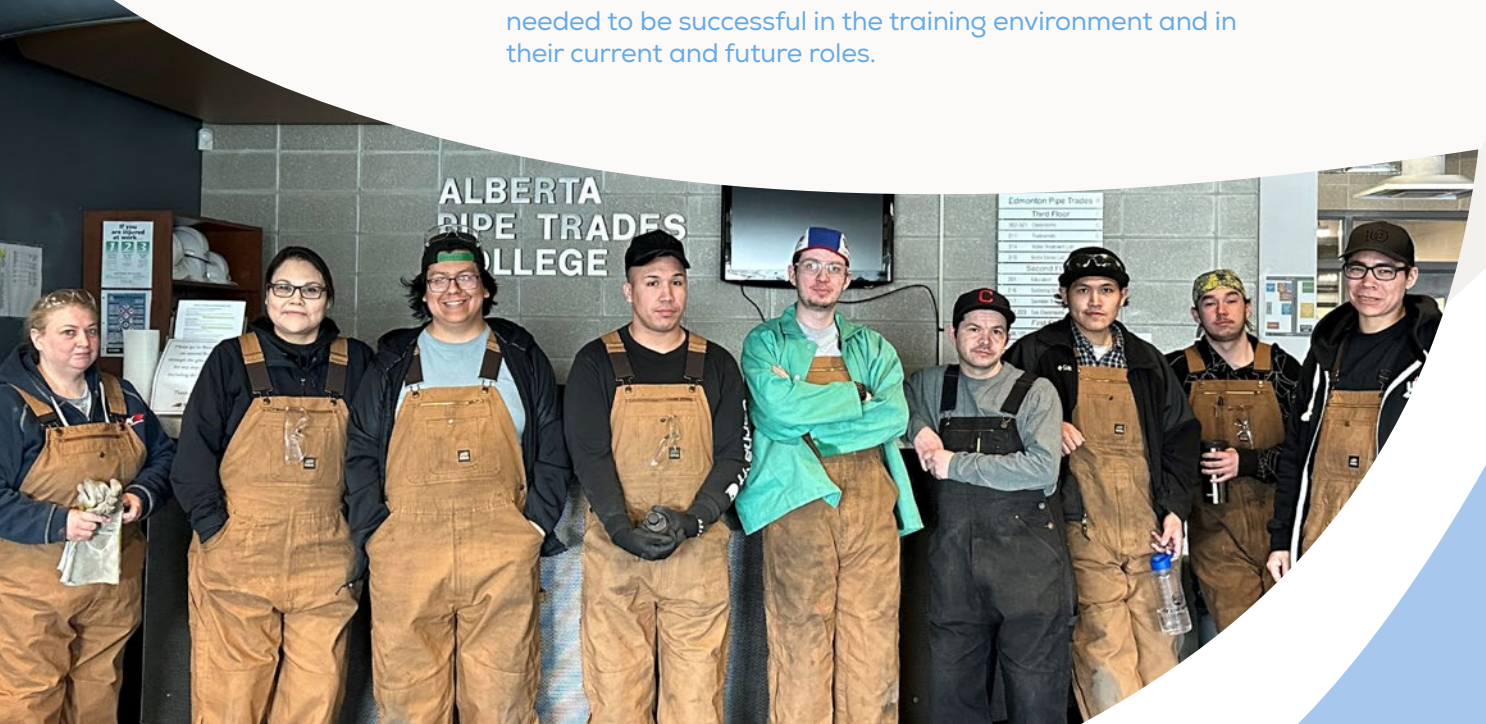
To gain stability as an organization resulting from security of long-term funding, sustainability of programming, and operational and administrative capacity.

2 Presence

To increase and diversify brand recognition to support funding goals, program advocacy, recruitment, partnerships and industry opportunities. Consistency of engagement to strengthen brand presence.

3 Learning

To ensure staff and clients have the tools and resources needed to be successful in the training environment and in their current and future roles.



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 the 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 Sanford Big Plume

Oteenow Employment and Training Society
Represented by Derek Thunder

The Union Training Trust Fund partners include:

Pipe Trades Education Trust Fund
Represented by Rodney Carlson

Millwrights Education Trust Fund
Represented by William McLeod

Board of Directors

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



Karen Minde
Oteenow Employment
and Training Society

Chris Waples
Local 488 Plumbers
and Pipefitters Union



Roxanne Hall
Rupertsland Institute



Linda Domak
Community Futures Treaty 7



Mike Bohnet
Local 1460
Millwrights Union



Report from the Board of Directors

As President of the Trade Winds to Success Training Society (TWTS), I have been actively assisting Trade Winds staff through another challenging year, along with the other board members.

The commitment of our partner organizations to Trade Winds was very evident at the Annual General Meeting, where our partners voiced their support of the program and appointed three new board members who have time to dedicate to the Trade Winds mission and vision.

The strength of the program lies in the dedication of Trade Winds staff, who continue to offer Indigenous clients quality training and ongoing support as they move through training and into employment. The pride and confidence Indigenous students gain throughout the program is what makes the Trade Winds program unique and motivates the Board and staff to continue offering their best efforts to the organization.

The Union Training and Innovation Program funding that supported the Residential Construction program concluded this fiscal year and was not extended by the federal government. Discussions are ongoing with the federal government regarding program funding. Trade Winds received support from the Government of Alberta through three grants, which included union training, a one-year operational grant for administrative expenses and additional support for marketing initiatives.

Our Indigenous partners continued to provide financial support for four staff positions as well as providing living allowances to our students. Treaty 7 Economic Development agreed to fund a new position of Fund Development Officer with the responsibility of applying for corporate giving and grants that support Trade Winds' operations. TWTS is thankful for ongoing support from TC Energy and other industry employers

and agencies that made contributions that help to support unexpected costs of the organization.

With the decision last year to close the Calgary office due to financial constraints, Trade Winds redesigned the Outreach Program on a cost recovery basis to serve southern Alberta. Intakes of trade entrance preparation in Lethbridge, ironworker training in Calgary and residential construction in Lethbridge were delivered by Trade Winds Outreach staff. In consultation with myself, the Outreach stream was re-evaluated for the 2024–2025 year. Proper scheduling and the addition of an Outreach Services Manager position will strengthen the program and increase the number of potential intakes that can be offered by Trade Winds to communities in the south. The Manager of the Residential Construction program will continue to oversee the program in Edmonton but will deliver the Outreach Program in the south.

With the decision of the Executive Director, Joan Isaac, to retire, the Trade Winds Board hired Interim Director, Shannon McCarthy, to train under the current Executive Director. Shannon moved into the Executive Director position in September while the current ED continued as a part-time consultant to support her. Shannon has the knowledge to fully manage the complexities of the Trade Winds program and her energy and skills will help expand and improve the program in the coming year. Shannon has caught the Trade Winds bug and is extremely committed to the organization's mission. The Board of Directors would like to thank Joan for her leadership of the organization for the past 5 years and the support she provided to the new Executive Director over the past year.

Linda Domak
President, Trade Winds Board of Directors

Report from the Executive Director



Shannon McCarthy
Executive Director

I began my role as Interim Executive Director in early April 2023, under the mentorship of the current ED, Joan Isaac. By September 2023, the Board of Directors had formally appointed me as the Executive Director. I am thankful to Joan for her guidance and dedication to Trade Winds during the last five years, and I appreciate the Board's support during my first year.

I've had the privilege of collaborating with a team dedicated to our mission of providing pre-trades training and supporting Indigenous people in Alberta to secure employment and journeyman status, leading to economic self-sufficiency in the construction trades. Together, we have achieved significant milestones, including training 89 students in pre-trades and gifting four studio Eco-smart homes to the Little Red River Cree Nation, along with a one-bedroom Eco-smart home to the Gift Lake Métis Settlement, positively transforming the lives of numerous Indigenous individuals.

The Board of Directors and Executive Director have developed a five-year Strategic Plan that centers on three main priorities: Self-

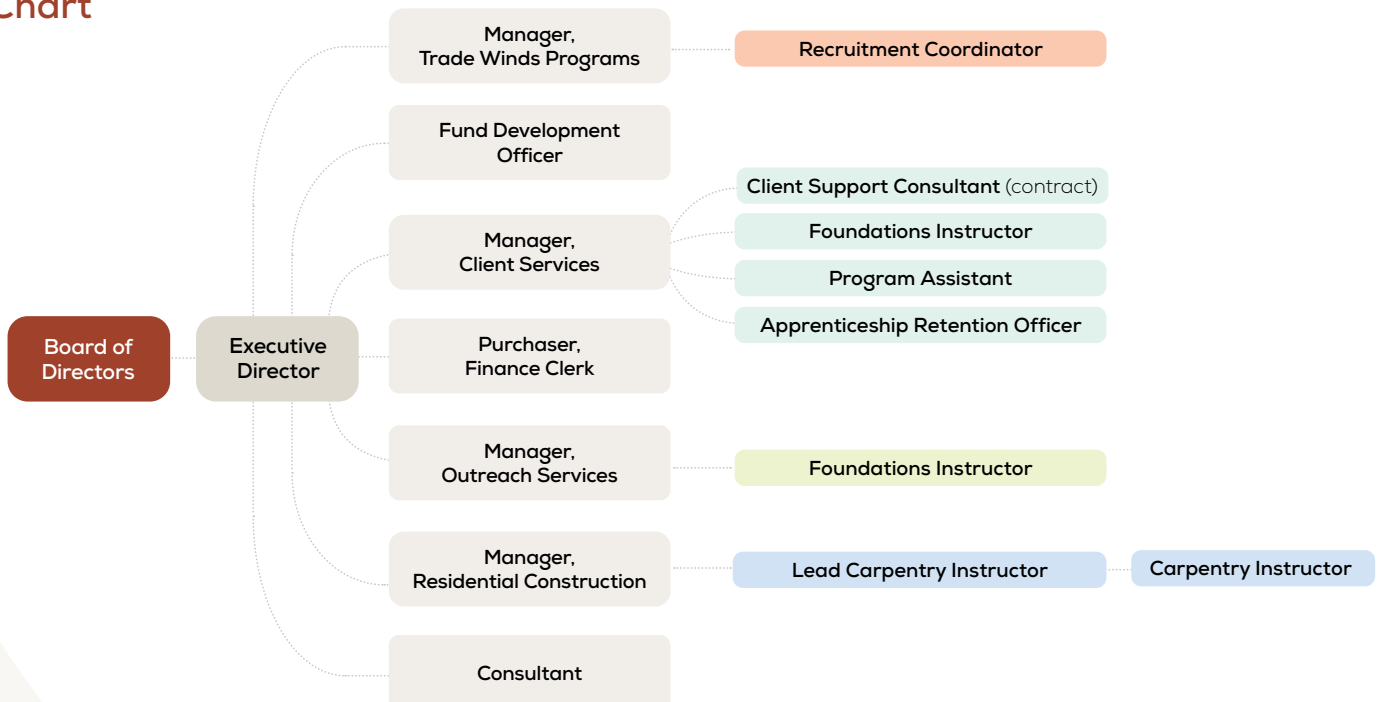
Sustainability, Presence and Learning. Through the collective pursuit of self-sustainability, presence and learning, Trade Winds is poised to elevate its operations, broaden its influence, and create a lasting legacy of positive change. The Strategic Plan serves as a roadmap for guiding Trade Winds towards a future defined by resilience, relevance, and impact.

I am excited about the future of Trade Winds and the opportunities that lie ahead. With the continued support of our staff, Board of Directors, donors and community partners, I am confident that we can further expand our programs and reach even more Indigenous people interested in pursuing a career in the construction trades.

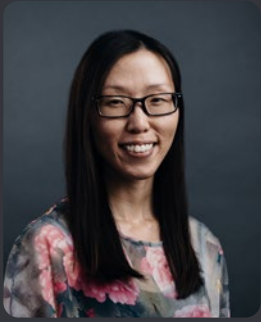
I look forward to leading Trade Winds into its next chapter and am grateful for the trust and confidence placed in me by the Board of Directors. Together, we will continue to make a difference and create a brighter future for Indigenous people in Alberta.

Shannon McCarthy
Executive Director

Organizational Chart



Meet the Trade Winds Staff



Carol Lee
Manager – Trade Winds Programs



Gary Dueski
Manager – Residential Construction Program
Journeyman Carpenter



Steven Graham
Manager – Outreach Services



Patricia Kennedy
Manager – Client Services



Joan Isaac
Consultant



Ian Sampietro
Foundations Instructor



Walter Cardinal
Apprenticeship Retention Officer



Lisper Picoto
Program Assistant



Angela DeCoteau
Recruitment Coordinator



Mike Nay
Outreach Foundations Instructor



Kyle Slavik
Carpentry Instructor
Journeyman Carpenter



Dave McGuinness
Lead Instructor – Carpentry
Journeyman Carpenter



Nike Fabiyi
Fund Development Officer

2023 – 2024 Our Impact

Program Results

485
attended
information
sessions

89 started training
in 7 groups

53 completed training
in 6 groups

23 were still in training
in 2 groups*

32 graduates found employment*

* as of the 2023–2024 fiscal year end

Of the program starters...

Indigenous Identity

71 First Nations
11 Métis
5 Inuit
2 Non-Status Indigenous

Gender

21 Female
66 Male
1 Two-Spirit
1 Undisclosed

Age Group

72 Youth (18-30)
17 Adult (31+)

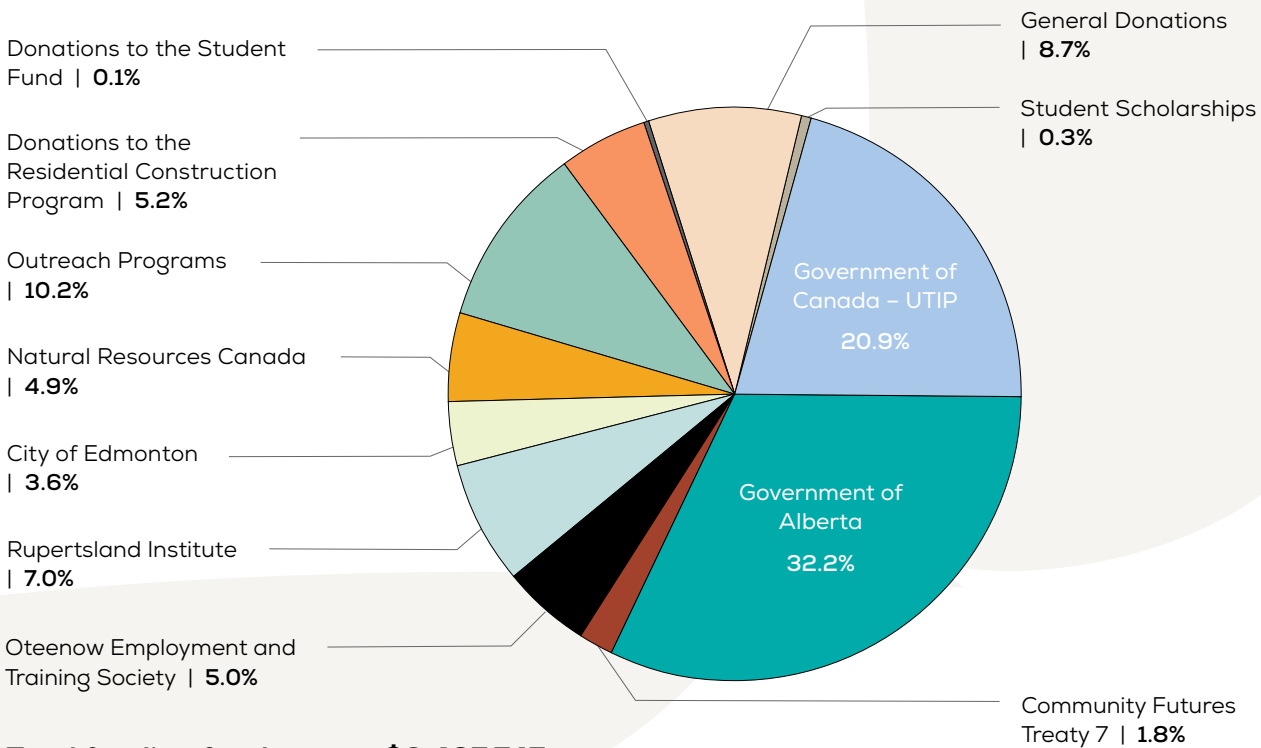
24% of program starters
were female

81% of program starters
were youth

Finance and Funding Overview

Funding Contributions

Trade Winds benefits from various funding agreements with government entities, Indigenous partners, and industry stakeholders. These agreements offer financial assistance to different segments of the Trade Winds program.



Total funding for the year: \$2,487,747

Percentages may not equal 100% due to rounding.



Program Overview

Continuous intakes are offered at the Edmonton facility, where all clients follow this process:

Client Pathway

Attend Information Session

Submit Application

Math and Reading Assessment

Employability Assessment (interview)

Apply and Obtain Living Allowance

Foundational Learning (6 weeks)

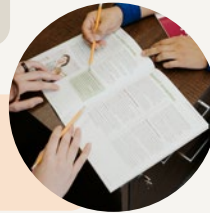
Trade-Specific Apprenticeship Preparation

Commercial & Industrial Stream (6-12 weeks)

Electrician, Industrial Mechanic, Steamfitter-Pipefitter, Ironworker, Plumber, Welder

Residential Construction Stream (12 weeks)

Carpenter





Part 1: Foundational Training

All students begin with foundational learning, modeled after the Government of Canada's Skills for Success model. An academic review of math and science prepares students for the Alberta Apprenticeship and Industry Training entrance exam.

The learning journey incorporates cultural elements such as smudging, talking circles, and a resiliency workshop conducted by Eagle Healing. Employment readiness training encompasses resume writing, interview skills, job search strategies, and preparation for trades employment.

Part 2: Pre-Trades Training

Students with good attendance and a positive work attitude receive personal protective equipment for their chosen trade and progress to pre-trades training in either the Residential Construction or Commercial and Industrial streams

Client Support

The Trade Winds program is committed to fostering a sense of community and empowerment among students, ensuring that everyone has the resources and guidance needed to succeed. Trade Winds' Client Support Consultant is dedicated to addressing the unique needs of Indigenous students, offering personalized assistance and guidance every step of the way.

By building a secure and supportive environment, Trade Winds aims to equip students with the tools and confidence to overcome obstacles they may face, both in their academic journey and as they prepare for future career opportunities.

Employer Engagement

Employers who partner with Trade Winds not only contribute to the growth and success of their businesses but also play a vital role in supporting Indigenous communities. By tapping into this rich pool of talent, companies have the opportunity to diversify their workforce and foster a culture of inclusivity.

Trade Winds' Apprenticeship Retention Officer works to ensure that both employers and graduates benefit from these partnerships, creating a win-win scenario for all involved.





Trade Winds Residential Construction Stream

The Residential Construction Program (RCP) offers in-house carpentry-based training where students gain hands-on construction skills through participation in all stages of building a Trade Winds Eco-smart home.

In 2023, Trade Winds was approved by Alberta Apprenticeship and Industry Training to sign off on 330 hours towards the first-year carpenter apprenticeship of RCP graduates.

Training involves:

- Construction safety basics and small tools (in partnership with the Alberta Labourers' Training Trust Fund)
- Hand and power tools
- Individual practice projects
- Carpentry theory, building code, blueprints
- Framing
- Insulation and vapour barrier
- Roofing
- Drywalling
- Painting
- Flooring
- Cabinet installation
- And more

Trade Winds Eco-smart Homes

Eco-smart homes are constructed by Trade Winds' students, featuring energy-efficient building methods capable of withstanding Alberta's climate conditions.

FOUNDATION

- Two engineered beams support the house
- Designed to be transportable and set on screw pile supports

HEATING

- Energy-efficient electrical infrared heaters with thermostats
- Radiant heater in bathroom

VENTILATION

- Heat recovery ventilator (HRV)

WALL SYSTEMS

- 2x6 framing plus 1 ½" rigid insulation

SYSTEMS

- Energy-efficient electrical systems
- Solar ready
- 12-gallon electrical hot water tank

WINDOWS

- Triple-pane argon-filled windows

LIGHTING

- Energy-efficient LED interior lights
- Photocell exterior lights

R-VALUES

- R-30 walls
- R-60 roof
- R-40 floor

One Bedroom

- SIZES**
 - 36' by 12' wide
- DESIGN**
 - Mudroom, bedroom, 4-piece bath, living room/kitchen, washer/dryer outlet
- ROOF**
 - Commercial metal roof
- EXTERIOR**
 - Fir board and batten

Studio

- SIZES**
 - 26' by 10' wide
- DESIGN**
 - Open concept, private bath with shower, living room/kitchen, washer/dryer outlet
- ROOF**
 - Vaulted ceiling, asphalt shingles
- EXTERIOR**
 - Vinyl siding



Commercial and Industrial Stream



Trade Winds continues to offer training programs in a number of commercial and industrial trades thanks to our partnerships with union training centres, where students gain marketable skills at state-of-the-art facilities that specialize in their respective trades.

Students study trade-specific first-year theory and gain hands-on skills through ample shop projects. Programs are scheduled based on several factors, including budget, employment prospects, and interest.

This fiscal year, the following programs were offered:

Pipe Trades Apprenticeship Preparation Program
in partnership with Alberta Pipe Trades College

Combined training in steamfitting-pipefitting, plumbing, welding, and related pipe trades.



Pre-Apprenticeship Candidate Training (PACT) Program
in partnership with Edmonton Electrical Industry Training Centre

First period electrician training.



Pre-Employment First Period Welder Training
in partnership with CLAC Career Development College



Upon successful completion of training, Trade Winds graduates are connected to the associated union hall for employment opportunities, with many graduates this year finding success.



The partnership with the Alberta Pipe Trades College (APTC) and the Trade Winds program is instrumental in recognizing the 92nd Call to Action of the [Truth and Reconciliation Commission's] 94 Calls to Action. It is paramount that businesses – including the APTC – put the best foot forward to provide a hand up and not a hand out.

– **Chris Waples**,
Director of Education, Alberta Pipe Trades College



Outreach Programming

Trade Winds has reintroduced its Outreach program to provide pre-trades training for Indigenous communities with a focus on Southern Alberta, following the closure of the Calgary office.

In partnership with Saamis Employment & Training Association in Lethbridge, Trade Winds launched a Foundational Learning training program in May 2023 to prepare students for Alberta Apprenticeship and Industry Training (AIT) entrance exams and careers in the construction trades. This was followed by two Residential Construction Programs in January and March 2024.



During Fall 2023, through collaboration with the Ironworkers Local 725 in Calgary, Community Futures Treaty Seven, Aboriginal Futures and the Government of Alberta, the program successfully guided six graduates through AIT preparation and union training.

Looking forward, the Outreach program has upcoming Residential Construction programs planned in Sturgeon Lake Cree Nation and other Nations in Southern Alberta.



"The project not only teaches valuable skills but gives back to the community by providing a much needed small home, which assists in bridging the gap of homelessness on reserves."

- Anita Wagar,
Executive Director, Saamis Employment &
Training Association



Year in Review

Trade Winds had a successful year, excelling not just in training but also in its community involvement.

As part of the Residential Construction program, eight homes were relocated to Big Stone Cree Nation, Whitefish Lake First Nations and Little Red River Cree Nation to help alleviate housing challenges in Indigenous communities.



Collaborating with Lois Hole Hospital, students from the Residential Construction program created and constructed dress stands for an exhibition on Red Dress Day, May 5th, dedicated to commemorating the missing and murdered Indigenous women and girls throughout Canada.

An open house was held in October to express gratitude to our employment partners, attracting over 70 attendees. The Residential Construction students truly shone as they graciously welcomed guests, shared their knowledge during tours of the innovative Eco-smart homes, and efficiently managed the parking logistics. Their dedication and hard work truly made the event a resounding success, showcasing their skills and commitment to excellence. The positive feedback and energy from the open house will surely inspire even greater collaboration and achievements in the future.



Additionally, Trade Winds staff participated in various events to raise awareness about Trade Winds to potential students, employers, communities, and government officials.



Our Partners, Our Pillars

Partners are crucial to the achievements of Trade Winds clients. We extend a special thank you to our outstanding employer and community partners for their generous sponsorships that have supported Trade Winds clients and programs throughout 2023.

Your support is more than just a sponsorship; it represents recognition of progress and a pathway to a bright future for the next generations of tradespeople who are improving the economic well-being of themselves, their families, and communities. Thank you!

Pitta (Eagle): **\$100,000+**



Buffaloo (Buffalo) **\$50,000+**



Muskwa (Bear) **\$10,000+**

Friends of Nechi
Fundraising Society



Amisk (Beaver) **\$1,000+**



otatoskêw mitoni kâ-nahît

Employers of Excellence 2023

Trade Winds to Success' inaugural Employers of Excellence Awards were handcrafted in-house by its talented staff as a thank you to recognize employer partners that have gone above and beyond in support of the Trade Winds program.

The spirit of these awards was inspired by the seven grandfather's teachings and their guiding principles. Each animal totem reflects a specific moral foundation and value. Each employer was assigned a representing totem to symbolize the distinct relationship between the employer and Trade Winds. The goal was to honour each employer's unique relationship with the organization in a culturally significant manner.

Gridworks Bear (courage)

Courage is to face fear and change with confidence and bravery. In an energy landscape that is facing a need to transition to cleaner energy sources, Gridworks has chosen to lead the way with prioritizing solar power. An Indigenous-owned company that engages and pursues Indigenous workers, only highlights their courage furthermore.

"This alliance embodies our commitment to sharing knowledge and nurturing talent in the trades, ensuring that the renewable energy sector flourishes with well-trained, passionate professionals."

- Kaitlyn Danforth, Gridworks Energy



PME-Golderado Buffalo (respect)

The Buffalo's gifts provide shelter, clothing, and utensils for daily living. Much like the Buffalo, PME-Golderado has supported our graduates with the means to provide and flourish. This sustained relationship is a true expression of mutual respect. PME-Golderado constantly shows their respect for our organization by trusting that our graduates are qualified and competent with continuous hiring. The Buffalo was paramount to the existence of Indigenous communities, much like this valued and respectful partnership is integral to Trade Winds' development of future leaders in industry.



Stanley Construction Wolf (humility)

The acceptance that all beings are equal is to capture the spirit of humility. Stanley Construction has engaged Trade Winds graduates without judgement or arrogance, continually showing respect for the Trade Winds community and accepting students with challenges as equally as the ones without. Providing mentorship and addressing Indigenous engagement with a community first approach only reinforces their humble approach.

"Employer partnering with Trade Winds to Success has been an invaluable asset to our operations. Their dedication to preparing future carpentry apprentices aligns perfectly with our commitment to fostering talent and building a skilled workforce. By collaborating with Trade Winds, we not only invest in the next generation of craftsmen but also ensure a steady stream of skilled workers to meet the demands of our projects. Together, we're not just constructing buildings; we're building futures. Together, we are shaping the construction landscape in Edmonton, Alberta, one apprentice at a time."

- Alisa Colmer, Stanley Construction



Ledcor Industries
Beaver (wisdom)

One's spirit will grow weak if it's not fulfilling its use. Ledcor gives Trade Winds graduates opportunities to use their knowledge and skills in a safe and supported environment. With its safety first and zero-tolerance worksites, Indigenous apprentices can confidently utilize their gifts and contribute to the growth and development of their communities. Ledcor's wisdom to re-engage and evolve with the needs of Indigenous workers has provided Trade Winds with a valued and trusted partner.



"Ledcor values our partnership with Trade Winds to Success in support of growing careers in the trades. We commend the work that Trade Winds does to support Indigenous communities through their training and construction of tiny homes."

- Ledcor Group

TC Energy
Turtle (truth)

Grandmother Turtle was present at creation to ensure that seven sacred laws and teachings would never be lost or forgotten. With TC Energy's large monetary contributions, Trade Winds teachings can be passed on – the teachings of trades and laws of academia can be gifted to Trade Winds students and passed on through education.



Trade Winds extends gratitude to its essential partners whose support and employment opportunities play a crucial role in the success of the program.

- Strike Group**
- Imperial Oil**
- Acqbuilt**
- Octo Mechanical**
- Grizzly Trek**
- Ledcor**
- Gridworks**
- EcoRenew Contracting LTD**
- All Nations Union**
- Western Archrib**
- Local 488**
- IBEW 424**
- Delnor Construction**
- PTW Energy Service**
- Jardeg Construction**
- Bird Construction**
- Local 1460**
- Local 720**
- Stanley Construction**
- Acden Industrial**
- Northgate Industries**
- PCL Construction**
- Powerlink**
- PME-Golderado**
- Lorneville Industrial Contractors**

Scholarships

Red Flame Scholarship

This scholarship is a collaboration between Trade Winds to Success and Red Flame Industries, and honours individuals who fully engage with the program's curriculum and implement the lessons they've learned as they progress towards a prosperous career in the trades.

This scholarship was granted twice in the 2023 - 2024 fiscal year to two graduates who demonstrated significant personal growth.

"The Trade Winds to Success program has helped me learn to stomp out bad habits, acquire better habits, overcome personal issues, and learn new skills. I've also made new friends at this program and I'm happy to have met them. This program has helped me grow better as a person and will continue to use the things I've learned there to benefit and better the life of me and my loved ones. I'm truly happy with the time I've spent at this program."
- Samuel Dominique



"One thing I love about Trade Winds is that once you're a part of Trade Winds, you're family and the support they give from the beginning to the end and after the program is not only encouraging but reassuring as well and gives students the confidence to finish strong. If it wasn't for Trade Winds I wouldn't be where I am today!"
- Kellie Wright-Tootoosis



Somerville Indigenous Trades Apprenticeship Award

Since 2020, Robert B. Somerville Co. has awarded the Somerville Indigenous Trades Apprenticeship Award yearly to graduates of the Trade Winds program. The award was established to demonstrate Somerville's dedication to improving the ability of Indigenous employment candidates to pursue a meaningful and sustainable career in the infrastructure construction industry.

In 2023, 12 \$500 scholarships were awarded: six allocated in the spring and six in the fall.

Spring 2023



Samuel Ayers



Justin Halcrow



Starla Jacknife



Nathaniel Junk



Melissa McDonald

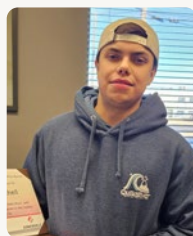


Shinea Small

Fall 2023



Garren Bourque



Greg Mitchell



Serena Ottavi



Garth Smith



Faith Waskewitch



Kordell Wesley



Tribute to Mary Collins

As Program Manager of the Trade Winds Edmonton location from the initial start-up in 2005 until 2010, when she pursued another opportunity, Mary was one of the key players who set into motion the life-changing program that Trade Winds is today. With just a few staff members at the time, Mary was doing the work of what is now three separate roles: Program Manager, Client Services Coordinator, and Recruitment Coordinator.

In 2017, Mary was recruited to join Trade Winds again to become the Community Liaison Officer for the growing outreach branch called Community Workforce Development (CWD). In this role, Mary collaborated with the CWD Manager to work with Indigenous communities across Alberta to schedule and deliver pre-trades training via academic prep and the build of a tiny home or other construction projects as requested by the community. One of the aspects of CWD that Mary loved was the opportunity to be on the road, to see new things, and connect with different Indigenous communities.

Mary accepted the CWD Manager role when it became vacant in 2020. While she preferred a non-management role at this point in her life, she recognized that her experience would help Trade Winds immensely. Later that year, the pandemic deeply impacted the logistics of outreach training, and CWD was restructured to become Edmonton-based training, and renamed as Construction Workforce Development. By this time, the CWD Program had been delivered in 20 First Nations and two Métis communities in Alberta with 18 tiny homes built.

Mary oversaw the development and administration of the new Construction Workforce Development, which was the initial stage of what is now the Residential Construction Program (RCP). The learning curve was steep as the world rebounded from the pandemic. In 2022, Trade Winds lead carpentry instructor, Gary Dureski, became the RCP Manager, and Mary's role changed again to become the Client Services Manager, where she handled the acceptance process and ensured that clients were supported to both complete the program and attain apprenticeship after graduation.

While Mary was part of the Edmonton team from 2020 to 2023, she encouraged bringing people together, and expressed that work should include fun. During the holidays, she got everyone involved in a friendly competition to come up with the best-decorated office door. It was her way of making sure everyone felt connected.

In 2023, demand for outreach training was growing again, and naturally, Mary was asked to oversee outreach activities. This gave Mary the opportunity to do a little of what she enjoyed – being on the road.

Mary has seen Trade Winds' trials and tribulations, its evolution, and its growth, including the completion of nine Residential Construction Programs in Edmonton. When discussing the adversity Trade Winds faced as a non-profit, Mary would jokingly say "as the Trade Winds blows," knowing that we will overcome it one way or another if we stay committed to our vision of advocating for the success of Indigenous people. Trade Winds is the successful program that it is today because of Mary's contributions, and the program will continue to positively impact lives and communities as part of Mary's legacy.



What People are Saying About Trade Winds

"Jardeg remains committed to collaborating with mutually beneficial partnerships with several Indigenous groups, including pre-employment partner Trade Winds to Success. Encouraging the growth of future tradespeople from Indigenous communities is essential in our commitment to promoting equity, inclusion, and economic empowerment within the communities we contribute to building."

- **Nat Bak, Community Development Specialist,**
Jardeg Construction Services Ltd.

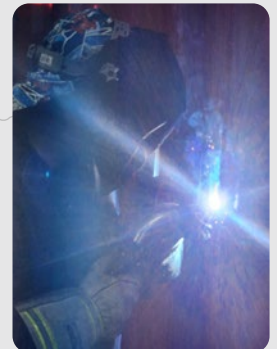


"Trade Winds is an amazing organization, dedicated to quality craftsmanship in their teaching [and] construction [with] qualified students."

- **Nathan Grams, Owner/Operator,**
EcoRenew Contracting Ltd.

"Trade Winds To Success has allowed me to set a good example of dedication and hard work. Gaining positive attributes to carry for the rest of my life".

- **Aggie Tymo, Welder**

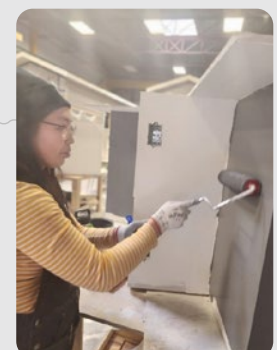


"Before Trade Winds, I didn't have much direction. I was in my 12th year of concrete work with little to show for it. Trade Winds gave me that much needed direction. My confidence was fueled and I found motivation to build towards a better future."

- **Justin Menzak, Carpenter**

"Trade Winds is a great program. They helped me get the certifications I needed for work, and I learned how to use a lot of different tools. Because of Trade Winds, I now have a good paying apprenticeship."

- **Nicole Nalungiaq, Carpenter**



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