

A woman wearing a red hard hat, safety glasses, and a grey long-sleeved shirt is working on a wall. She is wearing black and red Milwaukee work gloves. Her hair is pulled back, and she is wearing a large, ornate earring. The background is a blurred construction site.

# HANDS-ON TRAINING HANDS-ON FUTURE

AN INVITATION TO SUPPORT  
PRE-TRADES TRAINING FOR  
INDIGENOUS STUDENTS



TRADE WINDS  
TO SUCCESS



# TRADES TRAINING THAT CHANGES LIVES

Starla Jackknife got a taste for hands-on construction work about 15 years ago – and loved it. After overcoming several life obstacles, including addiction and homelessness, she was ready to find a career. That's when she discovered Trade Winds.

“I was on Facebook one day and saw a picture of the students at Trade Winds who had built a tiny house and I thought to myself, ‘Oh my gosh! I want to do that!’ So, I applied and was accepted. I came out of the program with a whole new family and support team from the staff at Trade Winds To Success.”

Starla graduated from Trade Winds ready to apprentice as a Finishing Carpenter. “I get to go to work every single day, happy, using the skills I've learned. I am so proud of myself, and so excited to see what my future holds.”

## OUR VISION

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

## OUR MISSION

Trades Winds to Success 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.







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## TRAINING THAT BUILDS OUR ECONOMY

Since 2005, Trade Winds to Success has addressed two key needs:

- **The under-employment of Indigenous Albertans.** In 2023, the unemployment rate of the Indigenous population in Canada was 3.5% higher than the non-Indigenous population. Trade Winds responds to this statistic by providing culturally-relevant training and ongoing employment supports to ensure graduates succeed in their chosen trade.
- **The growing gap in the skilled labour workforce.** By 2025, there is projected to be a labour shortage of more than 45,000 workers in the construction trades.

Indigenous people are the youngest and fastest growing population in Canada, well equipped to support Alberta's growing economy.

## EMPLOYERS OF EXCELLENCE

Employers who hire Trade Winds grads for the first time often come back for more skilled workers. In fact, Trade Winds acknowledges the many amazing employers who hire five or more students in a year by naming them an Employer of Excellence. Some of our recent Employers of Excellence include:



"TC Energy has a long-standing history with Trade Winds, having entered into Partnership Agreements in 2020, 2021 and 2023. These partnerships demonstrate how TC Energy actively supports Indigenous participation in our workforce and building capacity within the communities where we work, live, and operate."

**Tiffany Morning Bull**  
TC Energy





## READY, WILLING, AND ABLE GRADUATES

“Trade Winds graduates are job-ready. While we ensure our students have the emotional, cultural and educational supports they need to succeed, they must also fulfill the education and attendance requirements we set out for them.”

**Carol Lee**

*Trade Winds Program Manager*

## OUR MODEL: FOR INDIGENOUS, BY INDIGENOUS

Trade Winds is the **only** training organization in Alberta designed to help Indigenous individuals overcome barriers to entering and succeeding in the trades.

Our goal is to narrow the apprenticeship gap between Indigenous and non-Indigenous individuals by providing pre-trades training and individualized support to First Nations, Métis, and Inuit, leading to economic well-being.

“The students that come out of the program are amazing. They’re ready, willing and able for work. They have the right mindset for the construction industry.”

**Roberta Giroux**

*PME Indigenous Employment Coordinator*







# TRAINING THAT MEETS INDUSTRY STANDARDS

At Trade Winds, we create a safe, trusting environment and continually offer guidance to students facing barriers or life complications that may affect their success in the program and ongoing employment. We start with six weeks of foundational training, where all students get refreshers on math, science and essential life skills that are based on the Government of Canada's "Skills for Success" model. All students are prepped to write the Alberta Apprenticeship and Industry Training (AIT) entrance exam.

Following the foundational training, successful students select one of two apprenticeship streams, taught by skilled journeypersons.

## RESIDENTIAL CONSTRUCTION STREAM

Students learn residential construction skills and apply them to build a complete eco-smart small home designed by Trade Winds, at the Trade Winds shop. These homes are then used to house Indigenous community members, helping to address the urgent housing shortages.





## INDUSTRIAL AND COMMERCIAL STREAM

Trade Winds' collaboration with Alberta's Union Training Trust Fund partners has significantly increased opportunities for Indigenous students to train in and secure employment in thriving commercial and industrial trades. With state-of-the-art facilities, union training partners equip Trade Winds students with:

- Exceptional hands-on experience through ample shop projects
- Thorough lessons in introductory trades theory, with most including first-year learning modules
- Strong adherence to safety practices
- Realistic expectations of apprentices in the field

Work-ready graduates are then connected to available employment opportunities through union and non-union employers, which has been a life changing opportunity for many.

## TOP QUALITY INSTRUCTION

Trade Winds students are taught by Red Seal and Journeyman Carpenters who have had decades of experience in the construction trades and have taught and designed curriculums for Polytechnics in Alberta.

**Dave McGuinness**  
Lead Carpentry Instructor



“Our Residential Construction Program focuses on engaging students through connection, not correction, allowing the heart and mind to follow. We prioritize a team learning environment and hands-on training that includes live demonstrations that reinforce the importance of safety measures. Creating a safe place to learn is key to our success and our students feel an immense sense of pride knowing they’re building a home that will house a community member.”





## OUR IMPACT

- Over 3,000 Indigenous people trained since 2005
- 70% program completion rates
- 80% graduate employment rates
- Partnered with over 15 Indigenous communities to deliver training programs
- Gifted 14 homes to First Nations and Métis communities

“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 a better future.”

**Justin Menzak**  
*Trades Winds Graduate*

“Trade Winds is an amazing organization, dedicated to quality craftsmanship in their teaching, construction and qualified students.”

**Nathan Grams**  
*EcoRenew Contracting Ltd., Employer*

## ONGOING EMPLOYMENT SUPPORT – HELPING STUDENTS AND EMPLOYERS

Our employment support is open to all graduates, regardless of when they completed the Trade Winds To Success program. We have seen many past graduates return for support, which we are always thrilled to provide. Trade Winds invites past graduates to develop their employment skillset and take advantage of the referrals provided by our employer partners.



# JOIN US AS WE CREATE OPPORTUNITIES FOR INDIGENOUS ALBERTANS

Securing stable funding is core to our success.

Financial instability from reduced government allocations has had a cascading impact on Trade Winds, affecting administrative operations and essential services for students.

But, despite these obstacles, we remain dedicated to our mission, and are exploring alternative funding avenues while advocating for consistent government commitments.

Your support in the form of a financial gift will help stabilize our financial management and mean continued operations and opportunities for our students. A gift to Trade Winds is an act of economic reconciliation for Indigenous Albertans as they pursue greater education and employment opportunities.



## PUTTING YOUR GIFT TO WORK

### Gift of \$5,000

A sponsorship of \$5,000 helps us provide wrap-around services in the following areas:

- **Graduation Fund** – Invest in the success of our students through sponsorship of graduation ceremonies for our Residential Construction Program graduates. These funds are used to cover the costs of Trade Winds grad sweaters, food, entertainment, and Elder honorariums.
- **Healthy Snack Program** – Many of our students live on a fixed or limited income. With rising food costs, access to adequate nutrition can be a challenge. Help us provide our students with healthy snacks so they can focus on what's important, their learning.
- **Student Emergency Fund** – When unexpected circumstances arise, support us with funding for small one-time emergency assistance bursaries students can access during times of need.

### Gift of \$15,000

When you donate \$15,000 to Trade Winds, you're giving an Indigenous Albertan a chance at a great trades career. \$15,000 is the cost to train one student, and provides: tuition, learning materials, safety certifications, first aid, personal protective equipment, and tools.

### Gift of \$50,000

A contribution of \$50,000 to Trade Winds to Success allows us to **train three new students**, plus have essential funds for graduation, healthy snacks and student emergencies.







# RECOGNITION FOR OUR GENEROUS SPONSORS

Recognition	Amisk (Beaver) \$1,000-\$9,999	Muskwa (Bear) \$10,000-\$49,999	Buffaloo (Buffalo) \$50,000 - \$99,999	Pitta (Eagle) \$100,000 plus
Business Receipt	●	●	●	●
Thank you letter from Trade Winds Executive Director	●	●	●	●
Social media announcement (with company logo) and on Trade Winds website	●	●	●	●
Plaque installed on Trade Winds Donor Recognition wall	●	●	●	●
Donor feature story shared via social media and on news section of website		●	●	●
Employer customized student engagement opportunities; site visits, classroom presentations, etc.			●	●
Invitation(s) to key events and speaking opportunity at Celebration of Success Gala				●

Charitable Registration Number: 839144672RR0001

## THANK YOU FOR YOUR CONSIDERATION!

For more information and to discuss how you can support us in fulfilling our mission, please contact:

**Nike Fabiyi**

Fund Development Officer

Trade Winds to Success

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Visit us at [TradeWindsToSuccess.ca](http://TradeWindsToSuccess.ca)





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