



**TRADE WINDS**  
TO SUCCESS

**Annual Report**  
to the community

**2021/2022**





## 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 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 Lyle Donald

## The Union Training Trust Fund partners include:

**Pipe Trades Education Trust Fund**  
Represented by Chris Waples

**Millwrights Education Trust Fund**  
Represented by Dave Robinson

## Board of Directors

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

Board seat for the Oteenow Employment and Training Society is currently vacant.



**Kristena Belcourt**  
Rupertsland Institute



**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

As the President of Trade Winds to Success Training Society Board of Directors, I am honoured to continue to serve this organization through this past year. While COVID-19 continued to affect staff and students, the organization was able to continue to offer classes without interruption throughout the year. Staff covered co-workers' vacancies due to COVID-19 and students continued their classes virtually while isolating at home.

The Board of Directors attempted to address the Government of Alberta regarding the cancellation of long-standing funding support to Trade Winds to Success. Multiple attempts were made to meet with various government ministers, however, no funds were made available to Trade Winds during the fiscal year.

The current round of Canada's Skills and Partnership Fund ended on March 31, 2020 but appeals to the federal government allowed Trade Winds to carry forward unspent funds due to COVID-19 to this fiscal year, thereby allowing for the continuation of the commercial and industrial training provided by our union training partners. With financial support from the federal government, our Indigenous partners and from industry, including TC Energy, Strike Group, and Octo Mechanical, a full year of trades training (15 intakes) was offered to our Indigenous students.

In the previous year, Trade Winds successfully reallocated funds from the Union Training and Innovation Program agreement to create a new Residential Construction program in Edmonton. The small eco-smart homes the students built as hands-on projects during the year are truly impressive. At each Board meeting, we were able to walk back to the shop and see the progress made on the first home, and the three homes built thereafter. Seeing the students working on the beautiful, well-designed homes and the quality of work they were doing under the guidance of Trade Winds journeyman instructors was inspiring. The skills learned and pride of workmanship the students developed is tangible evidence of what Trade Winds is committed to achieving through its programming. If Trade Winds is able to continue forward long term, we plan to work toward including the Residential Construction program in Calgary as well.

On behalf of the Board of Directors, I would like to recognize and thank our Executive Director, Joan Isaac, and her team, for continuing to offer our Indigenous students the best possible service during another challenging year.

**Linda Domak**  
President, Trade Winds Board of Directors



# Report from the Executive Director

**Joan Isaac**  
Executive Director

2021-2022 was an exciting year as Trade Winds began delivering a new Residential Construction program in Edmonton.

To accommodate this new Residential Construction program, shop space was required and, in March, Trade Winds moved its head office to a new location in south Edmonton. The building offered more classroom and office space as well as 6,000 square feet of shop space with three overhead doors.

Our journeyman carpentry instructor, Gary Dureski, was tasked with setting up and equipping a shop in a very short amount of time to accommodate our first Residential Construction class in April. Gary met the shop deadline and devised a curriculum utilizing a small home to teach students residential construction skills. The home had to be built in the shop and, when completed, moved through the shop doors. A team of staff met weekly to determine the vision, and the sustainable materials and systems for building a highly energy efficient home that would be comfortable to live in.

Sourcing the right materials became a challenge as prices spiked to three times our estimated costs, and supply chain issues meant things were not always available when needed. Sourcing materials required a lot of time and was frustrating but, by the end of this fiscal year, three all-electric homes had been constructed and four groups of students had completed the program.

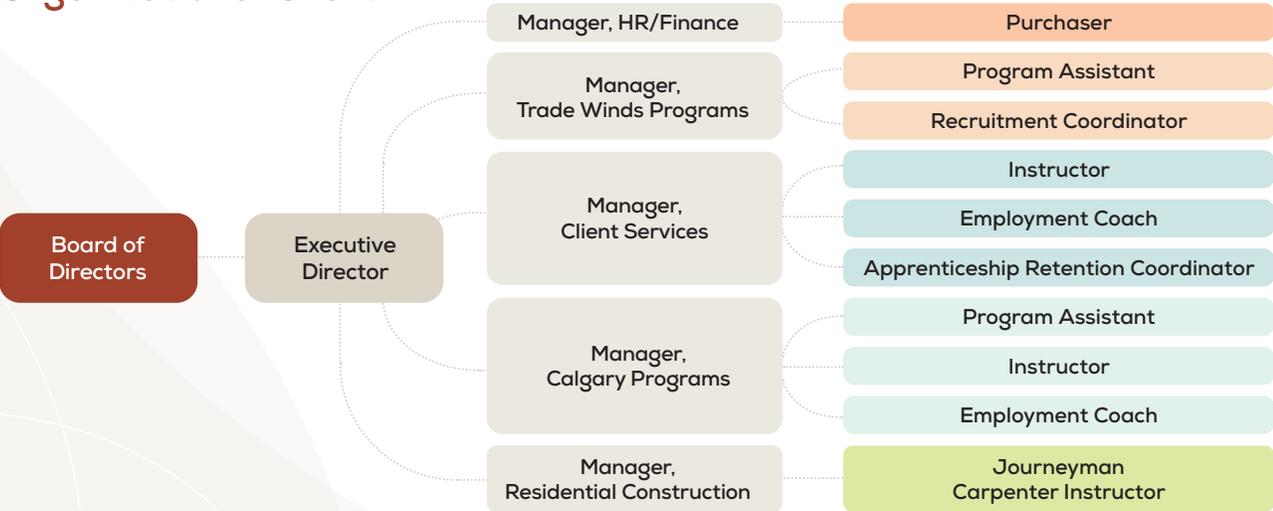
Our Apprenticeship Retention Coordinator met with employers about our job ready graduates and, as a result, most of our Residential Construction program graduates have been offered employment with union and non-union employers. Demand for our job ready employees has meant that almost all of our graduates have been employed by the end of the program.

Funding for the year remained challenging, following the loss of a Government of Alberta contribution in 2019 which largely supported our administration costs. Federal funding from the Skills and Partnership Fund also came to an end, however, Trade Winds was able to use unexpended funds resulting from fewer students in the previous year due to COVID-19. Our Indigenous partners and employers contributed some funding, and we completed the year without loss of staff or programming.

The coming 2022-2023 fiscal year will be an even bigger challenge as we have very little guaranteed sources of funding. In February, Trade Winds designed an operational plan to continue operating with reduced programming and we have asked our Indigenous partners for additional contributions for the new year. Fortunately, they have all more than doubled their contribution to keep our program running, and, in February, the federal government announced a new call for proposal for the Skills and Partnership Fund. Trade Winds will survive this funding crunch, but it seems clear we will be in a more sustainable position if we can become more self-sufficient. As the executive director, I will commit to helping Trade Winds achieve that goal over the next few years.

**Joan Isaac**  
Executive Director

## Organizational Chart



# 2021 - 2022 Program Results

**693**  
applicants

**271** individuals completed the pre-trades assessment

**181** individuals started the program

**119** program graduates  
(66% of program starters)

**100** individuals were employed within 6 months of graduation  
(84% of program graduates)

## Number of Clients that Started Pre-apprenticeship Training by Trade



● Carpenters	17	● Electricians	12	● Pipe Trades <sup>†</sup>	22
● Construction Craft Workers	14	● Ironworkers	47	● Residential Construction <sup>††</sup>	54
		● Industrial Mechanics	15		

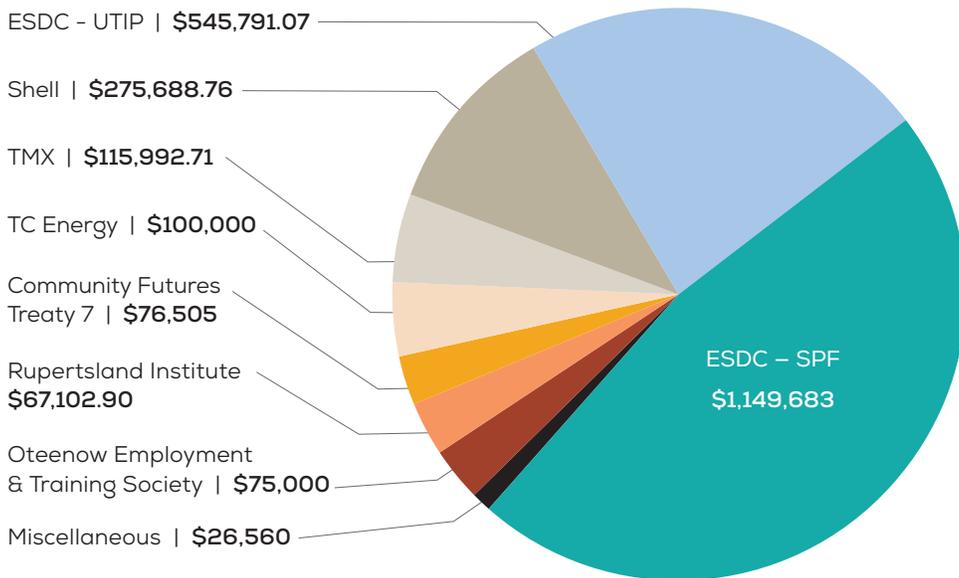
<sup>†</sup>Includes training in Steamfitter-Pipefitter, Plumber and Welder trades.

<sup>††</sup>In-house program with exposure to all residential construction components (carpentry focused).

# 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: \$2,432,323**



**Trish Gooz**  
Finance/HR Manager



**Sarah Ambrose**  
Purchaser/Finance Clerk



# Meet the Trade Winds Staff

## Calgary Team

The Calgary office offered seven pre-apprenticeship training sessions and increased the number of career skills development workshops to improve employment with respective employers in various trades.

The Calgary job market has started its steady hiring since the pandemic. Our graduates were successfully placed with employment through our partnerships with Local 725 (Ironworkers union), which supplied 100% employment of our ironworker grads; Local 2103 (Carpenters union), which provided 50% employment of our carpentry graduates, and Local 496, which provided employment for 50% of our successful graduates. Some of our students found their own employment directly with employers after developing resume writing and interview skills through Trade Winds career workshops.



**Norma Jeremick'ca Gresl**  
Manager – Calgary Program



**Robert Bryenton**  
Foundations Instructor



**Laura Coutu**  
Program Assistant

# Edmonton Team



**Carol Lee**  
Manager – Trade Winds  
Programs



**Mary Collins**  
Manager – Client Services



**Gary Dureski**  
Manager – Residential  
Construction Program



**Mike Nay**  
Foundations Instructor



**Roberta Giroux**  
Apprenticeship  
Retention Coordinator  
*Journeyman Electrician*



**Colleen Baird**  
Employment Coach



**Angela DeCoteau**  
Recruitment Coordinator



**Dave McGuinness**  
Carpentry Instructor

# Program Overview

The Trade Winds program operates continuously in Edmonton and Calgary with 15 intakes offered in 2021-2022.

## Part 1: Foundational Training (6 weeks)

Foundations is based on the Government of Canada's Skills for Success model that incorporates essential skills, including digital workshops, financial literacy, problem solving, and awareness of employment expectations and apprenticeship requirements.

An academic review of math and science prepares students to write and pass the Alberta Apprenticeship and Industry Training entrance exam.

Cultural aspects are integrated throughout the learning experience, including smudging, talking circles, and resiliency workshops delivered by Eagle Healing.

Job search workshops and employer sessions develop confidence in resume writing, interviewing, and engaging with employers.

Clients who demonstrate good attendance and a positive attitude toward work are offered personal protective equipment and admitted to pre-apprenticeship training in their trade of choice.

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## Part 2: Pre-Apprenticeship Training (2 - 12 weeks)

### Option 1: Industrial and Commercial Program

Training is provided by the various union training trusts in Edmonton and Calgary including Ironworker, Plumber, Steamfitter/Pipefitter, Industrial Mechanic (millwright), Boilermaker, Electrician and Construction Craft Laborer.

### Option 2: Residential Construction Program

Participants learn residential construction skills and apply them to build a small eco-smart home designed by Trade Winds, at the Trade Winds shop in Edmonton.



# Trade Winds Residential Construction Program

In April 2021, Trade Winds began a Residential Construction program in Edmonton. This program was based on the Trade Winds Construction Workforce Development program that had previously been offered, over the past six years, in 22 First Nations and Métis settlement communities.

There are many advantages to building inside a shop versus outside (as in the previous training), such as protection from sun, rain, snow and wind, protection of the tools and materials from the elements, space to finish one home while starting another, space for students to practice skills before working on a home, and space to set up and use larger construction tools. The challenges presented were that the home had to be narrow enough to move out of the shop door when finished, and the home would be built without a foundation and would require moving it to its final destination.

Three homes were completed over the year with 28 graduates learning the construction skills required in the housing industry. The wide variety of construction processes learned allows the students to experience multiple trades before choosing which one they will pursue as an apprentice when they are matched with residential construction employers at the end of the program.



# Hands-on Skill Development

Students build small homes from the ground up and, in the process, learn important construction skills.

## Residential Construction Curriculum

- WEEK 1** Construction safety basics
- WEEK 2** Hand tools, blueprint reading, material take off and cut lists
- WEEK 3** Individual practice project: portable power tools, electrical rough-in, drywall boarding and taping
- WEEK 4** Continue practice project: electrical finish, drywall finish and painting
- WEEK 5** Begin construction of a Trade Winds Eco-Home: floor framing and plumbing rough-in
- WEEK 6** Exterior and interior wall assembly
- WEEK 7** Rough-in electrical, insulation and vapour barrier installation
- WEEK 8** Exterior house wrap, insulation, exterior finishing and window and exterior door installation
- WEEK 9** Drywall and taping
- WEEK 10** Taping and interior painting
- WEEK 11** Flooring, interior doors and trim
- WEEK 12** Electrical finishing and cabinet installation



# Trade Winds Small Eco-Homes

The Trade Winds team collaborated on a building design that was all on one level, comfortable to live in, uses normal sized appliances and standard bathroom fixtures, feels spacious and incorporates storage space wherever possible. Work was required to be at or above building code standards. The result was a home built from sustainable material and is extremely well finished. The homes can withstand Canadian climate conditions, are thoroughly insulated and use almost no energy.

## SIZE

- 36' long by 12' wide
- 432 sq.ft. exterior size
- 370 sq.ft. of interior space

## DESIGN

- 46 sq.ft. entry and mudroom with closet
- 162 sq.ft. living room/kitchen with access to an optional deck
- 99 sq.ft. bedroom with closet
- 4-piece bathroom with shower/tub combo
- Internal utility room

## FOUNDATION

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

## WALL SYSTEMS

- Standard 2x6 walls with Tyvek house wrap and added 1 ½" foam insulation, rainscreen air space and ½" fir plywood

## ROOF SYSTEM

- 2x4 ceiling with R20 insulation plus an engineered roof system with R40 insulation
- Commercial metal roof cladding

## INSULATION

- R30 walls
- R40 floor
- R60 ceiling and roof

## EXTERIOR FINISH

- ½" fir plywood with 1" fir battens
- Finished with two coats of weather-resistant stain

## SYSTEMS

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

## HEATING

- Two energy-efficient electrical infrared heaters with thermostats mounted on the ceiling of the bedroom and living room/kitchen
- Radiant heater in bathroom

## VENTILATION

- Heat recovery ventilator (HRV) brings in fresh air and exhausts stale air

## WINDOWS

- Triple pane argon-filled windows in living room and bedroom
- R12 rating

## LIGHTING

- Energy-efficient LED interior lights
- Photocell exterior lights

## STORAGE

- 4 ½' closet in mudroom
- 9' wide x 8' high x 2' deep closet in bedroom
- 8' upper cabinet and 7' base cabinet storage in kitchen
- 3' base cabinet storage in the bathroom

## OPTIONAL APPLIANCES

- 24" range with oven
- 16 cu.ft. full-size fridge
- Over-the-range microwave /ventilating hood
- All-in-one washer and dryer
- All appliances are Energy Star rated





# Commercial and Industrial Training

Trade Winds partners with many of the Union Training Trusts to offer training to Trade Winds clients in a variety of trades.

Training partners provide clients with their first glimpse into the world of the trades, including expectations, safety certification, safe practices, trade theory, and more. This knowledge provides an advantage for the “green” client looking to get into the trade.

At graduation, clients are provided with the basic tools required for the trade and access to work in the industrial and commercial worksites through the associated trade union.



2021-2022 Edmonton Union Training	# of Graduates
Alberta Ironworkers Apprenticeship and Training Plan (Local 720)	5
Alberta Millwrights Training Trust (Local 1460)	9
Alberta Laborers Training Trust Fund (Local 92)	4
Edmonton Pipe Trades Educational Trust Fund (Local 488)	9
Electrical Industry Education Trust Fund of Alberta (Local 424)	8
<b>Total</b>	<b>35</b>

2021-2022 Calgary Union Training	# of Graduates
Alberta Carpenters Training Trust Fund (Local 2103)	12
Alberta Ironworkers Apprenticeship & Training Trust Fund (Local 725)	33
Alberta Laborers Training Trust Fund (Local 92)	7
Piping Industry Training Trust Fund (Local 496)	4
<b>Total</b>	<b>56</b>

## 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.



Electrical Industry Training Centres of Alberta  
Local 424



Piping Industry Training School Calgary  
Local 496



Millwrights  
Local 1460



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



Alberta Laborers' Training Trust Fund  
Local 92



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



Alberta Pipe Trades College  
Local 488

# 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 its marketing direction towards Alberta's Indigenous Communities' ISET managers. This has proven particularly effective, with information sessions being regularly booked 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/TradeWindstoSuccess](https://facebook.com/TradeWindstoSuccess)

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## 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.



# Client Support

Trade Winds supports clients in diverse ways with Indigenous staff and a combination of Indigenous and Western world views.

Trade Winds provides a safe, trusting environment and continually offers guidance to clients facing barriers/life complications that may affect their success in the program and ongoing employment. Action plans are developed with the appropriate resources in place to address the clients' specific needs to support them in program completion and into employment.

All clients experience the support of Trade Winds first-hand during the foundational weeks of the program, in shop training and in employment. Clients participate in smudging and healing circles lead by Eagle Healing and are informed of various ways to understand and cope with the many obstacles Indigenous people face.

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## Career Skills Development

Clients are provided with knowledge, workshops and employment awareness to achieve success in their chosen trade. Resume development, interview skills, job readiness, preparation for industry standards, safety certification and the Alberta Apprenticeship and Industry Training process are integrated throughout the different phases of the program. Trade Winds graduates give back to the program by returning as guest speakers to share their experience and successes.



## Employer Engagement

Our Apprenticeship Retention Coordinator meets with employers to demonstrate how working with Trade Winds is a win-win situation. Indigenous people are Canada's most underleveraged human resource asset. Increasingly, the construction industry is facing a skilled labour shortage and recognizes that forming relationships with Indigenous organizations makes good business sense. By working effectively with Trades Winds, employers have access to a trained and skilled workforce. Many employers continue to recruit from Trade Winds' graduating classes. Our Apprenticeship Retention Coordinator bridges our clients with employment opportunities, increasing Indigenous participation in the economy.

## Once a Trade Winds Client, Always a Trade Winds Client

Trade Winds to Success staff follow up with graduates three times within six months of program completion and annually thereafter. We continue to help with the clients' apprenticeship journey long after the programs ends.

Trade Winds to Success creates deep connections between staff and clients. We take pride in strengthening an Indigenous workforce.

# Somerville Indigenous Trades Apprenticeship Award Recipients

In partnership with Trade Winds to Success, Robert B. Somerville Co. has established the Somerville Indigenous Trades Apprenticeship Award to demonstrate its dedication to improving the ability of Indigenous employment candidates to pursue a meaningful and sustainable career in the pipeline construction industry.

The scholarships are allocated to individuals who are First Nation, Métis or Inuit and have completed their pre-apprenticeship training through Trade Winds to Success.



## Dawn Rain

"When I came to Trade Winds, I was without a job, I was without a home, and I was only eating one good meal every other day, if I was lucky. But I was not defeated. I had some setbacks. But I did not stay back. I studied hard. I did my homework. When my car broke down, when my bike broke, even if I had to walk to school, I showed up. One of the most important things about life is showing up.

"As of this moment, I am no longer homeless, I am still a little hungry but I eat regularly now, and I am more than halfway to meeting my first-year apprenticeship hours. I am already registered in my next level of schooling. And I have consistently found employment that has kept me extremely busy these past 6 months.

"Today, utilizing the personal growth and training I received while at Trade Winds to Success, at Millwrights Local 1460, and at Pic Industrial, I am a proud registered Industrial Mechanic apprentice. And I am eternally grateful for all the life lessons, learning, and the hands-up that has brought me to this moment."



## Michelle Moosomin

"Reflecting on my time at Trade Winds and my years spent in the trades, it has taught me the importance of showing up and doing my part, the significance of my attitude and that I will get out of it exactly what I put into it. You get what you WORK for not what you WISH for."



## Trevor Daniels

"I was amazed by how much was offered at Trade Winds: they seek not only to provide the academic and job training you need but they also address self-empowerment and healing from past traumas. This was exactly the program I needed after having endured all I have to get here.

"From a system kid and homeless youth with addictions to a confident happily married man employed in the pipe trades, I could not be more hopeful for the future ahead!

"Either you're getting better or you're getting worse. Nothing stays the same forever."



## Tyler Carmichael

"I struggled with addiction for most of my adult life, as did my loved ones. My grandfather, who was and still is my biggest role model, was an alcoholic and my mother, who was my entire world, struggled with an opioid addiction after suffering from chronic pain and fibromyalgia for many years. Sadly, at the age of 18, I lost my estranged father to a heart attack and, 2 years later, I lost my mother to an opioid overdose which I witnessed firsthand. These traumatic events set the precedent for my addictive lifestyle, and I went down a long, hard road that didn't seem to have an end in sight.

"I moved to Calgary to attend drug and alcohol treatment and I decided to make it my new home. As of today, I am 645 days clean and sober.

"For the first time in my life, I am employed full time, I have my own apartment and I have a plan for my life.

"All of these positive things couldn't have been possible without Trade Winds to Success. Because of this program, I have the ability to provide for myself and my children. I am 6 months into my 1st year apprenticeship, and I can honestly say this program changed my life."

# What Our Clients are Saying About Trade Winds

## Kyle John

1<sup>st</sup> Year Carpentry Apprentice, November 2018

"I am from Kehewin Cree Nation and was a stay-at-home parent. I was motivated by my sons and my dad (to join Trade Winds). I used to labour for my older brother who is a Journeyman Carpenter contractor and I wanted to follow in his footsteps.

"I gained a lot of confidence in myself to become a journeyman carpenter. It was like as soon as I took my first step with enrolling with the program and being accepted that I knew nothing was going to stop me from getting the career I wanted.

"I faced many obstacles. My father passed away while I was attending the program and I took time to grieve. I was an alcoholic and I quit drinking days before the next intake, and I have been sober since (637 days at the time of this writing).

"I would do it all over again in a heartbeat. I wish I (had) started this program sooner and would encourage anyone who wants a career in the trades to attend Trade Winds ASAP. Many of my family and friends saw that I attended this program and they (have) also attended."

**"This program has completely changed my life."**

– Kyle John

## Johnny Rodger Caisse

1<sup>st</sup> Year Apprentice Ironworker

"My name is Johnny Rodger Caisse, and I am Métis, originally from Saskatchewan. I enrolled into the Ironworker pre-apprenticeship program at Trade Winds to Success in 2020-2021.

"At Trade Winds, I learned the educational side (math and science) and they helped me connect to the Local 725 union where I learned the practical skills needed to become a rodbuster.

"I currently work at AGF Rebar, and I enjoy every part of it.

"Thanks to Leanne and the team at Trade Winds, I am working towards a great career path with many benefits."

**"I would recommend Trade Winds to anyone who is looking to get into the trades. They can help you move towards a brighter future."**

– Johnny Rodger Caisse

**“There is genuine support and compassion from Trade Winds to Success staff. It is a loving place.”**

– Raven Half

## **Raven Half**

**Residential Construction Program Graduate,  
June 2021**

Raven Half is originally from the Saddle Lake Cree Nation and, before attending the Trade Winds Residential Construction program, Raven was a job-searching stay-at-home mom.

Once Raven was in the program, she was motivated because of the new skills and knowledge she was gaining in Carpentry. Raven was most interested in the hands-on component, helping build the tiny home.

Raven stated she was depressed, but now has the skills to do something daily. She can build and repair things for herself. Raven plans to build a playhouse for her children.

Raven's confidence level has increased. The program has developed her creative side and has opened doors for her.

Prior to graduating, Raven gained employment with Stanley Construction.

**“Explore what you haven't yet, if you think you can't put things together, you can. Explore opportunities that you can end up being passionate about. There is genuine support and compassion from Trade Winds to Success staff. It is a loving place. This program was life changing for me. My family is proud of me, especially my mother. My neighbors had saw sad little me, now they see me working hard. My children are happy.”**

– Raven Half

## **Emmrea Lonesinger**

**Construction Craft Worker Program Graduate,  
March 2020**

“I'm from Thunderchild First Nation and, before Trade Winds, I was in Saskatoon doing my grade 12 at SIIT. My brother kept showing me the Trade Winds pamphlet, so I took it as a sign. I applied to be a construction craft worker, I got in, and it was one of the best things I've done for myself and my family.

“Being a woman breaking barriers both in professional and personal life over the years, I almost gave up so many times. Finding funding again, catching a bus every day in the cold, arranging daycare at home... but I could not quit. Something just told me to get up and do it. You have to. I can, I will, I did. I cried, but I wiped my tears and conquered my fears. I knew I'd regret it for the rest of my life if I didn't do everything positively to get where I am.

“Every sacrifice was worth it. Now I'm going to be doing my apprenticeship with Boilermakers Lodge 146. I'm so very happy and excited for my future. I love sharing with people how to get there too, how to go about it, and I always tell them how Trade Winds always has my back.”

**“I chose Trade Winds for the cultural aspect and the support I've heard about. They give so much: the understanding, the openness, just the ongoing support in all areas.”**

– Emmrea Lonesinger

# otatoskêw mitoni kâ-nahît

## *Employers of Excellence 2021*

Each year, Trade Winds recognizes a few of the many employers of excellence that have worked with us during the fiscal year. These employers are committed to the hiring, indenturing, and support of Indigenous clients in trade occupations.



### Octo Mechanical Inc.

Octo Mechanical was formed in 2012 by a group of six highly skilled Millwrights, Machinists and Repair specialists, growing from humble roots to a company with over 50 skilled tradespeople. Their dedicated ownership team has over 150 years of Millwright and on-site machining experience in industries such as oil and gas, mining, power generation, pulp and paper, plastics, food and steelmaking in Western Canada and internationally. Their goal is to provide highly trained and skilled trade workers who are dedicated to providing efficient, high-quality work.



### AGF Rebar

AGF Group Inc. specializes in reinforcing steel and post-tensioning. Established by the Glendon family 74 years ago in Eastern Canada, AGF is proud to be known as the first company in the country to specialize in rebar installation.

The family business has built a reputation as the supplier of choice in the construction industry, in Canada and internationally, with over 2,300 employees in 13 countries.

AGF truly shines with massive, challenging above-and-below ground projects like subways, wind farms, 40+storey buildings or water treatment-related construction. AGF has been reinforcing the future and communities since 1948. Without organizations like Trade Winds to Success, we could not be successful in today's challenging labour market, such programs are essential to the continuity of our industry and our community.



### Stanley Construction

Stanley Construction Ltd (Stanley) is a commercial general contractor that was formed with a mission to provide worry-free construction to Canadians. This can be seen every day in how they treat their customers, employees, the communities they live in, the people they work with and the project sites across Edmonton and area. They have expertise in completing complex renovation projects, construction of innovative structures (including the largest net zero multi-family structure in North America) or any commercial construction project that a customer desires.



### PME/EllisDon

PME Inc. is the civil division of EllisDon Group of Companies. As a civil industrial construction company serving British Columbia, Alberta, Saskatchewan and Manitoba, they believe in finding ways to make civil and industrial projects more innovative. Supporting over \$20 million in highly specialized equipment for large oil and gas, petrochemical, mining, and power-generation projects, they've found that the more pieces of a project they can control, the stronger commitments they can make to their clients and employees when it comes to safety, budget, scheduling and quality on site. PME is committed to inclusive diversity and cultivating long lasting relationships.

# Thank You



Many people contribute to the Trade Winds program in big and small ways. Every contribution adds to the experience students enjoy while in training.

Our Indigenous partners provide a living allowance to clients while they are in training. They also make an annual contribution for administrative support, and we appreciate that Rupertsland Institute, Community Futures Treaty 7, and Oteenow Employment and Training Society significantly increased that contribution in 2022 when one of our federal funding agreements came to an end.

We appreciate financial contributions from industry and would like to thank TC Energy, Strike Group, Octo Mechanical, Trans Mountain Pipeline, Imperial Oil, and Shell Canada for contributions in 2021.

Our employer partners not only offer employment to our grads, but also contribute by offering information on their companies to our students and participate in training as guest speakers and assisting with interview practice. Their contributions bring the realities of trade work to our students. We acknowledge Crumbaugh Construction, 1806796 Alberta Ltd., Wise Guys Construction, Worley Cord, Bird Construction, Connect Group, Octo Mechanical, KBIM, Harris Rebar, Atco and Steel River Group for their involvement with Trade Winds students in 2021.

Thanks to Harley Sutherland and Trevor Daniels who spoke to our students about the preparation Trade Winds provided them for work after graduation.

Canada Mortgage and Housing Corporation provided a wage subsidy to employers hiring 12 of our graduates.

ABC Life Literacy contributes to each intake we offer, providing for graduation celebrations and snacks for students while in training.

Robert B. Somerville has established the Somerville Indigenous Trades Apprenticeship Awards for individuals who have completed their pre-apprenticeship training through Trade Winds to Success. Beginning in 2020 with awards to two students, the number of awards has increased each year to 12 for 2022. The \$500 awards help a student complete their subsequent years of training while indentured as an apprentice.

Milwaukee Tool provides a Heavy Duty Tool Training and Safety course to our residential construction students.

Additions to our first eco-home built by Trade Winds students in the Residential Construction Program included:

- Octo Mechanical covered the cost of some of the building materials
- LiUNA provided the refrigerator, stove, washer/dryer, and microwave hood
- Local 488 and the Alberta Pipe Trades College created the curtain rods made from black iron pipe and designed and welded a branding iron using the Trade Winds logo to mark projects made by Trade Winds students.
- Generate Energy provided a TV



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