

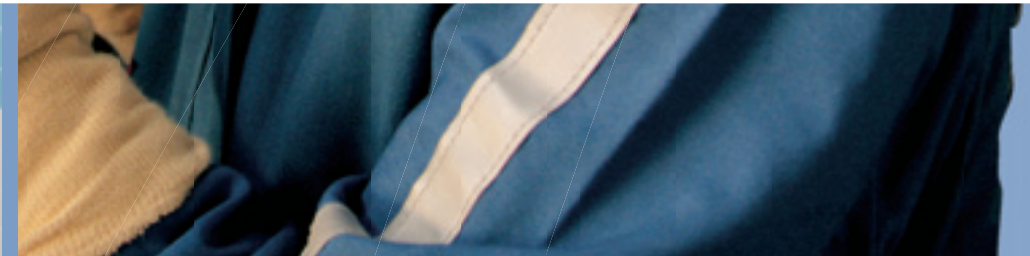
# CAREERS

*the Next  
Generation*



**2008 ANNUAL REPORT**

**CAREERS: THE NEXT GENERATION**



# OUR VISION

Strong, vibrant communities where youth develop their paths to career success.

# OUR MISSION

Working within our communities, CAREERS will...

- Enable youth on their path to career success.
- Link workplace learning opportunities with classroom learning.
- Facilitate and build effective partnerships.
- Inspire others by being a successful role model in the development of a skilled workforce.

# OUR TRACK RECORD OF SUCCESS

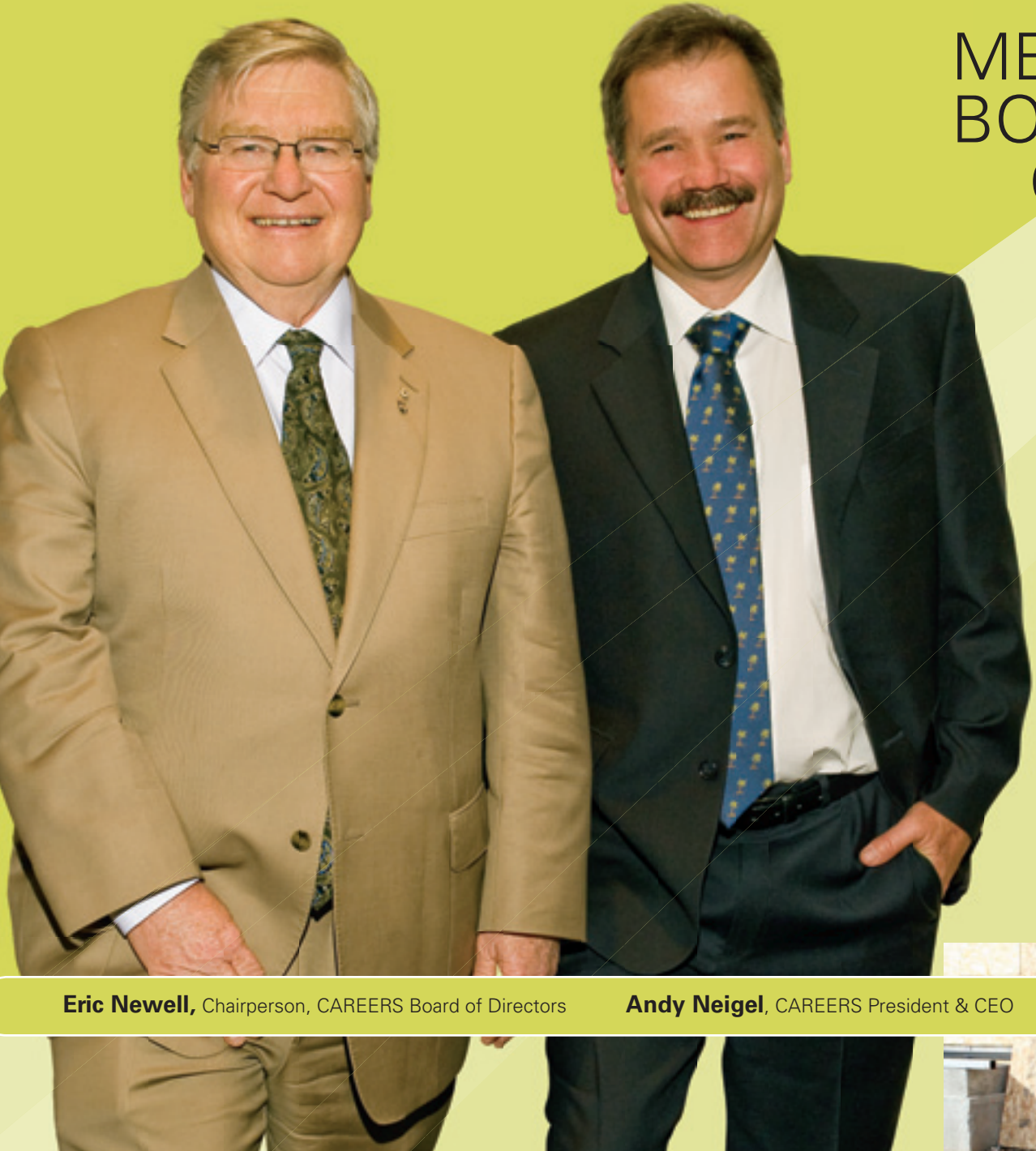
	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Schools	16	76	107	133	147	197	245	306	317	363	365	347
Communities	13	26	49	72	84	118	149	204	207	233	251	259
Employers	57	158	354	430	569	660	755	888	865	856	963	1,133
Interns	53	190	355	408	704	1,025	1,162	1,409	1,479	1,594	1,694	1,772
Workshop Participants	2,500	6,000	12,000	14,500	16,500	21,238	26,721	31,367	29,311	31,953	33,012	33,488

To date, the CAREERS message has reached close to 300,000 young people and we are just starting to reach our true potential!

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# MESSAGE FROM THE BOARD CHAIR AND CEO/PRESIDENT



**Eric Newell**, Chairperson, CAREERS Board of Directors

**Andy Neigel**, CAREERS President & CEO



CAREERS: The Next Generation provides Alberta's young people with a broadened awareness of career choices by connecting their high school education to post-secondary programs and/or the workplace. CAREERS programs that give youth the opportunity to "test drive" a career not only help students make informed career choices, but also lead to the growth of a skilled Alberta workforce.

The year 2008 was very successful for CAREERS as evidenced by increased numbers of students attending our workshops and seeking career opportunities by enrolling as interns with our employers. We also expanded our involvement with community partnerships, strengthened relationships with participating schools, and attracted more investors in support of CAREERS' work.

In May 2008, we held our first annual CAREERS Futures Circle Celebration. This event recognized our long-term investors of 5 and 10 years and more. At the Celebration, two CAREERS Alumni shared their success stories involving their participation in the Registered Apprenticeship Program (RAP) and Health Services program. Today the former RAP student is president and CEO of a HVAC company with offices in Edmonton and Calgary, and is proudly mentoring RAP students in his operations. The young speaker who had participated in the CAREERS Health Youth Initiative is now an occupational therapist employed by an Edmonton hospital. The experiences of these two CAREERS Alumni demonstrate the positive impact of a worksite internship leading to career choice.

Four key themes dominate CAREERS program delivery and characterize team interactions with our many stakeholders/partners: Operational Excellence, Positive Relationship Building, Sustainable Funding and Continuous Improvement. In 2008, we made great strides in each of these areas.

**Operational Excellence.** CAREERS' outreach expanded with technological improvements that have resulted in greater efficiencies in reporting and managing growth. A more concentrated team approach to consistent program delivery also increased efficiencies and effectiveness. Over 1,750 students interned in

the workplace with 1,133 employers in 2008. Customer satisfaction increased. Students were pleased with the quality of their worksite internship experiences, as were their proud parents. Based on our observations of our youth as they continue their studies, participate in internships, and make career choices, the future is in good hands.

**Positive Relationship Building.** Our team interacted with over 33,000 students in career workshops in 2008. During the course of the year, they worked in 347 high schools in 259 communities, and with five post-secondary colleges across Alberta. As a result, we have stronger relationships within the education community, junior/senior high schools and post-secondary institutions, and more of our students are involved with school-based programs that link to post-secondary programs providing credits in both. Expanded team visibility and enhanced communications – through the media, newsletters, electronic communication and personal contact – enabled us to share information, receive feedback, gain valuable input, and expand our collaborations, all the while improving the CAREERS brand.

**Sustainable Funding.** Our CAREERS investment support base grew as we successfully renewed many long-term investors and attracted new supporters. We highly value our long-term investors and showed our appreciation by inducting 42 investors into the 2008 CAREERS Futures Circle. Sustainable long-term funding is essential to maintaining our present growth pattern as we continue to provide our many stakeholders with program excellence.

**Continuous Improvement.** As CAREERS reaches out to almost 50,000 millennial students, we recognize that dynamic, relevant and invigorating presentations are necessary to engage students and encourage them to explore career choices. The CAREERS team made great strides in 2008 to improve classroom tools, expand professional development opportunities, and embrace the use of technology in order to continue connecting successfully with today's youth.

Thanks to the support and efforts of our stakeholders, investors, team members, and Board of Directors, CAREERS has enjoyed another year of success. Clearly, we are on the right path to

*a future worth working for...*



# VALUE-ADDED PARTNERS

*The CAREERS mission is about partnership.*

It starts as follows: "Working within our communities, CAREERS will..." In the day-to-day activities of the CAREERS organization you will see several different models of partnerships. They may contain some or all of the following partnership styles:

- Official partnerships set up by others to which CAREERS is a partner member.
- Community and regional-based partnerships involving public and private partners.
- Short-term coalitions created around a particular project, program and/or need.
- Collaboration networks to share information and offer mutual support.
- Communities of interest to achieve common goals that support mission and values.
- Government cross-ministry policies and/or initiatives to foster awareness and/or support change.
- Strategic alliances.

The key characteristic of partnership is to achieve something one cannot do alone. **It is about making one plus one equal more than two.** "Community mobilization" is our name for partnership.

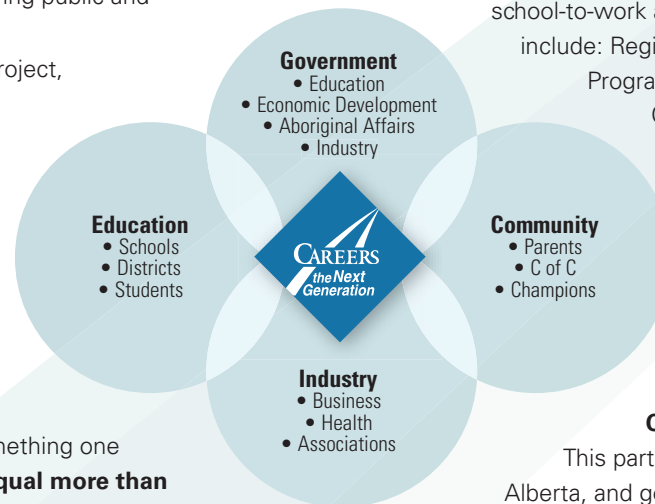
CAREERS is proud of our relationships with the Alberta Government, business and industry partners, our support networks with First Nation Reserves and Métis Settlements, the education community, and our community-regional alliances. Our partnerships are a demonstrated strength about shared vision and common purpose. Currently, we have four formal provincial community and regional partnerships.

**South Eastern Alberta Partners for Youth Career Development.** Serving the southeastern sector of Alberta this partnership includes five school jurisdictions, Medicine Hat College, business, government, and CAREERS. This Council operates from Medicine Hat and is governed by a Council representing education, business, government, health, CAREERS, and community sectors. It provides for the integration of academics, applied learning, workplace internships, and career awareness in support of youth to make a successful transition from school-to-work and/or post-secondary education. Program areas include: Registered Apprenticeship Program, Co-op Apprenticeship Program, Health Services, and Production Field Operator Certification. Special events and activities include Skills Alberta Regional Competition, and parent awareness and information sessions.

The primary goal in SE Alberta Partners is to ensure youth have optimal access to career development resources and will be better prepared to take advantage of relevant learning and workplace opportunities.

## **Chinook Regional Career Transitions for Youth.**

This partnership is located in Lethbridge, serving southwest Alberta, and governed by a Council with sector representation from education, business, Lethbridge College, University of Lethbridge, CAREERS, Aboriginal schools, community agencies, and within the region. There are seven school jurisdictions involved. The Council facilitates career awareness and workplace experiences for youth. Together the organizations provide joint program services such as career awareness workshops for students and hands-on work site experiences for youth, along with parent and community information sessions. Program areas include: Registered Apprenticeship Program



and Health Services. Special events and activities provided annually include the Trades Demonstrations Event, Skills Alberta Competition, career resource information to teachers, counselors, and students.

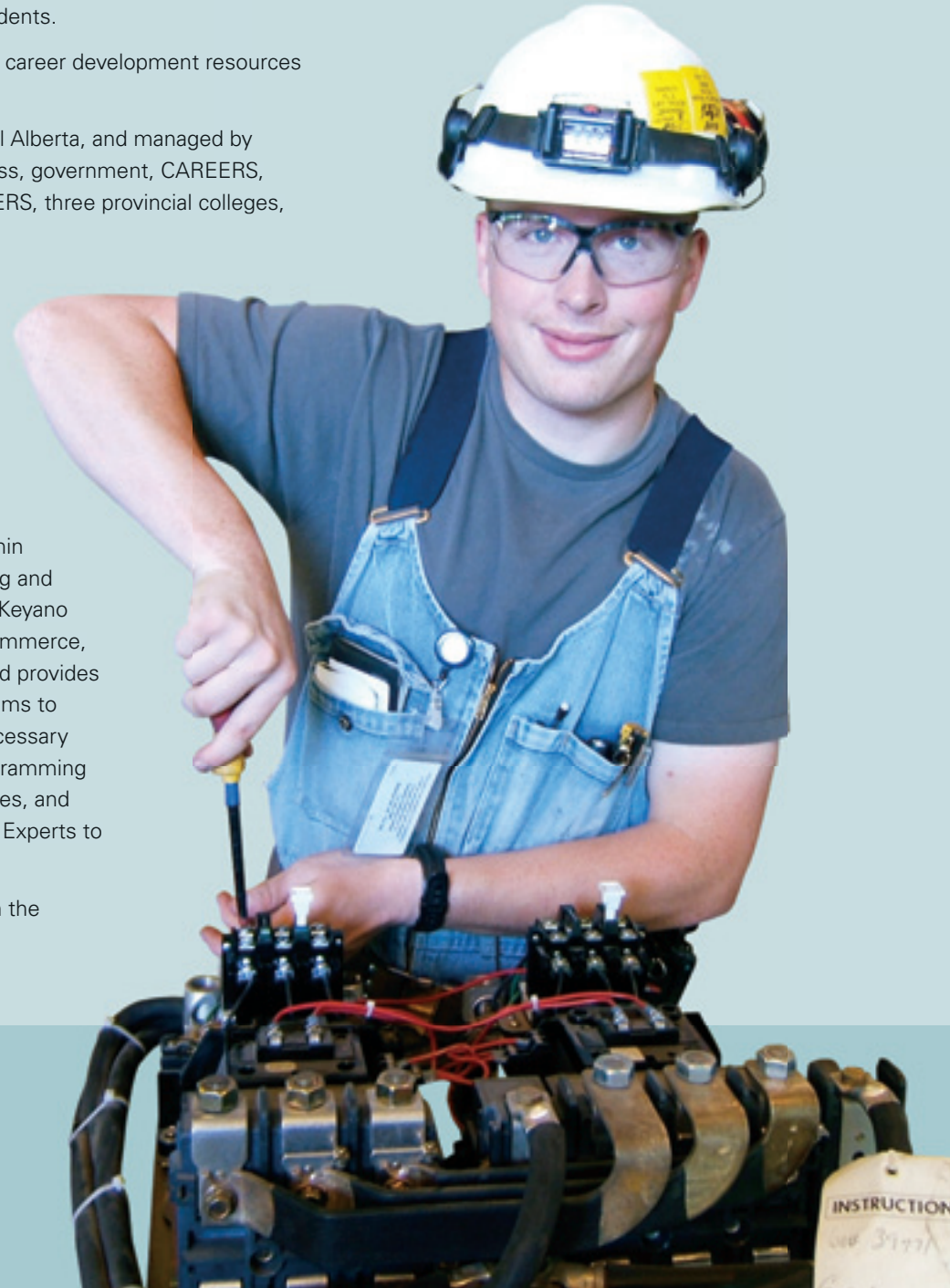
Chinook Regional Career Transitions for Youth is committed to improving access to career development resources and information for youth, including students in Grades 7 through 12.

**Central Alberta Career Prep.** is a consortium of stakeholders, operating in Central Alberta, and managed by an Advisory Committee which includes representation from the education, business, government, CAREERS, and regional communities. Membership includes eight school jurisdictions, CAREERS, three provincial colleges, business, government agencies. This initiative links relevant career development information with a well rounded education to develop meaningful career transitions for youth in Central Alberta. Program areas include: Registered Apprenticeship Program, Tech Prep Credential, Green Certificate, and Health Services. Special events and activities include the Trades Expo, Career SMORG, and sessions with parents.

The goal of the consortium is to assist high school students with career information and encourage them to develop career action plans to better prepare for postsecondary training and/or the world of work.

**Community Careers Cooperative (CCC)** is an industry-education partnership within the Regional Municipality of Wood Buffalo in support of education, life-long learning and workforce development. Board representation includes three school jurisdictions, Keyano College, and government agencies, business, Aboriginal agencies, Chamber of Commerce, and the community. CCC is dedicated to the career development of local youth and provides a smooth transition from school-to-school and school-to-work. CCC delivers programs to enable high school students to make informed career choices and to attain the necessary academic qualifications and employability skills to succeed in the work place. Programming includes Registered Apprenticeship Program, Co-op Apprenticeship, Health Services, and Career Prep. Special events and activities include mentorship training for industry, Experts to You, Skills Alberta Regional Competition, Trades Day, and student portfolio review.

The Mission of the Community Careers Cooperative is to build partnerships within the community in support of education, lifelong learning, and workforce development.



**Ryan Charron**

**INSTRUMENT TECHNICIAN, CO-OP INTERN**

**SOUTH EASTERN PARTNERS FOR YOUTH CAREER DEVELOPMENT**

# PRINCIPLES OF COMMUNITY MOBILIZATION

“Community Mobilization” is a CAREERS central theme. In 2008 CAREERS produced a Community Mobilization Charter of principles. It states:

## **Put on the good face of CAREERS: The Next Generation**

Live up to the spirit of CAREERS.

Be a part of the community.

Facilitate, take action, cheerlead, empower others, and celebrate.

## **Offer a Solution**

Be confident. Be convincing. Be action-oriented.

Show what is possible – give examples, provide for testimonials, take a side-trip.

Recognize the uniqueness of the community.

Identify and focus on the end-in-mind.

Stick to the mission.

## **Recognize youth career development as a valuable community asset**

Value Youth. Help youth live up to their true and full potential.

Enable youth to contribute to the total well-being of the community.

Treat as leaders of tomorrow.

## **Build Support**

Quality is paramount.

Attract and retain the right skills base for the workplace of tomorrow.

A youth talent pool that will out-work, out-perform, and excel in **ALL** segments of employability and education.

## **Strengthen Relationships and Forge Connections**

Create opportunities for people to connect and build relationships through CAREERS work.

Make newcomers feel welcome. Live by example to promote acceptance, trust, cooperation, and respect.

Grow relationships.

## **Promote Inclusion**

Remove barriers. Encourage all to be involved.

Do the right things at the right times to keep people engaged.

Be strategic. Be willing to take a risk. Have patience. Maintain momentum.



### **Engage the Flag-bearers**

Seek out the champion(s).  
Form other leaders as champions for sustainability.  
Create opportunities for the torch to shine.

### **Support Excellence**

Youth carry the hopes of the community. Youth win hearts.  
Help business and community leaders to actively support the well-being of their community.  
Help **ALL** to be the best they can be.

### **Champion Ethical Conduct**

Commit to be truthful and honest. Be fair in all dealings.  
Build ownership and respect for principles, processes, practices, and purposes – in committee meetings, in activities and events, with each other, and in the community.  
Be transparent.

### **Create Safe and Welcoming Environments**

Nurture, develop and protect places and spaces that are hospitable and conducive to safe career development experiences for youth.  
Communicate with parents on the importance of safety at the workplace.  
Prepare. Prepare. Prepare.

### **Foster Participation**

Inspire educators, youth, parents, and business leaders to become actively involved.  
Offer a variety of opportunities for involvement – structured and unstructured.  
Be inviting. Make the work enjoyable not burdensome. Be time conscious.

### **Celebrate Contribution**

Recognize and honour the people – business leaders, educators, youth, parents, community leaders, volunteers, and mentors – whose contributions make possible youth career development to the benefit of **ALL** sectors of community life and to the economic well-being of the community.  
Dedicate a special time to acknowledge all forms of giftedness.  
Applaud. Applaud. Applaud.

# 2008 HIGHLIGHTS

- Nov '07 Registered Apprenticeship Program Scholarship Celebrations held in Edmonton and Calgary. Over 700 family, friends, employers, school and government representatives gathered in Calgary and Edmonton to recognize over 425 recipients of the RAP Scholarships sponsored through the Alberta Apprenticeship and Industry Training Board.
- Dec '07 CAREERS receives results of the Health Longitudinal study that indicates the health services internship model has significant impact on career choices in health care by students. Findings include a large percentage of these students entered health care programs in post-secondary institutions in Alberta.
- Feb '08 Second Semester student RAP Interns begin placement.
- Mar '08 Aboriginal Youth Initiative – New student video introduced.
- May '08 The "FUTURES CIRCLE" event was held on May 6, 2008 at the Royal Glenora Club in Edmonton. It recognized and honoured the contribution and support of CAREERS valued investors. Supporters who have invested in CAREERS for five years and ten years were inducted into the esteemed "FUTURES CIRCLE"
- June '08 Chinook Regional Transitions for Youth Career Development (Lethbridge) and CAREERS renews partnership agreement which includes the placement of a CAREERS field director within Chinook Transitions.
- Jul '08 Summer Internship Placements begin for RAP, Health, PFO, Co-op and Skilled Workforce Ahead Programs.
- Aug '08 A record number of 1,772 student interns enter and complete their summer internships.
- Sept '08 South Eastern Partners for Youth Career Development (Medicine Hat Region) renews partnership with CAREERS: The Next Generation. The partnership hosted the annual CAREERS team retreat in Medicine Hat.
- Supported by industry CAREERS has commenced development work to introduce a Health Care Aide Program Model to High School Youth.

## RECOGNIZING OUR INVESTORS

### Appreciating our investors...introducing the CAREERS Futures Circle

The "FUTURES CIRCLE" event was held on May 6, 2008 at the Royal Glenora Club in Edmonton. It recognized and honoured the contribution and support of CAREERS valued investors. Supporters who have invested in CAREERS for five years, ten years, and more were inducted and welcomed into the esteemed "FUTURES CIRCLE" membership.

The evening brought together close to 100 CAREERS Investors and featured two student alumni speakers. Over 10 years ago, Steve Weiss was introduced to the RAP program through CAREERS, Steve is now the President & CEO of Quality HVAC. Ian Connolly entered into the CAREERS Health Services Youth Initiative over 5 years ago and is now working at the Glenrose Hospital (the same location of his internship) as an Occupational Therapist. Both Steve and Ian thanked the Futures Circle members for their investment.



**Ian Connolly**  
OCCUPATIONAL THERAPIST,  
GLENROSE HOSPITAL



**Steve Weiss**  
PRESIDENT & CEO  
QUALITY HVAC

# CAREER AWARENESS AND MORE

CAREERS: The Next Generation participates in career awareness events throughout the province and is dedicated to providing leadership and support to organizations in support of youth career awareness. In 2008, the CAREERS team along with their partners provided the opportunity for students to explore career options including the following:

- |         |   |        |  |
|---------|---|--------|--|
| OCT/DEC | <ul style="list-style-type: none"><li>• Career student workshops in schools</li><li>• School-based Career Fairs</li><li>• Greater Edmonton Career Fair – Shaw Convention Centre</li><li>• Presentation CEC Conference – Vancouver, BC</li></ul>   | APRIL  | <ul style="list-style-type: none"><li>• Wood Buffalo (Fort McMurray) Regional Science Fair</li><li>• TRADES Expo 2008 – Red Deer</li><li>• Discover Careers in Trades – Demo Day 2008 – Lethbridge</li><li>• Science Olympics Fair – Lethbridge</li><li>• Ledcor Group of Companies Career Night – Nisku</li><li>• North East Alberta Regional Skills High School Competition</li><li>• Wood Buffalo Regional Skills Competition</li></ul> |
| FEB     | <ul style="list-style-type: none"><li>• 2008 Lakeland Regional Job Fair &amp; Career Expo</li><li>• Career SMORG – Central Alberta Career Prep</li><li>• Edmonton Motor Show</li><li>• Health Discovery Days – Central Alberta</li><li>• ATA Teacher Conventions – Career Fairs</li></ul>                   | MAY    | <ul style="list-style-type: none"><li>• 14th Regional Consultation for Career Development</li><li>• SE Alberta Regional Skills Competition/Trades Expo – Medicine Hat</li><li>• Tri-High Community Career Event – Edmonton</li><li>• SW Alberta Regional Skills Competition – Lethbridge</li><li>• Provincial (Alberta) Skills Competition – Calgary</li><li>• Skills Canada Competition – Calgary</li></ul>                               |
| MARCH   | <ul style="list-style-type: none"><li>• Health Services Summer Internship Student/Parent Info Session</li><li>• Central Alberta Home Show – Hazard Assessment for high school students</li><li>• NE Alberta Trades Fair and Expo – Fairview College</li><li>• Edmonton Public Schools Career Fair</li></ul> | JUNE   | <ul style="list-style-type: none"><li>• Health Careers Exploration College – Lac La Biche</li></ul>  |
|         |   | JULY   | <ul style="list-style-type: none"><li>• Health Services Camp – Edmonton</li><li>• EnCana Energy Camp, SAIT – Calgary</li><li>• S.C.R.U.B.S Health Camp – Calgary</li></ul>   |
|         |   | AUGUST | <ul style="list-style-type: none"><li>• Health Services Camp – Edmonton</li></ul>  |



**Dana Huffman**  
HEALTH INTERN  
MEDICINE HAT HIGH SCHOOL



# TRADES AND TECHNOLOGIES

*"CAREERS is a pro-active organization and are always a big help to me. They have all kinds of connections in industry and will help when asked to line students up with employers for RAP placements. CAREERS puts on seminars to let students know what employers are looking for and they have wonderful information that helps students do research on the trades and interview employers."*

**LEIGH SMITHSON**, CTS TEACHER, ÉCOLE NOTRE DAME, RED DEER

**Julian Rites**

**INSTRUMENT TECHNICIAN**, RAP INTERN, BARBER ENGINEERING • ARCHBISHOP OLEARY



# REGISTERED APPRENTICESHIP PROGRAM (RAP)

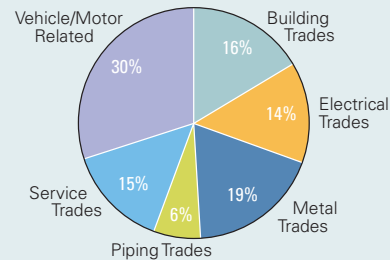
CAREERS: The Next Generation promotes the high school Registered Apprenticeship Program within Alberta schools and Aboriginal communities. Working in 347 schools with 1,133 employers across Alberta, CAREERS provides the linkage between industry and education by facilitating and coordinating workplace internships.

The RAP program is an Alberta Advanced Education and Alberta Education program that allows high school students to begin apprenticeship training while in high school. Students earn up to 40 credits and accumulate apprenticeship hours by combining school and work. In 2008, CAREERS presented information on the RAP program to 28,011 students in a school-based workshop. 1,210 students entered into a pre-RAP workplace internship of at least 125 hours to 'test drive' one of over 50 trades available in Alberta.

The percentage of pre-RAP students testing a trade cluster is illustrated by the graph below.

## RAP INTERNSHIP BY CLUSTER

October 1, 2007 – September 30, 2008



In 2008, 52% of CAREERS pre-RAP student interns successfully transitioned into their first year of apprenticeship training in RAP and continue to combine school and work. On completing high school these students will enter their first year of technical training in an Alberta post-secondary institution, followed by the second year of on-the-job apprenticeship training with an Alberta employer.

## RAP SCHOLARSHIP CELEBRATION 2008

RAP students who have graduated from high school and start their first period of in-class training are eligible to apply for a provincial \$1,000 RAP Scholarship. In 2008, 425 students were selected for the RAP Scholarship Program with half of this year's recipients identified as eligible to receive the prestigious Alberta Rutherford Scholarships, requiring students to maintain at least an average of 75 per cent in core subjects in Grades 10 through 12.

CAREERS with the support of the Alberta Apprenticeship and Industry Training Board hosted two RAP Scholarship Events, one in Calgary and one in Edmonton. Close to 700, friends, parents, employers and RAP supporters attended the event to salute the achievement of recipients.



RAP RECIPIENTS CALGARY, ALBERTA



## CO-OP APPRENTICESHIP PROGRAM

The Co-op Apprenticeship Program is a post high school apprenticeship model offered through a partnership between CAREERS: The Next Generation, the Community Careers Cooperative in Fort McMurray and South East Alberta Partners for Youth Career Development in Medicine Hat.

This program is an opportunity for youth ages 18 – 26 to gain up to 4 years of apprenticeship training in one of over 50 trades available in Alberta. The Co-op Trades Program offers students who have graduated in the Fort McMurray and Medicine Hat Regions the opportunity to connect with local employers and gain access to a trade of their choice.

The Co-op Apprenticeship model has been very successful in attracting top candidates and offering them varied shop and field experiences throughout their training period. The model supports the theme of “growing your own” talent pool as one solution to local skills shortage.

## COMBINED RAP AND CO-OP APPRENTICESHIP MODEL

In 2008, CAREERS in collaboration with industry associations and participating high schools, piloted an apprenticeship model in Edmonton to include a renewed focus at the high school grade 12 level for youth that have missed the opportunity to enroll in RAP. This program was designed to ‘catch’ some youth that remain undecided about a career future after high school.

The combined model enabled a summer or a school semester in RAP before transition to a co-op apprenticeship model. This dual entry opportunity to enter a regular apprenticeship was presented to recent high school graduates and through the support of industry a co-op apprenticeship assignment was created for 17 successful youth candidates in Edmonton.

In 2008, 66 young adults entered the combined RAP and co-op apprenticeship model offered in Fort McMurray, Edmonton and Medicine Hat.

## CAREER PREP

The Community Careers Cooperative offers a Career Prep Program to student in grades 11 & 12 in the Fort McMurray Region.

In 2008, 7 students participated in the program exploring their career of choice and enhance their employability skills through a 6 week summer internship.



### **Stephanie VonEggers**

ELECTRICIAN, RAP INTERN, WEST EDMONTON MALL  
MCNALLEY HIGH SCHOOL

## SKILLED WORKFORCE AHEAD PROGRAM

The Alberta Roadbuilders and Heavy Construction Association (ARHCA) and CAREERS: The Next Generation partnered to create the “Skilled Workforce AHEAD: Building a Youthful Workforce” Program.

The program provided career awareness to students, parents and educators regarding careers in the Roadbuilding and Heavy Construction Industry. Students in grades 11 and 12 entered into a summer internship in an entry level (general labourer) position with an ARHCA member contractor, which upon successful completion could lead to an employer based industry certified occupation.

In 2008, CAREERS presented the Skilled Workforce Ahead Program to 5,300 students throughout Alberta with 31 entering into a summer internship.

## ENERGY – OIL AND GAS PRODUCTION FIELD OPERATIONS PROGRAM

The Oil & Gas Production Field Operator Program (PFO) initially started in 2003 as a pilot program for Aboriginal youth in the Wabasca region of Northern Alberta. In 2005, the program expanded to the Medicine Hat region through a collaborative partnership with CAREERS: The Next Generation, the South Eastern Alberta Partners for Youth Career Development, EnCana Corporation, and SAIT. In early 2009, the PFO model will expand into additional schools and communities across Alberta.

The Production Field Operations Program is a CAREERS program available for Grade 10 – 12 students interested in a career path in the energy sector. The program is well established in the Wabasca area, Hobbema, Fort Assiniboine, and the Medicine Hat region. In 2008, CAREERS presented information on the PFO Program to 3,141 students with 35 entering into the PFO Program as a summer intern.

Students normally enter the first summer internship on successful completion of grade 10. The summer starts with a one week EnCana Energy Camp at SAIT where students gain an awareness of the sector and obtain safety certifications prior to entering their first of three summer internships. By high school completion PFO interns can achieve up to six months of paid field experience with participating industries.

Students enroll in the distance education program, Production Field Operations, through SAIT’s Open Learning Instructional System (SOLIS). The Production Field Operations modules provide students with the theory required in the industry while gaining high school credits throughout grades 10, 11 and 12.

Students who successfully complete and fulfill the requirements of the SAIT SOLIS program can achieve the SAIT Production Field Operator certification that can lead to entry level employment within the oil & gas sector. Students may choose, instead of direct entry into the workplace, to continue their education at SAIT in the Petroleum Engineering Technology Diploma Program or the Bachelor of Applied Petroleum Engineering Technology Program.

*“I’m very impressed with CAREERS. They do a great job of getting into the schools and giving students an idea of what’s out there for them. They also do an extreme amount of work to prepare these students before we get them, which is another reason why we love this program.”*

**LAURA SECORD-MARRA**, CALIBER SYSTEMS INC.

# HEALTH SERVICES YOUTH INITIATIVE

In 2001, CAREERS: The Next Generation formed a partnership with Alberta Health and Wellness and all seventeen Health Regions within Alberta. The model became known as the CAREERS Health Services Youth Initiative.

This initiative is intended to increase awareness among high school youth of the many and rewarding career path choices in health care. For selected students the program model provides career exploration and career development experiences at the workplace through summer internships. The primary goal is to encourage high school youth to make an informed career choice in one of the many health career occupations, with the intent to expand the workforce talent pool in health care.

The Health Services Youth Initiative offers unique educational and work experience opportunities for high school students in over 250 health occupations. Health facilities across Alberta participate in the model providing excellent onsite mentorship and workplace experiences for students. Students gain an applied understanding of their career choice while gaining the employability skills necessary to succeed in the workplace.

In 2008, The CAREERS team promoted the Health Services Youth Initiative to over 21,525 students across Alberta. Career placements were offered to 422 health internship students from emergency medicine, to diagnostic imaging, to mental health and rehabilitation.

Students interested in the Health Services Youth Initiative enter the program in grade 11 with an additional opportunity available for a second summer internship in grade 12. Students work with a health services provider for six to eight weeks and gain one high school credit for every 25 hours worked. In Alberta, the Regional Health Authorities, Alberta Cancer Board, and a number of private, industry and volunteer facilities take part in the Health Services Youth Initiative.

The University of Alberta completed a longitudinal study in 2007 and found that participation in CAREERS' Health Services Summer Internship program appears to help students not only explore careers in health services, but also to get a clearer idea of where they want to go in the health care field. As of September 2007, 71% of the survey respondents were attending university as their main activity. Another 16% were attending college and 2% were attending other training. 8% were working for pay. Three-quarters of those attending post-secondary education said they were planning to pursue a career in healthcare.

*"In my 6 weeks here, I have been exposed to so much; this opportunity was fun and eye opening. I now know for my post secondary schooling I want to do something in mental health"*

**NATALIA CLOVECHOK**, MENTAL HEALTH INTERN, AMPS

# ABORIGINAL YOUTH INITIATIVE

In March 2001, CAREERS first introduced an Aboriginal Youth Initiative as a three-year pilot. Today, the Aboriginal Youth Initiative is a mainstay program within the CAREERS core business plan delivering key 'stay-in-school' and career messages to Aboriginal youth in grades 3 through 12 and facilitating opportunities for Aboriginal youth to experience "hands-on" learning in the workplace through CAREERS internships.

The Aboriginal Youth Initiative focuses on the mobilization of the communities through the involvement of parents, Elders, Aboriginal support agencies, schools and key industry players. This includes school and classroom presentations to teachers and students, career fairs, career information meetings with parents and Elders, community skill development and education forums, information sessions with industry and the community.

The CAREERS Aboriginal team is actively working with youth on First Nation Reserves, Métis settlements and urban centres throughout Alberta. Alberta's vigorous industry base in and around Aboriginal communities requires skilled labour, particularly in trades, health, technical occupations and in post-secondary certifications. These industries include construction, forestry, energy (oil and gas), manufacturing and prefabrication, and chemical operations. These opportunities provide tremendous career awareness and career development linkages for Aboriginal youth.

The Aboriginal CAREERS team have become role models that provide stay-in-school messages, facilitate learning and seek out employers to provide workplace summer internships. In 2008, the CAREERS Aboriginal team provided 373 school awareness presentations to 3,580 Aboriginal youth in schools throughout Alberta. The team delivered the Aboriginal Youth Initiative message to an additional 3,191 Aboriginal youth at career fairs within Aboriginal communities and schools. This resulted in 98 Aboriginal youth participating as a CAREERS summer intern in (52) RAP, (38) Health Services and (8) Production Field Operator Programs.

## **Sheanna Desjarlais**

CAREERS HEALTH INTERN, PARTNERS FOR YOUTH, ROYAL ALEX HOSPITAL  
EDMONTON CATHOLIC SEPARATE SCHOOL DISTRICT #7



# INTRODUCING CAREERS NEW CAREER PATHWAYS

## THE CAREERS POWER ENGINEERING PROGRAM

CAREERS will introduce a 4th Class Power Engineering Program in early 2009. Participating in this new career path will be: Syncrude Canada Ltd., Suncor Energy Resources, ALPAC, EPCOR, ATCO Power, Pan-Global Training Systems, NAIT, and Alberta Boilers Safety Association.

The goal of the CAREERS Power Engineering Program is to expand opportunities for students to examine high demand career options and provide employers the opportunity to participate in growing their workforce within their local community.

Students-on-track to graduate will be eligible to enter the program in grade 10 and over the three years of high school, will spend their first and second semesters completing a full course load (i.e., normal academic high school requirements leading to high school graduation) and theory components of the power engineering program. Grade 11 and Grade 12 students are also eligible to enroll on the understanding that they will likely have to transit to the post-secondary to complete the theory components of the program upon high school graduation.

Successful achievement in both the school program and the power engineering program will enable the student to spend up to 320 supervised internship hours during the summer as a full-time paid worker in a local heating or power plant. Students will be eligible to earn high school credits applicable to meeting Alberta High School Diploma requirements in Career and Technology Studies, Career Internship and Work Experience. In total, a student will gain 33 high school credits (825 hours) for theory, assignments and examinations and up to 39 high school credits (960 hours) for practical internship experience.

In the pilot NAIT will provide a hybrid model for instruction involving distance and online learning combined with face-to-face mentoring, followed by laboratory-based and practical real-time workplace experience during the summer. All school-based and workplace learning is supervised by both a certified teacher and certified power engineer. Upon successfully completing the program, students can receive 4th Class Power Engineering certification upon receiving a pass mark on the 4th Class Power Engineer exam administered by the Alberta Boilers Safety Association.

## THE CAREERS HEALTH CARE AIDE PROGRAM (HCA)

CAREERS: The Next Generation has partnered with the health care industry, educators, government and rural communities in Alberta to develop a new Health Care Aide career pathway. HCA is identified by Alberta Health and Wellness as a hard-to-recruit area and regional health jurisdictions involved with the HCA pilots have expressed human resource shortages in HCA, now and in the foreseeable future.

The CAREERS HCA Program will provide a meaningful career development opportunity for high school students. Suitably qualified and motivated students have the opportunity to enroll in a HCA training program while attending high school. Students receive credits toward a high school diploma and at the same time have the opportunity to meet requirements for post-secondary certification as a Health Care Aide.

The goal of the CAREERS HCA Program is to enhance programming choices for high school students to link classroom learning and the workplace resulting in an increased number of health care workers in local health regions, especially rural Alberta.

Students on track to graduate will be eligible to enter the program in grade 10 and will spend all or most of the first and second semester in grade 10, 11 and 12 completing a full course load (i.e., normal academic high school requirements leading to high school graduation combined with theory components of the HCA program). Successful achievement in both the school program and the HCA program enables the student to spend up to 250 clinical internship hours during the summer as a full-time paid health care worker in a supervised health care setting.

NorQuest College will provide a hybrid model for instruction involving distance and online learning combined with face-to-face instruction, followed by laboratory-based and practical workplace learning experiences. All school-based, laboratory and workplace learning is supervised and mentored by a certified teacher and regulated nursing professional.

Students earn high school credits applicable to meeting Alberta High School Diploma requirements in Career and Technology Studies, Career Internship and Work Experience. In total, a student will gain 26 high school credits (650 hours) for theory, assignments and examinations and 30 high school credits (750 hours) for practical clinical experience. Upon successfully completing the program, students receive provincial certification as a Health Care Aide and post-secondary credit transferable to further study in the field of health care.

Two pilot projects will include Livingstone Range Regional School Division, Chinook Health, NorQuest College, and CAREERS, and Buffalo Trails Regional School Division, East Central Health, NorQuest College, and CAREERS.

# BOARD OF DIRECTORS

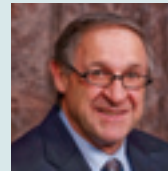
Members of the CAREERS Board of Directors represent various geographic regions, government and industry sectors. They bring a wealth of expertise from diverse backgrounds ensuring different perspectives are brought to the organization. Board members are united by their strong belief that the key to future prosperity rests with a skilled and motivated workforce resulting from successful career development of Alberta youth. The guidance of this dedicated group is essential to CAREERS: The Next Generation to remain accountable, focused and results-oriented.



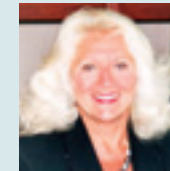
**JIM CARTER**  
*Board Director*  
Public Member



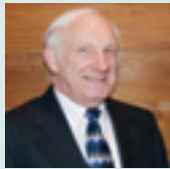
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*Board Director*  
CEO & Founder  
Clark Builders



**PAUL COLLINS**  
*Board Director*  
Owner  
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**MARIA DAVID-EVANS**  
*Board Director*  
Deputy Minister  
Alberta Aboriginal  
Relations



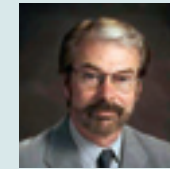
**BOB DEMCOE**  
*Secretary-Treasurer 2009*  
Executive Vice President  
& CFO  
Alberta Pacific Forest  
Industries Inc.



**DOUG GOLOSKY**  
*Board Director*  
Director  
Golosky Energy  
Services



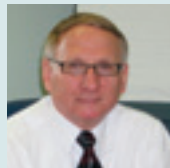
**JERRY HANDFORD**  
*Board Director*  
General Manager  
Organizational  
Effectiveness  
Syncrude Canada Ltd.



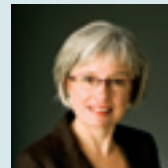
**KERAY HENKE**  
*Board Director*  
Deputy Minister  
Alberta Education



**PETER HIGGINBOTTOM**  
*Board Director*  
Director, Supply Chain  
Refining & Marketing  
Operations  
Suncor Energy Inc.



**RUSS HOLOWACHUK**  
*Board Director*  
Vice President & General  
Manager  
Canadian Fertilizers  
Limited



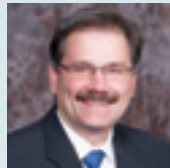
**SHIRLEY HOWE**  
*Board Director*  
Deputy Minister  
Alberta Employment and  
Immigration



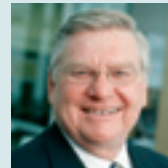
**MILES HUNT**  
*Board Director*  
Vice President Human  
Resources  
Finning (Canada)



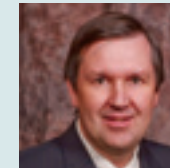
**LINDA MILLER**  
*Board Director*  
Deputy Minister  
Alberta Health and  
Wellness



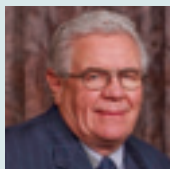
**ANDY NEIGEL**  
*Board Director*  
President & CEO  
CAREERS: The Next  
Generation



**ERIC P. NEWELL, O.C.**  
*Chair of the Board*



**RAY PRICE**  
*Secretary-Treasurer 2008*  
President  
Sunterra Group



**MEL SVENDSEN**  
*Board Director*  
President & CEO  
Standen's Ltd.



**ROGER THOMAS**  
*Board Director*  
Executive Vice President,  
North America  
Nexen Inc.



**ANNETTE TRIMBEE**  
*Vice-Chair*  
Deputy Minister  
Alberta Advanced  
Education and Technology

CAREERS expresses a deep appreciation to outgoing Board Members from 2008 including: **Bob Fessenden** (former Deputy Minister, Alberta Advanced Education and Technology), **Gerry Bourdeau** (former Deputy Minister, Alberta International Intergovernmental and Aboriginal Affairs), **Ulysses Currie** (former Deputy Minister, Alberta Employment & Immigration), **Paddy Meade** (former Deputy Minister, Alberta Health and Wellness) and **Don Oborowsky** (President, Waiward Steel). Each member of the board brought a new perspective and contributed to the success of careers in 2008.

# STATEMENT OF OPERATIONS

Year ended September 30, 2008, with comparative figures for 2007

	2008	2007
<b>Revenue:</b>		
Alberta government contributions	\$ 1,477,290	\$ 1,032,858
Corporate contributions	1,375,696	1,181,152
Health Educational Programs	306,475	250,927
Federal government contributions	112,034	105,240
Investment income	21,561	48,964
Municipal government contributions	32,084	20,500
	3,325,140	2,639,641
<b>Expenses:</b>		
Program costs:		
Professional services and salaries	1,626,068	1,721,239
Health Educational Programs	313,229	250,126
Travel	251,456	283,451
Trade fairs and events	206,401	54,804
Communications	93,818	92,515
Administrative support	74,656	203,315
Production and creative work	57,932	32,036
Publicity, printing and newsletter	52,285	105,235
Rent	32,689	31,897
Professional development	4,203	6,283
	2,712,737	2,780,901
General and administrative expenses	423,641	108,382
Total expenses	3,136,378	2,889,283
Excess (deficiency) of revenue over expenses	\$ 188,762	\$ (249,642)

TO VIEW FULL AUDITED STATEMENTS WITH NOTES VISIT: [WWW.NEXTGEN.ORG](http://WWW.NEXTGEN.ORG)

# STATEMENT OF FINANCIAL POSITION

September 30, 2008, with comparative figures for 2007

	2008	2007
<b>Assets</b>		
Current assets:		
Cash	\$ 269,474	\$ 112,970
Short term deposits	2,689,041	1,247,811
Accounts receivable	265,973	184,765
Prepaid expenses	118,438	13,420
	3,342,926	1,558,966
Capital assets	71,042	78,966
	\$ 3,413,968	\$ 1,637,932
<b>Liabilities and Net Assets</b>		
Current liabilities:		
Accounts payable and accrued liabilities	\$ 200,971	\$ 248,287
Deferred contributions	1,985,215	331,098
	2,186,186	579,385
Unamortized external capital contributions	34,905	54,432
Net assets:		
Internally restricted	350,000	350,000
Investment in capital assets	36,136	24,533
Unrestricted	806,741	629,582
	1,192,877	1,004,115
Commitments		
	\$ 3,413,968	\$ 1,637,932



## CAREERS TEAM

BACK ROW: Helen Flamand, Ken Hodgins, Sharon Cleghorn, Ann Rush, Andy Neigel, Debbie Hahn, Wayne Markley, Mel Giles

MIDDLE ROW: Steve Carlyle, Holly Bilton, Alex Gordon, Judy Kerr, Lorraine Kayln, Najwa Karamujic, Stacey Flanagan, Ken Saunders, Vivian Haland, Lana Bullough, Paul St Cyr

FRONT ROW: Karen St Cyr, Jerry Heck, Clara Sharp, Karen Roe, Al Fisher, Marcel St Arnaud, Lisa Budden, Jim Goodmurphy, Aurelio Delbello

NOT PRESENT: Wes Baker, Gary Bertrand, Mona Girling, Bobbi Hora, Shannon Jones, Hilton Mierau, Janetta Soup, Margaret Vennard

THANKS TO THE CAREERS TEAM AND OUR SCHOOL PARTNERS

FOR THEIR DEDICATION AND COMMITMENT TO ENHANCE

OUR YOUTH IN CAREER EXPLORATION.

## OUR STAKEHOLDERS

### Schools in FY 2008 (347)

Abbott School  
 Acme School  
 Alexis Elementary Junior Senior High School  
 Alix (Mirror and Alix Central)  
 Allan Watson School  
 Almadina Language Charter Academy  
 Alternative High School  
 Amiskwaciy Academy  
 Andrew School  
 Archbishop Jordan High School  
 Archbishop MacDonald  
 Archbishop O'Leary  
 Archbishop Oscar Romero School  
 Ardrossan Junior Senior High School  
 Argyll Home School Centre  
 Ashmont Secondary School  
 Assumption Junior Senior High School  
 Austin O'Brien  
 Banff Community High School  
 Barrhead Composite High School  
 Bashaw School  
 Bassano School  
 Battle River Regional Division No. 31  
 Bawlf School  
 Beaverlodge Regional High School  
 Bellerose Composite High School  
 Ben Calf Robe - St. Clare  
 Bert Church High School  
 Bev Facey Community High School  
 Bigstone Community School  
 Bishop Carroll High School  
 Bishop Grandin High School  
 Bishop Kidd School  
 Bishop McNally High School  
 Bishop O'Byrne High School  
 Blessed Sacrament School  
 Blue Quills First Nations College  
 Bonnyville Centralized High School  
 Bow Valley High School  
 Bowden (Grandview) School  
 Bowness High School  
 Boyle School  
 Boyle Street Education Centre  
 Braemar School  
 Breton High School  
 Brightview School  
 Britannia School  
 Brooks Composite High School  
 Buffalo Head Prairie School  
 Cadotte Lake School  
 Calgary Roman Catholic Separate School District No. 1  
 Calling Lake School  
 Calmar Secondary School  
 Calvin Christian School  
 Calvin Christian School Society of the Netherlands Reformed Congregations  
 Camrose Composite High School  
 Canmore Collegiate  
 Carbon School  
 Cardston Elementary School  
 Cardston High School  
 Cardston Junior High School  
 Career Education Society  
 Caroline School  
 Catholic Central High School  
 Centennial High School  
 Central Alberta Christian High School  
 Central High School Sedgewick  
 Central Memorial High School  
 Centre High  
 Chestermere High School  
 Chinook's Edge School Division No. 73  
 Christ The King Junior Senior High School  
 Coalhurst High School  
 Cochrane High School  
 Composite High School  
 Concordia High School  
 Consort School  
 Coronation School

Crescent Heights High School	Foothills Composite High School	Innisfail Junior Senior High School	Memorial Composite High School	Prince Charles School
Crowsnest Consolidated High School	Foremost School	J. A. Williams High School	Metro Continuing Education	Provost Public School
Dan Knott School	Forest Lawn High School	J. H. Picard	Millwoods Christian School	Queen Elizabeth Junior Senior High School
David Thompson School	Forestburg School	J. Percy Page School	Milo School	Queen Elizabeth School
Daysland School	Fort Assiniboine School	J. C. Charyk Hanna School	Mistassiniy School	R. J. Scott School
Delburne Centralized School	Fort McMurray Composite High School	J. R. Robson School	Morinville Community High School	Rainbow Lake School
Delia School	Fort Saskatchewan High School	Jack James High School	Morley Community School	Raymond High School
Delton School	Fort Vermilion Public School	James Fowler High School	Morrin School	Red Deer Public School District No. 104
Didsbury High School	George McDougall High School	Jasper Junior Senior High School	NAIT	Redwater School
Dr Mary Jackson School	Georges P Vanier School	Jasper Place School	New Norway School	Ridgevalley School
Dr. E. P. Scarlett High School	Gerard Redmond Community Catholic School	John G Diefenbaker High School	New Sarepta Community High School	Rimbey Junior Senior High School
Dr. Folkins Community School	Grand Centre High School	John Maland High School	Nipisihkopahk Secondary School	Rocky Lane School
Drumheller Composite High School	Grand Trunk High School	John Paul II High School	Noble Central School	Roland Michener Secondary School
Duchess School	Grande Prairie Composite High School	Kainai High School	Notre Dame Elementary School	Rosemary School
E. W. Pratt High School	Grant MacEwan College	Kate Andrews High School	Notre Dame High School	Ross Sheppard School
E. H. Walter School	Grassland Community School	Kateri School	Okotoks Junior High School	Rundle College Academy
Eagle Butte High School	Grimshaw Junior Senior High School	Kihew Asiniy Education Centre	Old Scona School	Rundle College Senior High School
Eastglen School	Grouard Northland School	Kinuso School	Olds Junior Senior High School	Ryley School
Eastwood School	Gus Wetter School	Kipohtakaw Education Centre	Olds Koinonia Christian School	Salisbury Composite High School
Eckville Junior Senior High School	H. A. Kostash School	Kitscoty Junior Senior High School	Oneway Junior Senior High School	Sangudo Junior Senior High School
Ecole Beau Meadow School	H. J. Cody School	La Crete Outreach Program	Our Lady of Peace	Senator Gershaw School
Ecole Beausejour	Harry Ainlay School	La Crete Public School	Our Lady of the Snows Catholic Academy	Sexsmith Secondary School
Ecole du Sommet	Harry Collinge High School	L'Academie Vimy Ridge Academy	Outreach School Centre	Siksika Nation High School
Ecole Maurice-Lavallee	Hay Lakes School	Lacombe Composite High School	P A C E Outreach School	Sir John Thompson
Ecole Notre Dame High	Heinsburg Community School	Lakeside Outreach School	Paddle Prairie School	Sir William Van Horne High School
Ecole Plamondon School	Henry Wise Wood High School	Lamont High School	Pakan Elementary and Junior High School	Sir Winston Churchill High School
Ecole Publique Gabrielle-Roy	High Level Learning Store	Lawton School	Parkdale School	Sister Gloria School
Ecole Secondaire Beaumont Composite High School	High Level Public School	Leduc Composite High School	Parkland Immanuel Christian School	Smith School
Ecole Secondaire Notre Dame High School	Highlands School	Lester B. Pearson Senior High School	Parkview School	South Central High School
Ecole Secondaire Sainte Marguerite d'Youville	Highwood School	Lindsay Thurber Comprehensive High School	Partners for Youth	Spirit River Regional Academy
Edmonton Christian School	Hill Crest Community School	Lethbridge Collegiate Institute	Paul Band First Nation School	Spruce Grove Composite High School
Edwin Parr Composite Community School	Hillside Junior Senior High School	Lindsay Thurber Comprehensive High School	Paul Kane High School	Spruce View School
Elk Island Public Schools Regional Division No. 14	Hilltop High School	Lord Beaverbrook High School	Paul Rowe Junior Senior High School	St. Albert Catholic High School
Ermineskin Elementary Junior High School	Holy Redeemer Catholic Junior/Senior High School	Lorne Akins Junior High School	Peace River High School	St. Alphonsus
Ernest Manning High School	Holy Spirit Roman Catholic Separate Regional Division No. 4	Louis St. Laurent	Peace Wapiti Academy	St. Andrew's School
F. G. Miller Junior Senior High School	Holy Trinity	M. E. LaZerte School	Peerless Lake School	St. Anthony School
F. P. Walshe School	Hughenden Public School	Magrath Junior Senior High School	Picture Butte High School	St. Benedict
Fairview High School	Hunting Hills High School	Mannville School	Piikani Nation Secondary School	St. Catherine
Father Lacombe School	Immanuel Christian High School	Master's Academy	Ponoka Christian School	St. Dominic High School
Father Patrick Mercredi Community School	Inglewood School	Matthew Halton High School	Ponoka Composite High School	St. Elizabeth Seton
	Innisfail Career High Outreach School	Mayerthorpe Junior Senior High School	Ponoka Outreach School	St. Francis High School
		McCauley School	Prairie Christian Academy	St. Francis of Assisi
		McCoy High School	Prairie River Junior High School	St. Francis Xavier
		McNally School		St. Gabriel the Archangel
		Medicine Hat High School		St. Jerome's School

St. Joseph Catholic High School  
 St. Joseph High School  
 St. Joseph's Collegiate  
 St. Marguerite Catholic School  
 St. Martha School  
 St. Martin De Porres High School  
 St. Mary of the Lake  
 St. Mary's High School  
 St. Mary's Roman Catholic Separate School  
 St. Michael School (Calgary)  
 St. Michaels School (Bow Island)  
 St. Michael's School (Pincher Creek)  
 St. Paul Regional High School  
 St. Stephens Catholic School  
 St. Thomas Aquinas High School  
 St. Timothy  
 Standard School  
 Strathcona Christian Academy  
 Strathcona School  
 Strathmore High School  
 Sturgeon Composite High School  
 Sturgeon Lake School  
 Sundre High School  
 Swan River School  
 Tatsikiisaapo'p Middle School  
 Tempo School  
 Thorhild Central School  
 Thorsby Junior Senior High School  
 Three Hills School  
 Tofield School  
 Trochu Valley Outreach School  
 Tsuu T'ina Junior Senior High School  
 Two Hills School  
 University of Alberta  
 Vegreville Composite High School  
 Victoria School  
 Viking School  
 Vilna School  
 W. P. Wagner School  
 W. R. Myers High School  
 Wainwright High School  
 Warburg School  
 West Central High School  
 West Country Outreach School

Western Canada Senior High School  
 Westmount School  
 Westwood Community High School  
 Wetaskiwin Composite High School  
 William Aberhart High School  
 William E Hay Composite High School  
 Winston Churchill High School  
 Wolf Creek School Division No. 72  
 Woodside Home  
 Youngstown School  
 Zama City School

**Communities (259)**

Acheson  
 Acme  
 Airdrie  
 Alberta Beach  
 Aldersyde  
 Alexander First Nation  
 Alexis Nakota Sioux First Nation  
 Alhambra  
 Alix  
 Andrew  
 Anzac  
 Ardmore  
 Ardrossan  
 Ashmont  
 Athabasca  
 Athabasca Chipewyan First Nation  
 Banff  
 Barrhead  
 Bashaw  
 Bassano  
 Bawlf  
 Beaumont  
 Beaver First Nation  
 Beaver Lake Cree First Nation  
 Beaverlodge  
 Bentley  
 Bigstone Cree First Nation  
 Blackfalds  
 Blackfoot  
 Blairmore

Blood Tribe First Nation  
 Bluffton  
 Bonnyville  
 Bow Island  
 Bowden  
 Boyle  
 Breton  
 Brocket  
 Brooks  
 Buffalo Head Prairie  
 Buffalo Lake Metis Settlement  
 Cadotte Lake  
 Calgary  
 Calling Lake  
 Calmar  
 Camrose  
 Canmore  
 Carbon  
 Cardston  
 Caroline  
 Castor  
 Chauvin  
 Chestermere  
 Chipewyan Prairie First Nation  
 Clandonald  
 Clive  
 Coaldale  
 Coalhurst  
 Cochrane  
 Cold Lake  
 Cold Lake First Nation  
 Coleman  
 Condor  
 Consort  
 Coronation  
 Crooked Creek  
 Daysland  
 Delburne  
 Delia  
 Dene Tha' First Nation  
 Devon  
 Diamond City  
 Didsbury  
 Donalda  
 Donnelly  
 Drayton Valley  
 Driftpile First Nation

Drumheller  
 Duchess  
 Duffield  
 Duncan's First Nation  
 Dunmore  
 East Prairie Metis Settlement  
 Eckville  
 Edmonton  
 Edson  
 Elizabeth Metis Settlement  
 Elk Point  
 Enilda  
 Enoch Cree First Nation  
 Ermineskin First Nation  
 Evansburg  
 Fairview  
 Falher  
 Fishing Lake Metis Settlement  
 Foremost  
 Forestburg  
 Fort Assiniboine  
 Fort MacKay  
 Fort Macleod  
 Fort McKay First Nation  
 Fort McMurray  
 Fort Saskatchewan  
 Fort Vermilion  
 Frog Lake First Nation  
 Ft. McMurray # 468 First Nation  
 Garden River  
 Gibbons  
 Gift Lake  
 Gift Lake Metis Settlement  
 Glenevis  
 Goodfish Lake  
 Grande Prairie  
 Grassland  
 Grimshaw  
 Grouard  
 Halkirk  
 Hanna  
 Diamond City  
 Didsbury  
 Heart Lake First Nation  
 Heinsburg  
 High Level  
 High Prairie  
 High River

Hinton  
 Horse Lake First Nation  
 Hughenden  
 Innisfail  
 Janvier  
 Jasper  
 Kapawe'no First Nation  
 Keg River  
 Kehewin First Nation  
 Kelowna  
 Kikino Metis Settlement  
 Killam  
 Kingman  
 Kinuso  
 Kitscoty  
 La Crete  
 Lac La Biche  
 Lacombe  
 Lamont  
 Leduc  
 Lethbridge  
 Linden  
 Lloydminster  
 Longview  
 Loon River Cree First Nation  
 Lougheed  
 Louis Bull Tribe First Nation  
 Lubicon Lake First Nation  
 Magrath  
 Manning  
 Mannville  
 Mayerthorpe  
 McLennan  
 Medicine Hat  
 Mikisew Cree First Nation  
 Milo  
 Monarch  
 Montana First Nation  
 Morinville  
 Morley  
 Morrin  
 Namao  
 New Norway  
 New Sarepta  
 Nisku  
 Nobleford  
 O'Chiese First Nation  
 Okotoks

Olds  
 Onoway  
 Oyen  
 Paddle Prairie  
 Paddle Prairie Metis Settlement  
 Paradise Valley  
 Paul First Nation  
 Peace River  
 Peavine Metis Settlement  
 Peerless Lake  
 Peigan First Nation  
 Picture Butte  
 Pincher Creek  
 Plamondon  
 Ponoka  
 Provost  
 Radway  
 Rainbow Lake  
 Raymond  
 Red Deer  
 Red Deer County  
 Red Earth Creek  
 Redcliff  
 Redwater  
 Rimbey  
 Rocky Mountain House  
 Rosemary  
 Ryley  
 Saddle Lake First Nation  
 Samson First Nation  
 Sandy Beach  
 Sangudo  
 Sawridge First Nation  
 Sedgewick  
 Seven Persons  
 Sexsmith  
 Sherwood Park  
 Siksika First Nation  
 Slave Lake  
 Smith  
 Smoky Lake  
 Spirit River  
 Spruce Grove  
 Spruce View  
 St. Albert  
 St. Paul  
 Standard  
 Stettler  
 Stony Tribe First Nation

Stony Plain  
 Strathmore  
 Strome  
 Sturgeon Lake First Nation  
 Sucker Creek First Nation  
 Sunchild First Nation  
 Sundre  
 Swan River First Nation  
 Sylvan Lake  
 Taber  
 Tallcree First Nation  
 Thorhild  
 Thorsby  
 Three Hills  
 Tofield  
 Trochu  
 Trout Lake  
 Tsuu T'ina First Nation  
 Two Hills  
 Valleyview  
 Vancouver, BC  
 Vegreville  
 Vermillion  
 Viking  
 Vilna  
 Wabamun  
 Wabasca  
 Wainwright  
 Warburg  
 Westlock  
 Wetaskiwin  
 Whitecourt  
 Whitefish Lake First Nation  
 Wildwood  
 Woodland Cree First Nation  
 Youngstown  
 Zama City

**Employers 2008 (1,133)**

2A Auto Service Ltd.  
 345 Iron Works  
 3R Sand  
 4-Tech Electric Ltd.  
 8th & 8th Health Centre\*  
 A & B Pipeline Services  
 A & B Refrigeration  
 A & H Steel Ltd.  
 A-1 Auto Repair  
 A1 Crane & Bridge Rentals Ltd.

Abacus Enterprises  
 Abbey Master Builder  
 Academy Fabricators Inc.  
 Acadia Community Health Centre\*  
 Accell Well Services  
 Accurate Stonework Inc.  
 Action Electrical Ltd.  
 Active Lock and Safe  
 Acumech Services Ltd.  
 Agland  
 Agro (Ponoka)  
 Agro (Calgary)  
 Air Arc Mfg Inc.  
 Airdrie Trailer Sales Ltd.  
 Akitt Mechanical Ltd.  
 Alanti Hair Group  
 Alberco Construction Ltd.  
 Alberta Children's Hospital\*  
 Alberta Drive Line Rebuilders  
 Alberta Job Corps  
 Alberta Marble & Tile Co Ltd.  
 Alberta Pacific Forest Industries Inc.  
 Alberta Sterling Plumbing & Heating Corp.  
 Albian Sands Energy Inc.  
 Alexander Health Services  
 Alf Nicks Collision  
 Allan Songer  
 Allen Gray Continuing Care  
 Allen's Agro Centre  
 Allied Transmission  
 Alltec Manufacturing Inc.  
 All-Trans Transmission & Auto  
 Almita Manufacturing Ltd.  
 Alpine Welding  
 Alta North Fabricators LTD.  
 Alta Pro Electric Ltd.  
 Altimo Hairstylist  
 Amazing Mechanical Ltd.  
 Apex Autobody  
 Apex Distribution  
 Apex Tile & Marble Ltd.  
 APS Automation  
 Aramark  
 Arc Metal  
 Arco Electric  
 Armor Machine & Mfg.

Armour Equipment Sales & Rentals Ltd.  
 Arpi's North  
 Arrkann Trailer & RV Centre  
 Artisan Homes  
 Artistic Painting & Decorating Inc.  
 Askada Hair  
 ASM Industries  
 Aspen House\*  
 Associated Communications  
 ATCO Electric  
 ATCO Gas  
 ATCO Structures  
 Athabasca Healthcare Centre  
 Athabasca Pipelines Ltd.  
 Athen's Family Restaurant  
 Atlantic Pacific Wood Fabrications Ltd.  
 Attitudes Hair and Body Spa  
 Auto Infinity Inc.  
 Auto Pro Repair  
 Automotive Machine Services Inc.  
 Avonlea Master Builder  
 B & C Appliance Service  
 B & M Plumbing and Heating Inc.  
 B Line Utilities  
 Badlands Welding and Sandblasting  
 Bale Bandits Inc.  
 Balfour Contracting  
 Banjo Electric  
 Baron Building Supplies  
 Barrhead Continuing Care Centre\*  
 Barr-Tech Electrical Services Ltd.  
 Bartman Welding  
 Bashaw Care Centre and Medical Clinic\*  
 Bassano Health Centre\*  
 Bauer Auto Body  
 Bauer Flooring Co Ltd.  
 Beauty Beat Salon Concept  
 Beaver Meadows Manufacturing Ltd.  
 Beaverhill GMC Pontiac Buick  
 Bella Salon  
 Bentley Care Centre\*  
 Bentley Electric (2008) Ltd.  
 Bentley Plumbing Ltd.  
 Bergers Plumbing & Co. Ltd.

Best Truck Services  
 Bethany Care Society  
 Bethany College Side  
 Bethany Sylvan Lake  
 Beverly Centre - 90th Avenue\*  
 Big Country Energy  
 Big Country Health Centre  
 Big Eagle Hydro-Vac Services  
 Big Lakes Dodge  
 Big Sky Electric  
 Biggalaar Builders Ltd.  
 Bigstone Community Health  
 Bigstone Oilfield Service & Supply  
 Bill's Farm Supplies Inc.  
 Bilton Welding & Manufacturing Ltd.  
 Binder Construction  
 Bird Bros. Construction Ltd.  
 Bird Construction Company  
 Bi-Systems Electric & Controls Ltd.  
 Black Oak Millwork Co.  
 Bladez Hair Co.  
 Blaskin & Lane  
 B-Line Builders  
 Blue Arc Welding & Manufacturing  
 Blue Rock Timbersmithing  
 Body Essentials  
 Bold & Beautiful Salon & Day Spa  
 Bonnyville Chrysler Jeep  
 Bonnyville East End Service  
 Bonnyville Health Centre\*  
 Boost Energy  
 Boston Pizza (3 Locations)  
 Boulder Mechanical Contractors Ltd.  
 Bow Island Health Centre  
 Bradvin Trailer Sales Ltd.  
 Brandt Tractor Ltd. (3 Locations)  
 Bratt Pak  
 Brekkaas Vacuum & Tank Ltd.  
 Brennan Auto Body Repair Ltd.  
 Bridge City Chrysler  
 Briggs Trucking and Equipment Ltd.  
 BrInc.on Construction  
 BRIX Construction  
 Brokers Marine & Sport  
 Brooks Health Centre\*  
 Brooks Lube and Alignment Ltd.  
 Bruin's Plumbing & Heating Ltd.

Brymar Electric  
 Bunch Welding Ltd.  
 Burger Boy  
 BVL Construction Ltd.  
 B-Zee Mechanical Repair Ltd.  
 C. Bros Contracting Ltd.  
 C.A.J.'S Auto Repair & Lube Ltd.  
 Cabinet Expressions  
 Calgary Board of Education  
 Calgary Laboratory Services  
 Calgary Winter Club  
 Caliber Automotives  
 Caliber Landscaping Merge  
 Caliber Systems Inc.  
 Call The Plumber  
 Calnash Trucking Ltd. (2 Locations)  
 Cameron's Cafe & Catering  
 Camrose International Trucks  
 Camrose Machine & Welding  
 Camrose Public Health\*  
 Canada Safeway (2 Locations)  
 Canada Safeway (Dalhousie)  
 Canadian Fertilizers Limited  
 Canadian Forces Base Suffield Dept  
 of National Defence  
 Canadian Import Auto  
 Canadian Natural Resources Limited  
 Canadian Tire (6 Locations)  
 Canem Systems Ltd.  
 Canmore General Hospital\*  
 Cantool Industries Inc.  
 Canwest Propane Ltd.  
 Capital Care (5 Locations)  
 Capital Chrysler Jeep Dodge  
 Capital Pizza & Steakhouse  
 Capital Steel Inc.  
 Cardinal Coach Lines  
 Carrie Hairy's Hair  
 Cascade Collision  
 Casement Electric Ltd.  
 CEDA Industrial Cleaning Services  
 Centennial Centre for Mental Health  
 & Brain Injury\*  
 Centerline Auto Service  
 Central Diesel Injection (1994)  
 Central Sales & Service  
 Centre 15 (CHR)\*

Centron Construction  
 CerPro Energy Services Inc.  
 Certified Custom Trailers Ltd.  
 CESSCO Fabrication & Engineering  
 Ltd.  
 Chandos  
 Channico Machine  
 Charchun Welding and Fabrication  
 Ltd.  
 Charlies Lock Smith  
 Chatter's Salon Simon's Valley Road  
 Chemco Electrical Contractors Ltd.  
 Chili's Texas Grill Northwood  
 Chill-Out Insulation Inc.  
 Chinook Painting and Renovation  
 Chinook Pontiac Buick GMC Ltd.  
 Chinook Regional Health Authority  
 Chris' Auto Service Ltd.  
 Chris Mechanical Services  
 Chrome Spa Saloon  
 Chunk's Motor Sport  
 City of Calgary  
 City of Medicine Hat  
 City of Spruce Grove  
 CJ Plumbing & Heating  
 CKS Mechanical  
 Clandonald Mechanical  
 Clark Builders  
 Clarks Plumbing and Heating  
 Clean Leaf Tree Care  
 Clearwater Welding & Fabrication  
 Ltd.  
 Coachworks RV & Marine  
 Coaldale Nurseries  
 Cold Lake Chrysler  
 Cold Lake Ford  
 Collins Industries Ltd.  
 Colonial Fleet Maintenance  
 Colp Subcontracting (All Season  
 Builders)  
 Comet Welding  
 Community Electric Ltd.  
 Con Tec Tire & Auto Ltd.  
 Concept Plumbing  
 Concord Well Servicing  
 Condro Electric  
 Consort Auto Body

Continental Auto Service  
 Continental Machining Services  
 Ltd.  
 Control Technology Inc.  
 Co-op Bakery  
 Copper Masonry Ltd.  
 Coronation Hospital & Care  
 Centre\*  
 Coronet Electric Inc.  
 Cosmo Hair Studio  
 County Shop  
 Courtney Berg Industries Ltd.  
 CPI  
 CR Suddaby  
 Cranton Repair  
 Creative Machining  
 Crimtech Services Ltd.  
 Crossfire Contract  
 Crowsnest Pass Health Centre\*  
 CT Performance  
 CTS Welding  
 Custom Electric Ltd.  
 Cuts Plus  
 Cutting Edge Hair Design & Salon  
 Cvs Controls Ltd.  
 CWS IMAC Design Group  
 D & D Finishing  
 D2 Electric  
 DA Electric  
 Daniel Electric Ltd.  
 Dan's Automotive  
 Darrell Klein Floorcovering Ltd.  
 Davco Solutions Inc.  
 DB Engineered Hydraulics (1994)  
 Ltd.  
 DBR Technology Center  
 DCS Concrete  
 Dean's Auto  
 Deer Country Equipment  
 Deer Valley Implements Ltd.  
 Deerland Equipment (Athabasca)  
 Ltd.  
 Deerline Sales Ltd.  
 Deermart Equipment Sales Ltd.  
 DeFord Contracting Inc.  
 Delko Electric  
 Delnor Construction Ltd.  
 Delray Electric LTD.

Demelco Developments  
 Den Dekker Contracting Merge  
 Denca Cabinets  
 Denis Sauvageau Farms  
 Denlin Service Ltd.  
 Derksen Mechanical Plumbing and  
 Heating  
 Derrick Dodge  
 Design Electric Ltd.  
 Devon General Hospital\*  
 Dewar Western Inc.  
 D'FY Hair Studio  
 Dice Plant Maintenance  
 Contractors Ltd.  
 Didsbury Health Centre\*  
 Diva Hair Northland Village  
 Diversified  
 DJ Plumbing  
 DMI Daishowa-Marubeni  
 International Ltd.  
 DMV Welding & Oilfield Services  
 Dolce Soleil Spa Salon  
 Domestic Import Autobody Repair  
 Don's Auto Repair  
 Don's Service Centre  
 Don's Speed Parts  
 Don's Welding  
 Double Arc Welding  
 Double G Mechanical Ltd.  
 (2 Locations)  
 Doug's Place Collision Repairs Inc.  
 Dr. Kerry Enger Prof Corp  
 Drayton Valley Hospital & Care  
 Centre\*  
 DRB Mechanical  
 Drumheller Health Centre\*  
 Dry Country Gas Co-op Ltd.  
 Duane Saunders Trucking  
 Ducharme Motors Ltd.  
 Dunlop Collision Centre  
 E.B. Finishing  
 Eagle Terrace Developments Inc.  
 Earl's Restaurant (5 Locations)  
 Earl's Truck Repair  
 East Health Community Health  
 Centre\*  
 East Side Auto Body  
 Eastside Chrysler  
 Eastwood Auto Body

EC Automotive Machining  
 E-Can Oilfield Services LP  
 ECM Electronics  
 Edmonton Diesel Services (1990)  
 Ltd.  
 Edmonton General Continuing Care  
 Centre\*  
 Edmonton Industrial Oilfield Welding  
 Ltd.  
 Edmonton Public Schools  
 Edmonton School District No. 7  
 Edmonton Transfer Ltd.  
 EJ Global Services  
 Electric Services  
 Elegance Hair Design  
 Element Cabinet Millworking Inc.  
 Element Electric Inc.  
 Elk Point Healthcare Centre\*  
 Ellen's Hairstyling  
 EnCana Corporation (2 Locations)  
 Enerflex Systems Ltd.  
 Enerpro Electrical Services Inc.  
 EnerPro Homes Ltd.  
 Eng-Con Holdings Ltd.  
 Entegra Controls & Energy Services  
 ER Auto Repairs  
 Erle's Auto Repair Ltd.  
 ESC Automation Inc.  
 Escada Hair International  
 Eurostyle Manufacturing and  
 Construction  
 Evansburg and District Health  
 Centre\*  
 Evelution Auto  
 Ever On Electric Inc.  
 EXAD Construction  
 Executive Millwork Inc.  
 Extencicare Holyrood  
 Extencicare Leduc  
 Extencicare Somerset  
 F & D Mechanical  
 Falke Construction Services Inc.  
 Farmway Machinery Ltd.  
 Fath Concrete  
 Father Lacombe Nursing Home\*  
 Ferrous Fabricators Ltd.  
 Filippo's Hairstylists  
 Fine Line Custom Homes  
 Development Inc.

Fire Tech Fire Protection  
 First Choice Haircutters  
 First Truck and Trailer Edmonton West  
 First Truck and Trailer Southside  
 Fleet Brake Parts & Service Co Ltd.  
 Flint Energy Services Ltd. (3 Locations)  
 Flynn Brothers Ltd.  
 Food Fair  
 Foothills Hospital\*  
 Foothills Medical Centre\*  
 Fort Saskatchewan Health Centre\*  
 Fort Vermilion School Division No. 52  
 FortisAlberta (9 Locations)  
 Fountain Tire (7 Locations)  
 Four Lane Manufacturing  
 Four Y's Plumbing & Sheet Metal  
 Foyer Lacombe  
 Franklin's Alignment  
 Frontline Compression Services Inc.  
 Fusion Production Systems Inc.  
 G & M Stone Masonry  
 Gar NT Electrical Services  
 Garneau Inc.  
 Gasoline Alley Harley Davidson  
 Gateway Industries  
 Gateway Mechanical Services Inc.  
 Gateway Sales and Service  
 Gemco Industrial Trailers  
 General Truck Rentals  
 Glenrose Rehabilitation Hospital\*  
 Global Insulation Commerical Inc.  
 Global Thermolectric  
 Gold Seal Electric Ltd.  
 Goldec Hamm's Manufacturing Ltd.  
 Golden Image Hair Design Ltd.  
 Golden Nook Beauty Salon  
 Golden Opportunity Complex Medical Clinic  
 Good Samaritan Society (4 Locations)  
 Goodmen Roofing  
 Gorilla Construction  
 Graham Construction (2 Locations)  
 Graham Industrial Services Ltd.

Gramiak Welding  
 Great Clips (Creekside)  
 Great Clips for Hair  
 Green Leaf Enterprises Inc.  
 Greenline Equipment Sales Ltd.  
 Greenough LC Construction Ltd.  
 Grey Nuns Community Hospital\*  
 Griffiths Ford  
 GT CARSTAR Collision  
 Guesthouse Restaurant  
 Guthrie Mechanical Services Ltd.  
 H & S Industries  
 H.D. Ornamental Iron Ltd.  
 Habitat Studio & Workshop Ltd.  
 Hahn Welding & Oilfield Services Ltd.  
 Haig Clinic  
 Hair A Risen Beauty Salon  
 Hair by Emad  
 Hair Fusion  
 Hairz Amore  
 Hall Industrial Contracting Ltd.  
 Hallbrook Enterprises  
 Hammer Equipment Sales  
 Hanks Feedmill  
 Hanlon Ag Centre  
 Hanna Farm Equipment "1990" Ltd.  
 Hanna Health Centre\*  
 Harvie's Glass & Mirror  
 Hawk Electric Ltd.  
 Haystorm Industries  
 Head Hunters  
 Headquarters Salon & Day Spa  
 Healy Ford Sales  
 Heavy Crude Hauling LP  
 Heavy Equipment Repair  
 Herbers Autobody Repair  
 Heritage Chrysler Jeep  
 Heritage Inn  
 Hi Way Service  
 Hi-Calibre Industries Ltd.  
 Hidden Lakes Oilfield Services  
 Hiemstead Lodge  
 High Energy Electric Ltd.  
 High Prairie Health Complex\*  
 High River General Hospital\*  
 Highmark Machine Works  
 Highway 13

Highwood Trusses  
 Hi-Hog Farm & Ranch Equipment Ltd.  
 Hillsborough Hair Ltd.  
 Hinton Healthcare Centre\*  
 Hire-a-Husband  
 HMI Industries  
 Holy Cross Hospital\*  
 Home Fire Grill  
 Honda Magic  
 Hopf Oilfield Service Ltd.  
 Hopkins Construction (Lacombe) Ltd.  
 Horton CBI Ltd.  
 Howell's Excavating Ltd.  
 Howitt Construction Ltd.  
 Howk Custom Carpentry  
 Hranco Industries  
 HTS Hydraulics  
 Hudson's Lazy H Ranching Ltd.  
 Hughes Interior Millworks  
 Hunting Hills High School  
 HWD Construction Ltd.  
 Hydraco Industries  
 IGL Canada (Western) Ltd.  
 Impact Collision & Mechanical Ltd.  
 Impact Hair Design  
 Impact Landscaping  
 Imperial Oil Resources  
 Independant Electric & Controls  
 Inland Machining Services Ltd.  
 Inline Contracting  
 Innisfail Health Centre\*  
 Inspira Manufacturing Inc.  
 Integral Inc.  
 Intercare (3 Locations)  
 Inter-Hair Group  
 Interior Wood Ltd.  
 IPM Machining  
 Iron Creek Truck and Trailer  
 IVIS Inc.  
 J & J Electric Ltd.  
 J and C Finishing  
 J H McKenzie Contractors  
 J&M Services  
 J. D. Collision Ltd. (2 Locations)  
 J. J. Welding & Sandblasting  
 J2 Electric Ltd.

Jack's Autobody  
 Jacobs Engineering Group Inc.  
 Jameswood Homes  
 Janzen Builders  
 Jasper Constructors Ltd.  
 Jasper Place Continuing Care Centre  
 Jayco Line Contractors  
 JE Fusion Ltd.  
 Jerry's Auto  
 Jetco Mechanical Ltd.  
 Jimco Electric  
 Jim's Electric (2006) Ltd.  
 JMMK Plumbing  
 Joey Tomatoe's South Common  
 Johns Manville Canada  
 Jo-Leto Construction Ltd.  
 Jonny's Electrical Ltd.  
 Jordac Plumbing  
 Jordan's Equipment Ltd.  
 June Till Spring  
 Just Cuts (Downtown)  
 K & W Machine Ltd.  
 Kaczkielo Enterprise  
 Kae West Contracting Ltd.  
 Kal Tire (7 Locations)  
 Kalen Construction & Project Management  
 Kamex Construction Ltd.  
 Kamwin Electrical Ltd.  
 Karma Salon/Spa  
 Kartunes Repair Centre  
 KB Heat & AC Plumbing  
 KBM Holdings  
 KDL Electrical Service Inc.  
 Keg Restaurants Ltd. McLeod Trail  
 Keith's Small Engine Ltd.  
 Kelsey's Restauraunt Ltd. (2 Locations)  
 Ken Krause  
 Kendale Truck Parts Ltd.  
 Key Largo Paint  
 KGH Mechanical Systems Ltd.  
 Kidco Construction Ltd.  
 Killam General Hospital\*  
 Killam Plumbing  
 Killarney's Irish Pub  
 Kinetic Projects, Fabrication Facility

King's Fabrication Ltd.  
 Kingsland Developments Ltd.  
 Kipnes Centre for Veterans  
 K-Jay Electric  
 KM Turnbull Sales (East Side Marios)  
 Knotty Pines Cabins  
 Koch Ford Sales  
 Ko-gan Construction Ltd.  
 Kondro Electric  
 Konschuh Construction  
 KOS Oilfield Transportation Ltd.  
 Kurt's Iron Works Ltd.  
 Kut Apoz  
 Kut n Kurl  
 Kutting Edge  
 L & M Tire & Alignment / Tirecraft Auto Center  
 L. A. Brayer Industries Ltd.  
 L. Robert Enterprises  
 L. T. Auto  
 La Crete Continuing Care\*  
 LA Fabricating and Machining Ltd.  
 Lacombe Composite High School  
 Lacombe County Public Works Department  
 Lacombe Ford  
 Lacombe Golf & Country Club  
 Lacombe Hospital & Care Centre\*  
 Lafarge Canada Inc.  
 Lakewood Chevrolet  
 Lanco Well Services Ltd.  
 Lariat Power & Controls Ltd.  
 Layton Bros Construction Company Ltd.  
 Lazia's - Christie's Corner  
 Lear Construction Management Ltd.  
 Ledcor Group of Companies (3 Locations)  
 Leduc Community Hospital\*  
 Lee's Heating A/C  
 Legacy Roofing  
 Lemieux Contracting  
 Lethbridge Regional Hospital\*  
 LH Electric Ltd.  
 LMT Enterprises Ltd.  
 Londonderry Auto Service Towing

Londonderry Dodge/Chrysler	Millwoods Shepherd's Care Centre	Northwest Health Centre*	Perfect Palette Painting	Random Inspection & Repair Services Ltd.
Losness Drilling 2005	Misericordia Community Hospital*	Nortrux Inc.	Perfect Performance	Rangeland
LTC Construction Inc.	Mister Transmission	Norwest Construction & Management Ltd.	Perfect Score Auto Service	Rapid Steel Fabrication Co Inc.
M & L Auto	MJB Enterprises Ltd.	NovaSask Building Contractors Inc.	Peter Lougheed Centre*	Ray Arc Welding
Maaco Collision Repair	Modern Decore Carpet One	Novlan Bros. Sales	Peterbilt	Razor's Edge
MacLeod Place 1*	Moe's RV Service	NUSCO Northern Manufacturing Ltd.	Petro-Canada Oil and Gas	Read's Contracting Ltd.
Mall Hairstyling	Morand Industries Ltd.	Oaktree Custom Woodworking	Phasis Hair	Rebel Metal Fabricators Ltd.
Maloney Construction	Morinville Auto Parts Ltd.	OK Tire & Auto Service (2 Locations)	Phoenix Industrial Maintenance Ltd.	Red Deer Collision
Mane Door Hair & Nail Studio	Morinville Clinic*	Okotoks Health and Wellness Centre	Piccolo Pizza & Pasta	Red Deer Exhaust
Manitoulin Group of Companies Ltd.	Morquest Electric Ltd.	Olds Dodge	Pidherney's	Red Deer Lodge Hotel and Conference Centre
Mantels Plus More Custom Woodworking	Moss Fabrication Ltd.	Olds Hospital & Care Centre*	Pinnacle International	Red Deer Valley Park Manor Care Centre*
Marczaks Auto Repair Ltd.	Mountains Edge Cycle & Sled	Olsen Electric	PJC Contracting	Reddy Automotive Inc.
Marshall Brothers Construction Ltd.	Moxie's Classic Grill (2 Locations)	Omega Industrial Supply	Players Lounge	Redwater Health Centre*
Marshall-Lee Construction	Mr. Transmission (2 Locations)	Orchid Rain Salon N Spa	Ponoka Chevrolet Ltd.	Reggin Industries
Martin Chrysler Ltd.	Mullen Trucking Ltd.	Osprey Builders Ltd.	Ponoka Hospital & Care Centre*	Reid Roofing
Martin Equipment Ltd. (2 Locations)	Municipal District of MacKenzie No. 23	Otto's Electric Inc.	Popow & Sons Body Shop	Reid Volker Construction Ltd.
Mayerthorpe Junior Senior High School	Municipal District of Opportunity No. 17 (2 Locations)	Our Lady of the Rosary Hospital & Care Centre*	Portage College	Rempel Chev-Olds
Mayerthorpe Welding and Supplies Ltd.	Municipal District of Provost	Overdrive Heavy Duty Service	Power Pro Electric	Renegade Developments
Mayfield Inn Salon & Day Spa	Muth Electrical Management Inc.	P & H MinePro Services (2 Locations)	Prairie Roadbuilders Limited	Repsco Services Inc.
Mayhew Builders	Nabors Production Services	P A G Automotive Services Ltd.	Precision Auto Body	Reside Construction
Mayzes Masonry Inc.	NAPA Auto Parts (2 Locations)	Padrat Louie Kitchen & Bar	Precision Electrical Services Ltd.	Revall Drugs
McKinley & Taylor	Neil MacKinnon Mechanical Services Ltd.	Pad-Car Mechanical Ltd.	Premiere Construction Ltd.	Richards Quality Auto Repair
McNally Contractors Ltd.	Netcom Communications Systems	Paint Medic	Prestige Railings and Stairs Ltd.	Richardson Mechanical
McQueen Automotive	Netook Construction	Paintearth Energy Services Ltd.	Primetime Construction and Holdings	Richmond Road Diagnostic and Treatment Centre*
Medicine Bottle	Neudorf Plumbing Systems & Solutions	Palliser Chevrolet Oldsmobile	Pro Lube	Ridgeview Autobody Ltd.
Medicine Hat Regional Hospital*	Newalta Corporation	Pamco Central Services	PRO-N2	Rimbey Barber Shop
Meridian Manufacturing Group	Nicholsen Chevrolet	Pamco Jiro Services	Pronghorn Controls Ltd.	Rimbey Beauty Salon
Metal Form Industries (2006) Inc.	Nitro Coil Manufacturing Inc.	Panax Oil & Gas Inc.	Prospec Custom Woodwork Ltd.	Rimbey Ford
Metal Structure Concepts Inc.	Niwa Crane Ltd.	Panther Controls Ltd.	Prottec	Rimbey Implements Ltd.
Metaltek Machining Ltd.	Norcan Electric Inc.	Paradigm Electrical	Provost Health Centre	Rimk Industries
MICANN Welding Ltd.	Norden Autohaus	Parker's CNC Machining & Manufacturing	Proxy Weld Industries	RIPA Industries
Micro Machine Shop Limited	Norseman Inn	Patco Holdings Ltd.	Pyramid Corporation (4 Locations)	River City Electric
Midlite Construction Ltd.	Nor-seman Systems Ltd.	Pattern Construction	Pyramid Electric	Riverside Machine & Welding Ltd.
Midnapore Petro Canada	North West Health Community*	Peace Auto Electric	Quality HVAC Products Ltd.	Riverview Care Centre
Mid-West Contracting	North West Inn	Peace Country Health	Quick-Way Electrical (1999) Ltd.	RJV Electrical
Mike Aleman Construction	Northeast Community Health Centre*	Peace Farm Power (2 Locations)	Quinn Contracting Ltd.	RLP Enterprises
Mike Baskey Contracting	Northern Lights Health Region	Peacock Plumbing	Quinn Oilfield	RoadRunner Equipment Ltd.
Mike's Hi Tech Transmission	Northern Truck and Industrial Supplies Ltd.	PECO Electrical Ltd.	R and J Industries	Robco Cabinets Ltd.
Milestones	Northgate Industries Ltd.	Pentagon Farm Centre (2 Locations)	R J Haly Contracting Ltd.	Rocky Mountain House Health Centre*
Millennium Modular Homes Ltd.	NorthRidge Contracting Ltd.	People's Automotive Ltd.	R P M Equipment Transport Ltd.	Rocky's Pizza
Miller Crossing Care Centre	Northside Construction Ltd.		Radius Mechanical	Rockyview General Hospital*
Mills Machine & Welding Inc.	Northstar Painting & Decorating		Radway Continuing Care Centre*	Rodono Industries Ltd.
Millitech Millwork Ltd.			Raffin Electric Company Ltd.	Ron Hodgson Pontiac Buick Ltd.
			Rainbow Contractors Ltd.	Ross Ag Ltd.
			Rainy Day Auto	Rotating Right
			Ram Electric & Instrumentation	

Rothe and Son Concrete	Southport*	Syncrude Canada Ltd.	Triple K Autobody	WBF Enterprises Ltd.
Royal Alexandra Hospital*	Southside Dodge & RV Centre	Syntech Enerflex (2 Locations)	Tri-Star Controls	WCG Construction
RPTL Ron Prokipchuk Trucking Ltd.	Spacemakers Construction Services Inc.	T&T Power Sport Ltd.	Tritan Electric & Controls Ltd.	Webb's Machinery Ltd. (2 Locations)
RTS Diesel Repair & Parts	Spasation	Taber Ford	Tri-Tech Compression	Werner Heavy Equipment Repair Ltd.
Rushton Gas & Oil Equipment	Special Metals Fabricating Ltd.	Taber Health Centre*	Trotter & Morton	Weslar Woodworking
Rusty Pelican	Spider Electric Ltd.	TAR-IFIC Construction Ltd.	Trueform Cabinets	West Edmonton Mall
S.K. Contracting Ltd.	Spikes Hair Studio	Tarpon Energy Services	TSE Steel Ltd.	Westcal Industries
Sabey Boys Construction	Split Endz	TCB Welding and Machining Ltd.	Turkey Track Concrete	Westfab Industries
Sacred Heart Community Health Centre*	Spongberg Enterprises Limited	Techmation Electronics Control	Turple Brothers Ltd.	Weststock Frame & Wheel
Saginaw Bakeries Ltd.	St. Albert Dodge Chrysler Jeep	Tecumseh Industries Ltd.	TyCal Inspection Services	Westview Auto Repairs
Salon Montage Inc.	St. Anne Natural Gas Coop	Territorial Electric	Uncle Rogers	Westview Health Centre*
Salon on Sixth	St. Joseph's Auxilliary Hospital	The Auto Shoppe	Underground Hair	Westview Primary Care Network
Savage Metalworks	St. Joseph's General Hospital*	The Bethany Group	Unitec Electrical	Westward Parts
Schramm's Woodcraft Cabinets	St. Mary's Health Care Centre*	The City of Edmonton	University of Alberta	Westwinds Electric
Schroder Oilfield Service	St. Mary's Hospital	The Cutting Edge Beauty Salon	University of Calgary Medical Centre*	Wetaskiwin Hospital & Care Centre*
Scorpion Auto Clinic Ltd.	St. Michael's Health Group	The Electric Company Contractors Ltd.	Uptown Automotive Services	Whispering Pines Golf & Country Club Resort
Scott Lang Electric	St. Theresa Hospital*	The Fifth Element Salon & Spa	Urlachers Construction Ltd.	Whitecap Motors
Sears Canada Inc.	St. Therese St. Paul Healthcare Centre*	The Hair Room	VAK Finishing	Wiese Electrical Services
Sehlstrom Electrical	Stan Bilsky	The Loft Day Spa	VanDel Ltd.	Wild Rose Auto Body
Service Collision Repairs	Standen's	The Municipal District of Opportunity No. 17	Vanee Farm Centre	Wild Spirit Homes
Shaganappi Community Health Centre*	Star Mechanical	The Tire Warehouse	Vantage Builders	William Holbrook & Associates HVAC Contractors
Shamrock Valley Enterprises Ltd.	Starks Plumbing Heating & Electrical	Thibeault Masonry Ltd.	Vector Electric & Controls	Williams Chrysler Jeep
She Mann's Styling	Starland County	Thornhill Community Health Centre*	Vegreville Glass & Mirror	Will's Welding
Shear Perfection	Stettler Dodge & RV Ltd.	Thornton Electric	Venta Care Centre	Wilmar Implement Co.
Shear Waves Hair Design	Stettler Hospital & Care Centre*	Timber Wolf Truss	Vermilion Health Centre*	Windmill Mechanical Services
Shell Canada Ltd. (3 Locations)	Steve's Automotive Service	Timber-Tech Stairs	Vertigo Hair Company	Windsor Ford Sales
Shelladams II	Steve's Taping Ltd.	Timberwolf Construction & Insulation	Verve Salon and Spa Ltd.	Wing Kei Care Centre
Shellbar Mechanical	Strathmore District Health Services*	Tinstar Heating & Ventilation Ltd.	Vic's Car Care	Winterhawk Ent. Provost Ltd.
Shepherd's Care Kensington	Stroh's Custom Collision Ltd.	TNT Instrumentation Inc.	Viking Health Centre*	Winwood Construction
Shocker Concrete	Strome Service	Tofield Auto Body	Viking Installations Ltd.	Wm. J. Cadzow Lac La Biche Healthcare Centre*
Shoppers Drug Mart	Strongco Limited Partnership	Tolko Industries Ltd.	Village Square Community Health Centre*	Wolf Creek Golf Course
Shunda Consulting & Construction Management Ltd.	Stuart Olson Contracting Inc.	Tony Romas (2 Locations)	Vinny's Contracting Services Inc.	Woodcraft Design Ltd.
Simonet Woodworking	Sturgeon Community Health Centre	Tornado Technologies Inc.	Vipond Fire Protection	Woodridge Ford Lincoln Ltd.
Simplex Grinnell (3 Locations)	Sturgeon Community Hospital*	Total Fabrication	Vogue Woodwork & Renovations	X-Treme Energy Group Inc.
SInclair Electric Ltd.	Sturgeon Composite High School	Treestech Contracting Ltd.	Wades Plumbing and Heating	Youville Home
Sobeys	Stylistics Hair Group	TriAg Implements Ltd.	Wagner's Automotive	Zeltec Systems
Soderberg Electric Ltd.	Sulzer Pumps Inc.	Tri-City Contracting Ltd.	Wahl Construction Inc.	Zwak Construction
Some Beach	Summit Machining & Welding Ltd.	Trimen Electric	Wainwright Health Centre*	Zwierkowski Contracting
Somerset Construction	Suncor Energy Inc.	Trinity Hair Studio	Waiward Steel Fabricators Ltd.	
Sorrentino's Bistro-Bar	Sundre Hospital & Care Centre*		Warrens Autobody	
South Calgary Health Centre*	Sunset Diner		Waterloo Ford	
South Rock Ltd.	Supercuts (3 Locations)			
South Tech Auto	Superior Trenching Ltd.			
South Terrace Continuing Care	Switzer Group			
Southland International Trucks				
Southland Transportation Ltd.				

\* Facilities listed in the nine regional health authorities: Aspen Regional Health, Calgary Health Region, Capital Health, Chinook Regional Health Authority, David Thompson Regional Health Authority, East Central Health, Northern Lights Health Region, Palliser Health Region and Peace Country Health.

# OUR INVESTORS

PATRON (\$500,000 and over)



PREMIER (\$249,999 - \$499,999)



CHAMPION (\$100,000 - \$249,000)



LEADER (\$45,000 - \$99,999)



**Nolan VanderKley**  
 POWER LINESMAN, RAP INTERN • LINDSAY THURBER COMPREHENSIVE HIGH SCHOOL



**BENEFACTOR (\$20,000 – \$44,999)**

Calgary Board of Education

⚙️ Canadian Fertilizers Limited

⚙️ Edmonton Public Schools

⚙️ Enerflex Systems Ltd.

⚙️ Finning

Fortis Alberta

⚙️ Health Sciences Association of Alberta

⚙️ Kathy & Eric Newell

L. Roberts Enterprises

Merit Contractors Association

⚙️ Motor Dealers' Association of Alberta/Calgary  
Motor Dealers Association/Edmonton Motor  
Dealers Association

Telus Community Foundation

Wild Rose Foundation

**FRIENDS (UP TO \$19,999)**

Alberta Construction Association

Alberta Construction Safety Association

⚙️ ALGOR Enterprises

Bunch Welding

⚙️ Calgary Roman Catholic Separate School  
District No.1

⚙️ Cardinal Coach Lines

Carefree Coach & RV

Casca Electric Ltd.

Cessco Fabrication & Engineering Ltd.

Christina Laidlaw

Collins Industries Ltd.

Coram Construction

Dee – Jay Plumbing & Heating Ltd.

⚙️ Electrical Contractors Association of Alberta

Finning (Canada)

Fountain Tire

Greatwest Kenworth Ltd.

Gunthrie Mechanical Services Ltd.

H. Wilson Industries Ltd.

Imperial Oil - Kearn Oil Sands Project

Ironworkers Local 720

Janet Pearce

Janet Riopel

⚙️ Jerat Enterprises

Jerry & Pat Heck

Jetco Mechanical Ltd.

KAPA CAREER CONSULTING

Ken Saunders

⚙️ Labbe-Leech Interiors Ltd.

Landscape Alberta Nursery Trades Association

Laurie Russell

⚙️ LMT Enterprises Ltd.

Lorraine Anderton

MVG Associates Inc.

⚙️ NAIT

Peco Electrical Ltd.

Quinn Contracting Ltd.

Red Arrow

Regional Municipality of Wood Buffalo

Shannon & Doran Jones

Tarpon Energy Services Inc.

Territorial Electric Ltd.

The Boreal Management Group

The Neigel Family

Toppem Business Solutions

TSE Steel

Vera B. Saunders

Waterous Power Systems

World Skills Calgary 2009

⚙️ Indicates membership to the Futures Circle. The Futures Circle members are investors who have contributed \$500 + for a period of 5 years.

*CAREERS: The Next Generation strives for accuracy in recognizing its donors and stakeholders. Please contact Stakeholder Relations for any discrepancies within the Annual Report. We should note the time period involved in this recognition eg. October 1/07 – September 30/08.*



# A future worth working for...

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