CAREERS Team
Our field directors are the face of our organization and the first contact schools, industry and students have with CAREERS. Our team members have backgrounds in education, human resources and industry, qualifying them to connect youth and employers to build better communities.

Contents
The State of Skilled Labour in Canada 1 • CAREERS: The Next Generation 2 • Board Chair and President/CEO report 3 • CAREERS and the Community: Community Partnerships 4; Aboriginal Youth Initiative 5 • CAREERS Programs: Smart Kids 6; Smart Employers 11; Smart Workplaces 13 • Highlights of 2013 15 • Statement of Financial Position 18 • Statement of Revenues and Expenditures 19 • Current Board Members 20 • Our Investors 21
the state of SKILLED LABOUR in Canada

Youth are an untapped resource

**Canada**

- 900,000 PEOPLE under the age of 30 not employed, going to school or training
- 210,000 JOB VACANCIES across the country (Feb. 2013)
- 14.5% UNEMPLOYMENT ACROSS CANADA for those aged 15-24
- 30% OF HIGH SCHOOL STUDENTS are leaving school without a diploma
- 1 in 4 UNIVERSITY GRADUATES is working in a job that doesn’t require a degree

**Alberta**

- 50+ designated trades and occupations in Alberta
- 60,000 REGISTERED APPRENTICES in Alberta (Dec. 2012)
- 45,000 OIL & GAS WORKERS expected to retire or leave the field by 2022
- 114,000 JOBS estimated shortage of skilled labour
- 20 the median age when Alberta apprentices register in their first trade

Alberta has the third largest and youngest Aboriginal population in Canada. Edmonton has the second largest urban Aboriginal population in the country.

**BARRIERS**

- Society often places more value on a university education than training for a career in trades or technology
- Career influencers unaware of labour market information – workforce demands, skills supply/demand, many career paths available
- Lack of awareness and contextual application by youth of key employability skills employers demand, and how they get them
- Not enough workplace opportunities for youth

How do young people in Alberta explore their options for the careers of tomorrow?
CAREERS: The Next Generation

is a unique, non-profit organization raising youth awareness of career options and helping students earn while they learn through worksite internships. We partner with government, educators, communities, industry, parents and students to introduce youth to rewarding careers and develop the skilled workers of the future.

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

**Working within our communities,** CAREERS will enable youth on their path to career success, link workplace opportunities with classroom learning, facilitate and build effective partnerships, and inspire others as successful role models in the development of a skilled workforce.

**Smart kids. Smart employers. Smart workplaces.**

Through our internship programs and partnerships, CAREERS promotes:

- **Smart kids** • CAREERS inspires kids to start thinking about a career at a young age
- **Smart employers** • CAREERS assists employers in planning the future of their business and industry
- **Smart workplaces** • CAREERS helps build a skilled workforce to prepare Alberta for the road ahead
Skilled worker shortages. The issue is talked about so often it seems it’s become a challenge that can’t be overcome.

The truth is, growing our own skilled workforce is a high priority for governments, industry, associations, students and their parents, unions and employers – small and large. It’s being met head on by people and organizations that care about developing a skilled talent pool to support Alberta’s growing economy. But this is more than building a skilled workforce; this is about helping young Albertan’s discover their career passion as a start to an exciting life journey.

Since 1997 CAREERS: The Next Generation has played an active role in creating awareness and promoting careers in trades and technologies and health service programs to high school students throughout the province.

Our results have grown year over year with 2013 setting new records in terms of numbers of students reached and placed as interns, and for employers taking interns to help explore career pathways.

This year the CAREERS team presented to 42,644 students at 546 schools in 306 communities. Working with our school partners we placed 2,017 students with 1,327 employers to explore career paths in the high school Registered Apprenticeship (RAP) or Health Services programs, the post high school Co-op Apprenticeship program or in one of our dual-credit programs in Power Engineering, Health Care Aide or Oil & Gas Production Field Operator. We also raised the bar on our Aboriginal Youth Initiative by placing 103 Aboriginal student interns with 87 employer workplaces – an all-time high.

There are many CAREERS accomplishments within the pages of this report however, none of them would have been possible without the ongoing support and significant contributions from our investors (donors), employers and sponsors, and other stakeholders identified in this report and on our website. We are very grateful for your contributions toward youth career development.

The results we have achieved are helping to address the skilled workforce shortages, but there is still much work we can do to encourage more students, parents, educators, community leaders, employers and donors to spread the word about careers in trades and technologies and health care services.

Our team is committed to building on our track record of success and to further develop the talent pool that is Alberta’s future workforce.
CAREERS and the Community

Community Partnerships

CAREERS: The Next Generation’s community partnerships were created to connect with industry leaders, educators, and other stakeholders in specific Alberta regions to gain strategic insight and knowledge. These industry and workplace insiders help us learn more about the distinctive skilled workforce needs for a region and what CAREERS can do to serve those needs.

Regional Municipality of Wood Buffalo CAREERS Advisory Group
CHAIR JOHN EVANS

This region in Northern Alberta is a hub for industry and trades, and the advisory group actively promotes the diverse career path options students can explore through our CAREERS programs. The most popular programs include the Registered Apprenticeship Program (RAP), Co-op Apprenticeship, Power Engineering and the Aboriginal Youth Initiative. The group works closely with the community to help manage employer needs associated with ongoing growth in the region since many of our major investors and partners have significant operations in this area.

Grande Prairie CAREERS Advisory Group
CHAIR GORDON PROVENCHER

The work of this advisory group helps us increase and strengthen the pool of skilled youth in the Grande Prairie area and prepare them for career development. This group also gives us insight into the opportunities and strengths of our programs including the Registered Apprenticeship Program (RAP); Aboriginal Youth Initiative; Health Services Youth Initiative and Power Engineering. The valuable knowledge and expertise of our group members helps us tailor our programs to better serve the students, schools and employers within Grand Prairie and surrounding areas.
Southeast Alberta Partners for Youth Career Development

CHAIR GERRY SCHNELL

Southeast Alberta Partners for Youth Career Development helps students with the transition from school to work in Medicine Hat and region. Through our partnership, CAREERS contributes expert advice, training, and resources to this organization to help with the Registered Apprenticeship Program (RAP), Power Engineering, Oil/Gas Production Field Operator, and Health Services programs, among others.

www.youthcareer.ca

Chinook Regional Career Transitions for Youth

EXECUTIVE DIRECTOR JUDY STOLK-INGRAM

Chinook Regional Career Transitions for Youth improves youth access to career development resources for students in Grades 7-12 and out-of-school youth. Together we provide career workshops, off-campus education programs, and internship experiences in trades, health, and industrial technologies.

www.careersteps.ca

Aboriginal Youth Initiative

CAREERS recognizes the huge human resource potential of Alberta’s Aboriginal youth. Our Aboriginal Team members help bridge the gap between the Aboriginal talent pool and industry’s skilled worker needs by improving access to CAREERS workshops and programs in Aboriginal communities. As the fastest growing population in Alberta, Aboriginal youth are key to solving skilled worker shortages.

In 2013, our team engaged with 241 schools in 176 communities, presenting workshops to 6,017 Aboriginal students. We worked in 41 First Nations Reserves and all eight Métis Settlements to connect Aboriginal youth to potential career pathways. We placed 103 Aboriginal interns with 87 employers this year.
Trades and Technologies

Registered Apprenticeship Program (RAP)

RAP is an initiative of Alberta Apprenticeship & Industry Training and Alberta Education that allows students to begin apprenticeship training in a trade while they’re still in high school. CAREERS makes this happen by working with students and teachers within schools across Alberta to match suitable student apprentices to available internships, thus making the link between student and employer. RAP students earn a fair wage, high school credit and hours toward their first year apprenticeship.

Co-op Apprenticeship Program

The Co-op Apprenticeship Program is a post-high school apprenticeship program currently offered to youth in the Regional Municipality of Wood Buffalo (including Fort McMurray) and Medicine Hat areas. Local post-High School youth have the opportunity to gain up to four years of apprenticeship training with employers in any of the trades.
Oil and Gas Production Field Operator Program

The Production Field Operator (PFO) Program allows students to enroll in post-secondary courses through SAIT, alongside their regular high school classes. These courses are comprised of modules such as Subsurface Principles and Operations, and Surface Processing of Oil and Gas. During the summer, PFO interns earn a fair wage, high school credits, and valuable industry experience. Any student who begins the program at Grade 10, and successfully completes both the theoretical and practical portion of the program, becomes eligible for a SAIT certificate of completion in the Production Field Operator program.

Fourth Class Power Engineering Program

The CAREERS High School Fourth Class Power Engineering Program is a partnership with high schools and NAIT, Northern Lakes College, Keyano College, and several industry partners. Students take post-secondary power engineering courses alongside their regular high school classes. During the summer, these students work in power engineering steam internships while they earn high school credit, a fair wage and relevant work experience. Students who successfully complete the program are eligible to receive the Fourth Class Power Engineering certification after passing a provincial examination.

Cenovus Power Engineering Summer Institute

Sponsored by Cenovus Energy Inc., and hosted by CAREERS in partnership with NAIT, this one-week summer program trains high school students from across the province who are interested in the Fourth Class Power Engineering Program. The camp provides students with hands-on experience in lab classes throughout the day, and fun group activities during the evening. Students who register may earn up to two high school credits for program participation.

In July 2013, 22 students registered for the camp in Edmonton. It is an ideal experience for students looking to explore a career path in Power Engineering. Those students who continue with the program and successfully complete the theory and steam-time portion are then eligible to write the provincial exam to earn their Fourth Class Power Engineering Certification.
Health Programs

Health Services Youth Initiative
The Health Services Youth Initiative provides students in Grade 11 and 12, the opportunity to explore over 200 occupations in health services through summer internships. In addition to gaining valuable experience in a field of their interest, students earn an honorarium and high school credit. Public and private health care facilities across Alberta provide this workplace experience for students in a variety of health service positions.

Health Care Aide Program
The five-year pilot Health Care Aide Program was completed in August 2013. The program allows students to become a fully certified Health Care Aide (HCA) by the time they graduate high school. Students complete an HCA theory course through NorQuest College, alongside their regular high school courses. This opportunity allows students to gain clinical experience through three summer internships, while they earn an honorarium and high school credit. Our partners in this pilot include Alberta Health Services, Livingstone Range School Division No. 68, Buffalo Trail Public Schools Division No.28 and NorQuest College.

Health Sciences Career Camp
This four-day, interactive program provides career exposure to students in Grades 9-12 from the Greater Edmonton region to a broad spectrum of health professions and programs available from post-secondary providers. The camp’s primary goal is to create awareness, while nurturing student interest to consider the pursuit of a health career.

The Health Sciences Career Camp is hosted by CAREERS: The Next Generation in partnership with the University of Alberta, MacEwan University, NorQuest College, NAIT, Alberta Health Services and Covenant Health. All are committed to providing an interactive and educational experience to high school students.

In August 2013, there were 57 student participants. Activities include presentations, simulations, lab exposures and interactions with health professionals. Students are provided with the opportunity to attend workshops, lab sessions and visit health care facilities.
Tyler had always struggled in school and, along with his parents, was apprehensive about the challenges of high school. But with the encouragement and support from the staff at Sturgeon Composite High School he found himself thriving and gained confidence in what he could achieve.

Growing up around vehicles and witnessing his father’s passion for hot rods, Tyler knew early on he wanted a career that focused on cars. He saw high school as his chance to take Mechanics and start working on vehicles. It was in high school that he heard the CAREERS presentation and how he could get credits for work experience during the summer. Through the Registered Apprenticeship Program, Tyler knew he could get a head start on his career path. “I knew what I wanted to do and I already had the time,” said Tyler. “I thought it was the perfect opportunity to get an early start in trades.”

In Grade 11, Tyler began working part-time at Northgate Chevrolet in Edmonton and applied for the Apprentice Automotive Service Technician (AST) trade to earn credits, experience and hours towards his journey certification. He continued to work there part-time throughout high school. “What I learned in the workplace was that you need to begin at the bottom,” added Tyler. “Work is really the first place that you see this and you come to understand the consequences of not respecting this order.”

Today, you can find Tyler working as an apprentice AST at Kia West Edmonton. He has all of his first year hours in and is planning on going to college in the fall of 2014. “My next goal is to become a journeyperson,” said Tyler. “I have had an early start in the trades, am well on my way to my red seal career, and can look forward to a stable job that I love to support my future personal goals.”

Tyler Cheyne  Apprentice  Automotive Service Technician, RAP Scholarship Award recipient, graduate of Sturgeon Composite High School
CAREERS: The Next Generation

CAREERS: The Next Generation is addressing the skills shortage issue. Since 1997, CAREERS has partnered with government, educators, communities, industry, parents and students to introduce youth to rewarding careers and develop the skilled workers of the future.

CAREERS invests in the workforce of the future by:
- Enabling students to explore their career options
- Helping students get internships to grow their skills and employability
- Promoting student awareness of industries with future career opportunities
- Supporting career education

Interns placed since 1997: 20,087

2013 RESULTS

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<th>Category</th>
<th>2013</th>
<th>1997</th>
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<td>Interns placed</td>
<td>2,017</td>
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<td>Schools engaged</td>
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<td>Employers accepting student RAP interns</td>
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<td>Workshop attendees</td>
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<td>Employers</td>
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</table>

Aboriginal interns: 103
Aboriginal communities: 176
Aboriginal Schools: 241
Aboriginal workshop attendees: 6,017
Aboriginal employers: 87
CAREERS Programs

Smart Employers
Smart employers keep an eye on their future skilled labour needs and take a proactive approach to growing their own workforce. Employers are aware of the need to plan ahead and CAREERS is committed to providing a solution. When employers join forces with CAREERS, they’re investing in their future by building a secure, skilled workforce.

Quinn Contracting Ltd.
For over 40 years, Quinn Contracting Ltd. has provided industrial maintenance, turnaround and shutdown services to clients in the oil, gas and petrochemical industries. The company employs up to 1,800 workers, operates a modern fleet of over 300 units, utilizes a state-of-the-art proprietary process improvement and communications system, and boasts a world-class safety record.

Quinn Contracting’s involvement in the Registered Apprenticeship Program is directly connected to the company’s core values that among others includes a belief in family; caring about people and clients; striving to be better, and; doing the right thing.

The company actively supports and contributes in the communities it serves — focusing its donor efforts to registered organizations and initiatives that support education, safety, health and wellness. “We have been a strong supporter of apprenticeship programs over the history of our company,” said George Van Dorp, Director, Northern Operations. “When the opportunity came along in 2001 to work with CAREERS:
The Next Generation, we embraced it, and working together with Nova Chemicals it grew out from there."

CAREERS and the Registered Apprenticeship Program provide an invaluable service to Quinn and industry in general — it’s a great support to community, a great support for high schools, and a great support for students as they transition to the workplace.

“These days there is so much pressure on youth for post-secondary education, and a stigma of failure if they don’t go,” said Van Dorp. “We have a responsibility to promote apprenticeship at the journeyman level, contractor level, and owner level.” He also observes how journeymen become reconnected to their trades while passing on trade skills and knowledge to RAP students who are wide open to learning.

Quinn’s obligation to apprenticeship and training means students can count on the company to be an option for them when it’s time for an internship. “High schools and students understand that Quinn is there year after year so together they can plan course selections to properly complete graduation while taking part in RAP,” said Van Dorp.

In 2009, the J.B. Quinn Centre for Corporate Training was opened at Red Deer College. The Centre is a one-stop shop for professional development and workplace training, and features over 18,000 square metres of trades and apprenticeship, manufacturing technology, and corporate training facilities — and another strong showing of support that Quinn has made to the future of Alberta’s workforce.

“We have a responsibility to promote apprenticeship at the journeyman level, contractor level, and owner level.”
CAREERS Programs

Smart Workplaces
Alberta’s economy continues to outpace most Canadian provinces with the resource industries driving the province’s growth as global demand for our products increases. To meet these demands, Alberta employers need motivated, productive and innovative skilled workers. Smart employers are partnering with CAREERS to be linked with Smart Kids, which will grow their future skilled workforce, resulting in Smart Workplaces.

CENOVUS ENERGY
Great partnerships are created when parties have the ability to understand a need and possess the desire to collaborate with others to accomplish common goals. These strong characteristics are found in Cenovus Energy Inc., one of CAREERS: The Next Generation’s leading investors.

For the past five years Cenovus has been a continuing supporter of CAREERS working together to build a strong pool of smart, safe and professional skilled workers. Both organizations see the growing trend for increased workers in trades and technologies, throughout the province of Alberta.

Cenovus’s ongoing efforts and focus on important CAREERS programs like Fourth Class Power Engineering made it possible to implement a week-long summer camp. This camp offers students the opportunity to visit a Power Engineering lab with working boilers and equipment on NAIT’s main campus in Edmonton as well as learn modules from NAIT instructors.
Cenovus recognizes both the long term need for skilled workers and the opportunity to further educate youth in career path development. The strong relationship with CAREERS stems from similar beliefs and a mutual understanding in the importance of the work being done.

“We look at organizations that are collaborative and innovative,” said Rick Davidson, Cenovus Manager of Talent Acquisition. “Both parties want to create a ‘win-win’-type partnership that is beneficial.”

Cenovus looks at an organization’s participation in regional areas and communities where they operate to ensure that the partnership is a good fit for all parties.

“CAREERS educates youth and provides them with opportunities to explore robust careers in our province,” said Davidson. “Encouraging students to stay in school and finish with the best grades possible offers them almost unlimited options upon graduating. This leads to benefitting communities, families and the local economy.”

Cenovus understands the benefits that come from a partnership with CAREERS. With economic growth anticipated for many years to come, and a range of opportunities that go with it, Davidson knows it’s important for young people to understand what they need to do today to prepare for the road ahead. “The bigger piece for us is getting students interested and motivated with the options within the industry we operate in, as well as the broader economy at an early age. We have growth and we have employment opportunities; the challenge is finding the right future workers to fill those needs.”

The partnership with CAREERS is an opportunity for Cenovus to speak to all the different options available and get young people excited about what’s out there, aside from the traditional occupations that are often heavily promoted.

Charting a career path and completing high school are critical first steps in the school to work transition. “Students need to finish school, research options and use the resources available to make an educated decision about their future,” said Davidson. “Cenovus is here for the long-term and we need skilled employees to ensure our success. From our perspective, it’s a much more effective proposition to partner with organizations like CAREERS: The Next Generation to achieve this.”
Highlights of 2013

**Q1 OCTOBER TO DECEMBER 2012**

**October**

CAREERS 2013 Operating Budget is adopted.

**November**

The 12th Annual Provincial Registered Apprenticeship Program (RAP) Scholarship Celebration was held in Edmonton, recognizing the hard work and dedication of the students who received a $1,000 scholarship in 2012. The Alberta Apprenticeship and Industry Training Board and industry provide for up to 500 scholarship awards annually.

**Trades Alberta**


**December**

CAREERS: The Next Generation’s Annual General Meeting. Newly selected board members were introduced and welcomed.
February

CAREERS hosted the Sixth Annual Futures Circle Investor Induction evening to recognize the foundation’s valued investors (donors) and their contributions. For the list of inductees and founders, visit www.nextgen.org/futurescircle/background.

April

On April 17, CAREERS: The Next Generation partnered with the Government of Alberta, Keyano College, and the Fort McMurray Construction Association to deliver a CAREERexpo with a ‘try-a-trade’ theme. About 1,800 students from the area and surrounding communities participated in various fun, interactive booths from approximately 50 exhibitors to motivate students into early career path development.

CAREERS: The Next Generation held its first ever CAREERexpo event in Grande Prairie, Alberta on April 30, 2013. Organized by CAREERS and hosted by Grande Prairie Regional College – this event brought together exhibitors from a variety of industries to meet 800 high school students from the area to explore career opportunities.
May

CAREERS and Red Deer College joined forces again to host the annual CAREERexpo event in Red Deer. It was a huge success with 3,000 attendees taking part in educational hands-on activities and interactive demonstrations representing a wide variety of career pathways.

The annual CAREERS Celebration of Excellence event was held in Edmonton to recognize educators, employer mentors and achieving students (RAP and Health Care) who work alongside CAREERS to enhance youth career path development. For more information on the awards and the complete list of 2013 winners, visit www.nextgen.org/about/awards.

July

The Fifth Annual Eric Newell “Kidz in Careers” Golf Classic and Builders of Alberta Reception were held at the Heritage Pointe Golf Club in Calgary. The reception was held prior to the golf tournament and featured an evening of networking and a silent auction in support of CAREERS: The Next Generation Foundation.
# Statement of Financial Position

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<th>SEPT. 30, 2012</th>
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Statement of **Revenues and Expenditures**

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<td>Stakeholder relations &amp; growth (Investment development, stewardship, events)</td>
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<td>Projects (Pilot projects, Health projects, contract support)</td>
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<td>General and administrative expense</td>
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<td>Information technology</td>
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</tbody>
</table>
Members of the CAREERS Board of Directors represent a diverse group of perspectives across Alberta regions, industry and government sectors. They are united by their desire to see Alberta’s youth succeed in rewarding careers.

CAREERS appreciates the valuable contributions of our retiring board members Murray Jamieson, Bill Werry and Tim Wiles. We also welcome five new board members: Greg Bass, Clay Buchanan, Janet Davidson, Jim Richards and Barbara Shumsky. We’re excited to have their enthusiasm and talents on our board.
Our Investors

Their investments build Alberta’s future workforce and helps the next generation of skilled workers achieve career success.

**PATRON** [ $500,000+ ]

Alberta Government

cenovus energy

**PREMIER** [ $250,000 – $499,999 ]

Suncor Energy Foundation

Syncrude

**CHAMPION** [ $100,000 – $249,999 ]

Canadian Natural Resources Limited

Edmonton

TransCanada

**LEADER** [ $45,000 – $99,999 ]

 CFR Industries

CLAC

CLARK Builders

Esso

Imperial Oil Foundation

FORTIS ALBERTA

KAL-TIRE

Southland Transportation Ltd.

**BENEFACTORS** [ $20,000 – $44,999 ]

Calgary Board of Education

Collins Industries Ltd.

Edmonton Public School District

Eric and Kathy Newell

Kentz Canada

Waiward Steel Fabricators Ltd.

**FRIENDS** [ < $19,000 ]

Aeon Industrial Western Inc.

Agrinet Management/Hambre Energy

AGRO - Cervus Equipment Corporation

Alberta Construction Safety Association

Alberta Roadbuilders and Heavy Construction Association

Algor Enterprises

Andy and Kathi Neigel

AON Risk Solutions

APEGA

Arcelor Mittal Montreal

Axia NetMedia Corporation

Bold Developments Inc.

Boreal Management Group Ltd.

Brad Donaldson

Broken Arrow Solutions Inc.

Building Trades of Alberta

Calgary Herald (Post-Media)

Calgary Roman Catholic Separate School District No. 1

Canadian Oil Sands Ltd.

Canadian Western Bank Group

Chuck Clubine

Churchill Services Group

Cleanwater Welding Ltd.

Custom Electric Ltd.

Dan and Erin Olesen

Don Cavanagh

Edmonton Journal (Post-Media)

Edmonton Roman Catholic Separate School District No. 7

Encana Corporation

Ensteel Industries Ltd.

Fort McMurray Roman Catholic Separate School District #32

GE Canada

Guthrie Mechanical Services Ltd.

Hedco Group Inc.

Holly and Leigh Bilton

HT Drywall Ltd.

Ian Murray and Company Ltd.

Jerat Enterprises Ltd.

Jerry and Pat Heck

Jim Carter and Lorraine Bray

Jim Courney

KAPA Career Consulting Inc.

KBV Shepherd Energy Centre

Ken Saunders

Know Hitter Enterprises Inc.

Labbe-Leech Interiors Ltd.

Ledcor Management Ltd.

LMT Enterprises Ltd.

McDaniel and Associates Consultants Ltd.

Mel and Bonnie Giles

Michael and Nicole Heck

Michael Donlevy

Midlite Construction Ltd.

MJB Enterprises Ltd.

Moli Industries

Mullen Truck LP

Neil and Barb Tidbury

North American Construction Group

Olds College

Paul Vander Valk

PCL Construction Management Inc.

Peco Electric Ltd.

Peterbilt Motors Company

Peterisen Walker LLP

PipeOil GCM Safety

Plains Fabrication & Supply Inc.

RISA (Resource Industry Suppliers Association)

Ryan Whittington

Sparksman Transportation Ltd.

St. Alberta Self Storage

Sterling Crane

Sterling Western Star Trucks Alberta Ltd.

Steve and Evelyn Carlyle

Suncor Energy Inc.

Tartan Canada Corporation

Taze Consulting Services Ltd.

Toppem Business Solutions Inc.

United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry

Vera Saunders

Westbrier Communications Inc.

Westwind Performance

FUTURES CIRCLE MEMBERS

Investors who have contributed $500+ annually for a period of 15 consecutive years.

Investors who have contributed $500+ annually for a period of 10 consecutive years.

Investors who have contributed $500+ annually for a period of 5 consecutive years.
