

JOURNEYS *of* Discovery



WOMEN BUILDING FUTURES®



GO FORWARD WITH COURAGE

WHEN YOU ARE IN DOUBT, BE STILL, AND WAIT;
WHEN DOUBT NO LONGER EXISTS FOR YOU,
THEN GO FORWARD WITH COURAGE.
SO LONG AS MISTS ENVELOP YOU, BE STILL;
BE STILL UNTIL THE SUNLIGHT POURS
THROUGH AND DISPELS THE MISTS
AS IT SURELY WILL.
THEN ACT WITH COURAGE.

CHIEF WHITE EAGLE, PONCA TRIBE

SHARING THE KNOWLEDGE.
SHARING THE JOURNEY.

We all walk different paths. Our journeys are unique, yet sometimes they can be very similar. There are obstacles and challenges. Hard work and hope. Perseverance and determination. And ultimately, there is success. These are the journeys of Indigenous women on their way to establishing themselves in the trades, and the people in their communities and industry who are helping share this journey.

Indigenous women have historically been the backbone of their communities, passing on traditional teachings and skills. Today, more and more Indigenous women are recognizing that these very skills and teachings are transferable to the construction and trades industry.

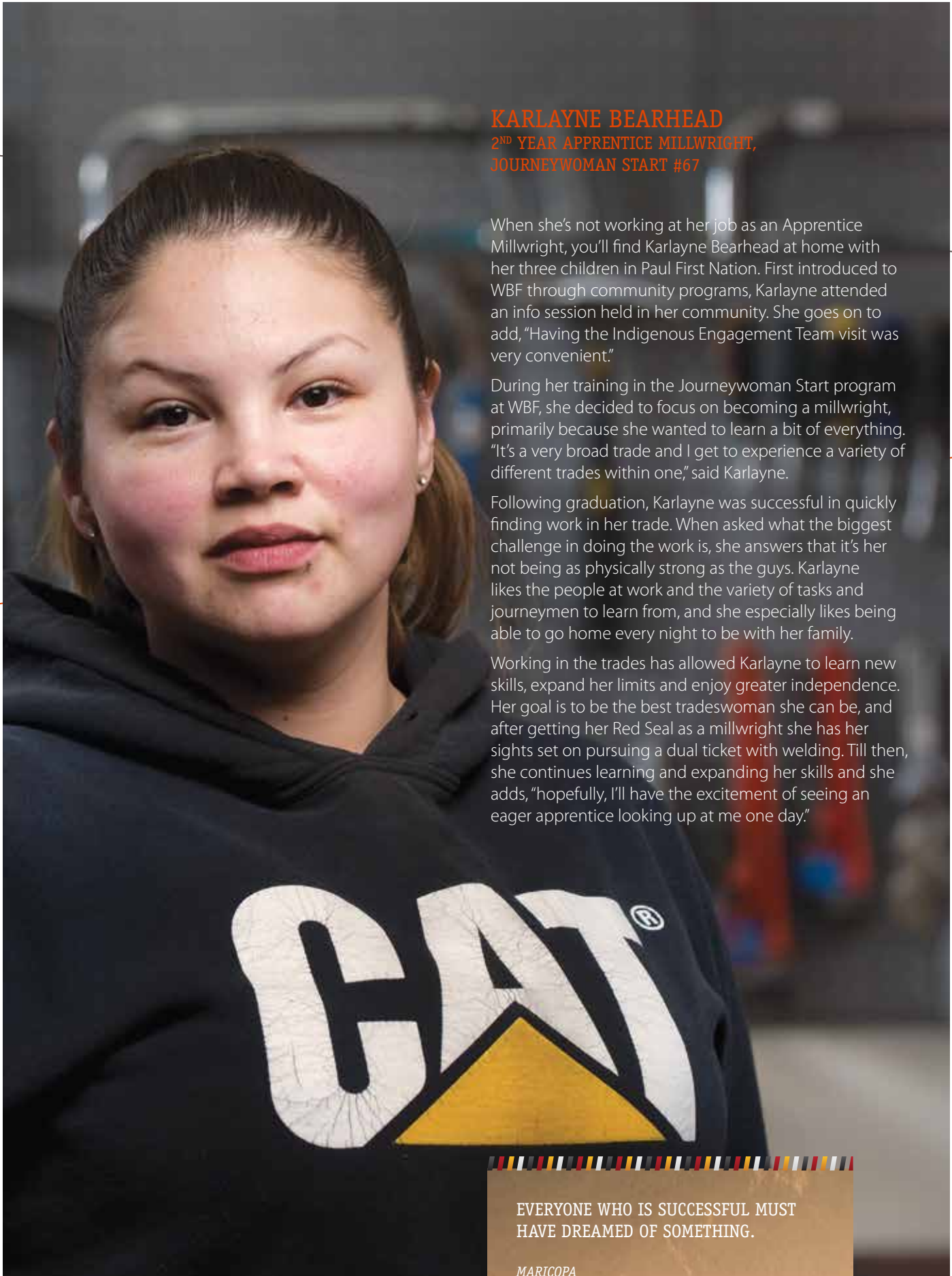
THE OPPORTUNITIES ARE THERE.
ARE YOU READY FOR THE CHALLENGE?

WE WILL BE KNOWN FOREVER
BY THE TRACKS WE LEAVE.

DAKOTA SAYING

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KARLAYNE BEARHEAD
2ND YEAR APPRENTICE MILLWRIGHT,
JOURNEYWOMAN START #67

When she's not working at her job as an Apprentice Millwright, you'll find Karlayne Bearhead at home with her three children in Paul First Nation. First introduced to WBF through community programs, Karlayne attended an info session held in her community. She goes on to add, "Having the Indigenous Engagement Team visit was very convenient."

During her training in the Journeywoman Start program at WBF, she decided to focus on becoming a millwright, primarily because she wanted to learn a bit of everything. "It's a very broad trade and I get to experience a variety of different trades within one," said Karlayne.

Following graduation, Karlayne was successful in quickly finding work in her trade. When asked what the biggest challenge in doing the work is, she answers that it's her not being as physically strong as the guys. Karlayne likes the people at work and the variety of tasks and journeymen to learn from, and she especially likes being able to go home every night to be with her family.

Working in the trades has allowed Karlayne to learn new skills, expand her limits and enjoy greater independence. Her goal is to be the best tradeswoman she can be, and after getting her Red Seal as a millwright she has her sights set on pursuing a dual ticket with welding. Till then, she continues learning and expanding her skills and she adds, "hopefully, I'll have the excitement of seeing an eager apprentice looking up at me one day."

EVERYONE WHO IS SUCCESSFUL MUST
HAVE DREAMED OF SOMETHING.

MARICOPA

FARON BULL
COUNCILLOR, PAUL FIRST NATION

Band Councillor Faron Bull knows full well the social, economic and housing issues facing Indigenous communities. It's why he welcomes the initiatives and opportunities provided by organizations such as WBF. Faron became aware of WBF through the media and friends, and has worked with the Indigenous Engagement Team on developing opportunities for women. "They were very helpful with our community, through hands-on meetings and providing lots of support in our community in engaging the women," said Faron.

In the past, Paul First Nation has successfully partnered with WBF to provide women in the community the *She Works: Job Readiness Series*. This, in turn, has assisted a number of women from Paul First Nation to successfully enter WBF pre-apprentice programs and obtain employment in the trades. As a welder and boilermaker himself, Faron adds, "I've witnessed the increase in women from our Nation working in industry. While some have stayed and worked in the community, some have moved on as they liked the challenge of working in the industry area."

Today, Faron says that the opportunities for the women of Paul First Nation are increasing and the women are becoming more involved. Asked about how he would like to see Paul First Nation's relationship with WBF evolve in the future, Faron answered, "I would like to see an office setting in our community."



LET US PUT OUR MINDS TOGETHER
AND SEE WHAT LIFE WE CAN MAKE
FOR OUR CHILDREN.

SITTING BULL



LOTTI RAIN
1ST YEAR APPRENTICE ELECTRICIAN
JOURNEYWOMAN START #68



Lotti Rain has always had a desire to work in the trades and quickly realized during her training at WBF that she had what it takes to do the work. Her teachers also recognized her drive and encouraged her along the way. Now, every day, Lotti pushes herself to understand, to learn and to do the work.

The mother of one first heard about WBF through other women who trained there, and later attended an info session at the Paul First Nation Health Centre. She knew she just needed the basic tools and understanding to move forward. Lotti is



currently a first year Apprentice Electrician and says it is honestly the best choice she has ever made.

Lotti chose electrical because physically and mentally she knew she could succeed. "I really like doing the hands-on work and the detailed training from the other journeymen and experienced apprentices," said Lotti. "I really love my job, I don't think there's anything that I don't like!"

Lotti was able to find work two months after graduating from WBF. In her current job, she got to experience what outside work was like in her trade for the first time,



including trenching and underground installations. Her only concern was that dressing for the weather could sometimes be a bit challenging.

As for her goals, Lotti wants to be regarded as an efficient and reliable electrician, and earn herself a good name in her trade. She has her sights set on becoming a successful journeyman and being a positive role model for other apprentice: and, especially for women.

WE CAN ONLY BE WHAT WE GIVE
OURSELVES THE POWER TO BE.

NATIVE AMERICAN PROVERB

ANNIE KORVER
LEAD, EMPLOYMENT AND TRAINING
KINDER MORGAN CANADA TRANS MOUNTAIN
EXPANSION PROJECT

In her role as Lead, Employment and Training for the Kinder Morgan Canada Trans Mountain Expansion Project (TMEP), Annie Korver is responsible for partnering with educational institutions to deliver training programs that enhance access and maximize employment opportunities for Indigenous peoples, local residents and regional residents.

Working closely with WBF's Employer Services, Industry Relations and Indigenous Engagement teams, Annie helped produce the curriculum and promote the Trans Mountain Expansion Project Pipeline Readiness Program. The 8-week, tuition-paid program prepares candidates for safe and productive entry into the pipeline construction field. "It was a collaborative process," said Annie "I was able to bring my expertise in the pipeline industry, and expectations of what life would look like on the job."

To successfully assess and recruit Indigenous women into the program, WBF and Trans Mountain offered a series of five-day Career Builder Sessions which included math instruction, application completion, assessments and self-discovery workshops. "Trans Mountain is in the communities frequently and we were pleased to deliver a TMEP presentation at each of the WBF sessions," said Annie.

When asked about what areas in the energy industry WBF could explore further, Annie replied, "Pipeline construction, facility construction, and mid-stream — their formula is bang on and the opportunity exists for WBF to do more of what they're already doing." She added that WBF's strength is the robust effort that is put into identifying the right candidates based on the desired outcome for employment. "WBF invests time and energy in the front end, the screening, the identification and the pre-program training such as the Career Builder sessions," said Annie "They're not looking at putting bums in seats, but rather to provide training to the right candidates for companies to consider hiring."



EVERYTHING ON THE EARTH
HAS A PURPOSE,
EVERY DISEASE AN HERB TO CURE IT,
AND EVERY PERSON A MISSION.
THIS IS THE INDIAN
THEORY OF EXISTENCE.

CHRISTAL QUINTASKET, SALISH

SHANNON KAY
RED SEAL ELECTRICIAN
JOURNEYWOMAN START #42

It's been a long journey for Shannon Kay, but worth every step. Born and raised in Edmonton to a Gwich'in mother from Fort McPherson, NWT and a Cree father from the Peace River region, Shannon attended an information session at WBF in 2010. After seeing video footage of a woman electrician, she thought, "I could do that" and decided to pursue a career she never thought possible.

At the time, Shannon had been out of school for about 10 years and hadn't completed her high school, so she went to P.A.L.S. (Project Adult Literacy Society) for the academic tutoring that allowed her to pass the WBF trade entrance exam. Shannon then secured funding through Oteenow, an employment and training agency dedicated to finding First Nations and Inuit people in Edmonton and area with careers that work.

Once Shannon started her training at WBF, she found she really enjoyed welding, but stuck with her original goal to become a journeyman electrician. Fast forward six years and Shannon is now working as a Red Seal Electrician in Beaumont, Alberta. Her favourite part about the job site is the support from her co-workers, learning something new every day, being busy and working hard.

When Shannon found the early starts to be an issue because of her son's daycare hours, she was able to negotiate with her employer to modify her hours so she could get her son to daycare without being late for work.

What's next for Shannon? "I'm looking forward to sharing my knowledge with others, teaching them the right way to do something so they don't make mistakes."



CANDICE CARDINAL
PROJECT COORDINATOR,
SADDLE LAKE EMPLOYMENT AND TRAINING CENTRE
SADDLE LAKE CREE NATION

In her role at the Saddle Lake Employment and Training Centre, Candice Cardinal has worked closely with members of WBF's Indigenous Engagement Team on a number of occasions. She is a firm believer in female empowerment and the youth who will be our next generation.

Candice commented that one of the biggest strides WBF is making in changing the face of industry in Canada is taking the time to bring a face to the communities that are remote. "Women Building Futures has been out to Saddle Lake Cree Nation to shed some light on the programs for the women of our Nation," said Candice. "We've recently had two five-day career building sessions as well as a two-day career essentials session." These sessions included math and English tutoring, as well as an understanding of the application process for those applying to WBF programs. The information session covered what programs are offered and assisted in helping interested women choose a career they wished to pursue.

"The Indigenous Engagement Team has helped our women in Saddle Lake understand that a career in trades is easier than they thought," adds Candice. "With them coming into the Nation, the application process has been easier and not so overwhelming." She adds that the opportunities for Indigenous women in the trades have increased, with journeywoman welders, carpenters and heavy equipment operators just in her Nation alone. As for the future, Candice said, "It would be great to have WBF come into our Nations and offer a small business course so our women can have the skills to run their own businesses once they have enough hours or when they become a journeywoman."



THE MORE YOU KNOW
THE MORE YOU WILL TRUST
AND THE LESS YOU WILL FEAR.

OJIBWAY ADAGE

WHEN YOU SEE A NEW TRAIL
OR A FOOTPRINT YOU DO NOT KNOW,
FOLLOW IT TO THE POINT OF KNOWING.

UNCHEEDAH, SANTEE SIOUX



CERTAIN THINGS
CATCH YOUR EYE,
BUT PURSUE ONLY THOSE
THAT CAPTURE
YOUR HEART.

NATIVE AMERICAN PROVERB

REBECCA RAIN

2ND YEAR APPRENTICE ELECTRICIAN
JOURNEYWOMAN START #66

Rebecca Rain is a proud 2nd year electrical apprentice. She grew up on the reserve and learned early on how strong women could be by watching her mom, a single mother, raise her and her three siblings. "I try to emulate what she has put out into the world, to be as funny and smart as her," said Rain. In fact, it was Rebecca's mom who encouraged her to attend a WBF info session as she had always envisioned Rebecca in the trades. After attending a weeklong session in her community in Paul First Nation, and working with WBF's Indigenous Engagement Team, she was accepted into the Journeywoman Start program.

Rebecca chose to pursue becoming an electrician partly because it was a family thing, adding, "a lot of the people that surround me are sparkys." She loves her chosen trade, mostly because of what the future has to offer — LED lighting, solar

panels, and automation systems are all viable options that not a lot of people know about. "It's constantly changing and evolving, exciting stuff," said Rain. "The only constant thing in this whole process is how electricity can travel, just in different uses and applications."

Following graduation, and due to her hard work throughout the program, Rebecca landed a job right away. When asked if she used WBF's job search support services she replied, "Of course I did, there are so many aspects to searching for a job, and the process doesn't end once you get a job, so you'd be crazy not to take advantage of it."

"Giving back has always been a part of the process, especially from the community that raised me," said Rain. "It's extremely unfortunate how a lot of brothers and sisters live on the reserve. I don't know my exact purpose or proposal, but that's my future."

In regards to her trade, Rebecca would like to look back at her electrical career one day and say that she had truly done it all and learned as much as she could.



ELAINE CARDINAL

RECRUITMENT ADVISOR,
WOMEN BUILDING FUTURES

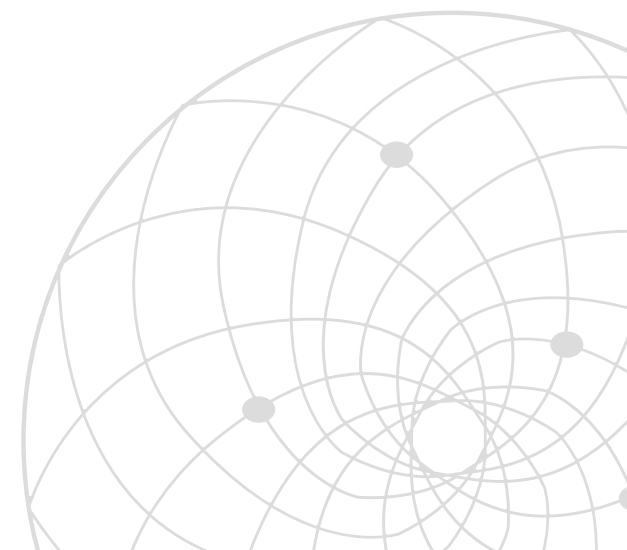
In her role as a Recruitment Advisor, Elaine Cardinal works with the Indigenous Engagement Team, helps students in the program obtain funding, and acts as a role model to students and WBF staff. She sees herself as a follower of Indigenous teachings and loves being around the elders, and enjoys all the teachings she receives from women and their families.

Elaine first heard about WBF in 2007 and thought it was an interesting idea to train women to work in the trades. She wanted to meet the people in the organization and learn what they do. "The strong presence of team inspired me," said Elaine. "And that is why I am here today." Elaine enjoys seeing the progress in women's lives and is proud of how WBF is changing the face of industry in Canada, "We continue to lead our women in the right direction of success in the construction industry."

When asked what she sees as the next steps for WBF in regards to Indigenous Engagement, Elaine replied, "Our team works hard in educating communities, but we still have a long way to go. I strongly believe that we are on the right track in helping women gain the strength and courage to be the pillars of their families and community." As for the future, she sees more women working alongside Indigenous community leaders, the way it was many years ago, "Women influencing other women, children, families, leaders, men."

NO RIVER CAN RETURN
TO ITS SOURCE,
YET ALL RIVERS
MUST HAVE A BEGINNING.

NATIVE AMERICAN PROVERB



KENDALL HENKEL
3RD YEAR APPRENTICE ELECTRICIAN
JOURNEYWOMAN START #60



BE FEARLESS IN THE PURSUIT OF
WHAT SETS YOUR SOUL ON FIRE.

ANONYMOUS

Kendall Henkel first heard about WBF from friends and family. When the timing was right she finally decided to apply to the Journeywoman Start program. Kendall knew from the beginning that she wanted to be an electrician and, although sheet metal and carpentry sparked her interest for a short while, she followed through with her goal.

Kendall's favourite part of the program was the hands-on training. She also found that the fitness component really helped increase her physical endurance on the job site. Kendall has just recently finished her technical training and is now a third year apprentice. She spent her first two years in the industry in the residential sector doing service calls. Every day there were new challenges on the job and it was up to her to

find the best possible solutions. "It's very rewarding when you can fix the problems that are causing someone so much stress," said Kendall. She loved doing service work, adding she learned so much and felt very accomplished.

What's next for Kendall? Currently she's diving into a new adventure. She wanted to expand her skills and try something new, so she's in the process of switching over to the industrial sector. Kendall wants to join the union and experience a new area of electrical. She says that the Journeywoman Start program was one of the best decisions she ever made, "Entering the trades is very intimidating and WBF prepares you for that. They go above and beyond."

ERIN MEETOOS
RED SEAL WELDER
JOURNEYWOMAN START #41

When Erin Meetoos first walked into WBF, she'd pretty much made up her mind as to what she wanted to do for the rest of her life. "I was planning on pursuing a career in carpentry but I had no idea of the options that were available, so I enrolled in the Journeywoman Start program," she said. "The hands-on part was really educational because I got to learn a little bit about everything."

Today Erin, has completed NAIT's welding program and is now a Red Seal Journeyman Welder. She has been fortunate to have had continuous employment since taking up her trade, working as a welder for the past seven years. "Pursuing a career in the trades is the best thing I've ever done for myself and my daughter, it has given us the privilege to do some pretty amazing things that I wouldn't have ever dreamed of before," said Meetoos. "I would highly recommend it to every woman seeking a new challenge, and a new lifestyle."

"My dreams are being realized and my future is more secure each day," she smiled. "I'll always be thankful to those who helped me achieve my goals, like the company who accepted me near the end of my WBF training and enabled me to complete my two-week practicum, my family and my current employer, who provides ongoing incentive, encouragement and opportunity."



CHIEF JOHN ROSS, CHEROKEE





ROBERTA GIROUX
JOURNEYMAN ELECTRICIAN
JOURNEYWOMAN START #23

Roberta Giroux came to WBF after hearing a radio ad. At the time, she was the primary caregiver to her aging parent — and was looking for a better way to support her family. Roberta proved to be an outstanding student, and her first job was working on the construction of the new WBF Suncor Energy Training Centre as an electrical apprentice. These days she is keeping very busy working as a Journeyman Electrician with Local 424 at North West Redwater Sturgeon Refinery.

It's been quite the ride for Roberta — in 2012 she won two awards, the Evraz Inc. NA Canada Apprenticeship Bursary and a Shell Canada Trades Bursary, and was chosen to participate in NAIT's television advertising campaign. Roberta has quickly become an excellent role model for Indigenous women in construction. She returns to WBF on an ongoing basis, speaking to the students on strategies to becoming a successful tradeswoman.

WHEN YOU KNOW WHO YOU ARE;
WHEN YOUR MISSION IS CLEAR AND
YOU BURN WITH THE INNER FIRE OF
UNBREAKABLE WILL;
NO COLD CAN TOUCH YOUR HEART;
NO DELUGE CAN DAMPEN YOUR PURPOSE.
YOU KNOW THAT YOU ARE ALIVE.

CHIEF SEATTLE

Photo courtesy of NAIT



JASMINE NEVINS
EQUIPMENT OPERATOR
HEAVY EQUIPMENT OPERATOR PROGRAM #4

At almost 30 years of age, Jasmine Nevins has been in the construction industry for about 11 years now. She first heard about WBF from her mother. In fact, it was her mother that insisted she take the Heavy Equipment Operator program six years ago. It was also her mother that hooked her up with her first construction job.

When asked what she likes about the work, Jasmine answered, "It's never the same any day. There's always work no matter what time of year. But that's not the only benefit, she adds, "I have found that I can now be paid what I want, as opposed to what they want to pay me. It gives me the chance to do the things in life I choose to do, when I want to do it."

As for challenges on the jobsite, Jasmine is not crazy about working in the winter because she doesn't like being in the seat all day, so she's always in and out of the equipment to check on it or chain it down. Other than that it's all smooth sailing.

Jasmine credits working in construction as giving her the power to be independent and a provider, as well as providing her the freedom she needs. Her plans for the future include getting her tower crane ticket and buying her first home within the next five years.

THE HONOR
OF THE PEOPLE
LIES IN THE
MOCCASIN TRACKS
OF THE WOMEN.

ANONYMOUS SIOUX



GET THE TOOLS TO SUCCEED. SUPPORTING YOU EVERY STEP OF THE WAY.

Get trained to work in construction and then bring those skills back to your community. Support is provided through academic upgrading, training, application assistance, housing and career development.

Contact our Indigenous Engagement Team at **indigenous@womenbuildingfutures.com** to arrange a free information session or career decision-making workshop in your community.



WOMEN BUILDING FUTURES®

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TEACH US THE ROAD TO TRAVEL,
AND WE WILL NOT DEPART
FROM IT FOREVER.

SATANK, KIOWA

