On behalf of the WBF Board of Directors, I would like to thank our community partners, industry partners, and stakeholders for your continued support of our mandate.

2019 was a year of significant growth and opportunity for WBF. We celebrated 20 years of supporting women in communities, we received funding to support the expansion of our programs across the province, and we launched a new program in British Columbia as part of the LNG Canada project.

I am pleased to welcome our new President, Carol Moen, P.Eng. As President, Carol will work with the Women Building Futures Board to set the strategic direction, strengthen and ensure sustainability of core operations, and guide the current plans for the organization’s growth and regional expansion.

Kathy Kimpton, our former President, has taken a position outside Women Building Futures and the Board would like to thank her for her commitment to the success of the organization over the past years.

Our board members look forward to watching WBF continue to thrive and build on the success of 20 years in inspiring positive change.

MESSAGE FROM BOARD CHAIR

Amanda Rosychuk
Board Chair

Angela Armstrong
Past Board Chair

Julia Sproule
Governance Chair/Director

Perri Skelton
CPA, CA., Audit Chair / Director

Alan Skoreyko
Director

Freddie Martinez
Director

Jason Collins
Director

Jim Kanerva
Director

Landa Richards
Director

Lindsay Osmond
Director

Joelle McLaren
Past Governance Chair / Director
MESSAGE FROM PRESIDENT

On behalf of Women Building Futures, we would like to thank our staff, stakeholders, community investors and industry partners for their continued support in 2019. For those that have not met me yet, I am the new President of WBF and I am thrilled to be part of this organization.

It has been an exciting year of growth and change for us here at WBF. Over the last year, we’ve been presented with some exciting opportunities to expand our programming across the province and continue to positively transform the lives of women. We’ve also continued our role as an advisor and advocate of inclusivity and women’s representation working alongside government and industry.

We are inspired by the commitment and actions of our employment partners and community who show up to represent and champion women in the construction, driving and operating industries. We wouldn’t be able to fulfill our mandate of supporting economic prosperity for women without the promise to support our graduate’s careers.

This year, we will focus our efforts in strengthening our wrap-around support services for women in our communities. Part of this will include refining our pre-readiness, academic courses to support women who are interested in pursuing our training but may not yet meet the requirements. This will also include increasing our direct outreach to community agencies to support their clients and connecting our students with accessible childcare and affordable housing. We know these support services are critical to removing barriers and supporting the success of the women we serve.

This report will provide further insight to our plans for 2020 and how we will move forward as an organization with a strong focus on impact.

We look forward to influencing and empowering positive change for more women, families, and communities in 2020 and working alongside industry to support career opportunities and economic change for women.

Thank you again for your support,

Carol Moen, P. Eng.
President
OUR PURPOSE

EXTRAORDINARY FUTURES FOR WOMEN

We empower women to become economically prosperous through industry recognized training in maintenance and construction related trades and the driving and operating industries.

We primarily work with underemployed or unemployed women and offer full wrap-around supports to remove barriers and support long term prosperity. Some of these supports include: additional funding for living expenses, resources for affordable childcare, affordable housing, earned employment referrals, and alumni support after program completion.

At WBF, women embark on a journey of significant transformation, from the first steps in exploration "Maybe I can do this" to employment "I AM doing this!"

Through WBF’s training programs and wrap around services, women:

• Gain in-demand skills and certifications
• Learn the best practices for working in the maintenance and construction related trades and the driving and operating industries
• Increase their employment readiness and earning potential
• Build lasting connections with classmates, industry employers and the WBF team

As a result, women achieve a life of economic stability and inspire the next generation to consider what their extraordinary future could look like.

OUR 2019 IMPACT

156 graduates

2,037 total graduates

6,630,164 social media impressions

92% of graduates employed in target industries within six months of graduation

2.5x average increase in income for graduates

8,628 women connected with WBF

62 partnerships established or partners actively engaged with WBF

74,851 new users to website

15% of graduates identify as Indigenous

96% of industry partners who would recommend hiring a WBF graduate to clients or colleagues

>90% of graduates would recommend WBF

270 media mentions

108% of industry partners who would recommend hiring a WBF graduate to clients or colleagues

40% of graduates identify as Indigenous

85% of industry partners who would recommend hiring a WBF graduate to clients or colleagues

>80% of graduates would recommend WBF
OUR PROGRAMS

Our support services address common barriers to economic prosperity and our training programs prepare women for industry training and work expectations.

JOURNEYWOMAN START
A 17 week program that introduces students to different trades and prepares them with technical and hands-on skills training, essential safety awareness and certifications, jobsite visits and workplace readiness. Graduates from this program are ready to succeed as entry-level workers in the construction and maintenance industry.

DRIVER & OPERATOR TRAINING
A six-week program that prepares students with essential safety awareness and certifications, workplace readiness, industry exposure, theory and driver training to obtain their license and pursue careers as Class 3 Drivers operating equipment such as snowplows, wireline trucks, and hydrovacs.

PROFESSIONAL CLASS 1 DRIVER
The eight-week program provides students with the essential safety awareness and certification, workplace readiness, technical skills and hands-on training required to obtain their Class 1 license under the new mandatory entry-level training and succeed in the commercial transportation industry. This program is formally endorsed by the Alberta Motor Transportation Association (AMTA).

INDUSTRY FUNDED PROGRAMS
We work directly with industry partners who are seeking custom programs designed to meet their workforce development needs and align with their project timelines. Our training prepares women to enter the internal training and onboarding process with our partners funding the program. Some examples include Suncor Haul Truck and Syncrude Heavy Equipment Operator.

AFFORDABLE HOUSING
Access to affordable housing can be a significant barrier for many women in their journey to economic prosperity. Our Edmonton training facility includes studio, one-bedroom and two-bedroom suites that are fully furnished and ready to welcome women and their children. Our housing is part of Edmonton’s Crime Free Housing program.

READINESS-BUILDING WORKSHOPS
Our workshops prepare women to apply to our programming by addressing academic barriers and personal readiness. Workshops respond to the needs of participants and may include information about WBF programs; the trades and apprenticeship process; a readiness self-assessment; academic instruction and practice; career exploration; financial literacy learning, resumes and interview preparation.
When Kate first discovered WBF, she was looking for an opportunity that would allow her to grow, be independent, and reach her goals. We first met Kate at a 5-day readiness workshop we hosted in her hometown of Fort McMurray. Kate left the workshop feeling excited to pursue a career in the trades and applied for a program at WBF.

She completed an intensive introductory program and was immediately hired into a role with a local construction company. This new path has helped her achieve her goal of building a career for herself, being able to buy a vehicle and have it fully paid off within a year.

Kate’s advice for any woman looking to explore a career in the trades?

“Go for it! This will open so many doors for you and the opportunities are endless!”

“I had never considered trades. I’m the first girl in my family to be in the trades.”

Gloria first heard about Women Building Futures from a co-worker in customer service at a hardware store. Though she’d worked retail most of her life, she was intrigued by what she heard about WBF and decided to apply.

“I thought it would be impossible to get in, so when I did I thought it was a dream come true,” Gloria said. She quit her job and started the Journeywoman Start program.

For Gloria, the best part of her experience was how capable she felt after she graduated.

“You get out of your bubble and your comfort zone... for me it was the best thing I’ve ever done, by far.”
2019 HIGHLIGHTS

Students supported Zoe’s Animal Rescue by building doghouses for families in need.

Celebrated success of Professional Class 1 Driver program and 1st cohort to undergo new mandatory level training.

WBF team laced up steel toe boots to support building homes for Habitat for Humanity.

Approached to partner on major projects in Alberta Heartland & Northern Alberta to support training and hiring local women.

Building on the momentum of our inclusive workplace research, we were invited to partner on a construction readiness training program expanded to BC through LNG Canada Project.

Invited to participate in the Gender Equality Network Canada, a unique three-year initiative to advance gender equality in Canada, hosted by the Canadian Women’s Foundation.

Government of Canada invests $2.5 million in pilot expansion of our Journeywoman Start program.

Celebrated our second annual Alumni Connections event to collect feedback and insight from graduates working in the industry.

WBF celebrates $10 million investment by the Government of Alberta to support programs, housing, workshops, and sustainable operations.
REFLECTING ON 2019

In 2019, we set out to fully understand which regions would see the highest positive impact with the expansion of our training in Alberta. We also started to build internal capacity to help support the expansion of training and delivery of services. Through this process, we’ve been reminded of the importance of our wrap-around support to truly serve the women we work alongside.

- We asked ourselves, if we were to expand our training outside our facility, what community support and infrastructure would be required to support the long-term success of underemployed, unemployed women? Factors like access to public transportation, affordable housing, affordable childcare, additional financial support and more are common barriers we work to address, connect, and rally around to support sustainable economic growth and opportunity for women. This journey of discovery uncovered new regions within Alberta that would benefit from our unique programming. In late 2019, we began laying the groundwork to support our pilot expansion.

- We also spent 2019 focused on building awareness of women in the construction trades, driving and operating industries. We used our platform to highlight why these industries need more women, as we anticipate massive labour shortages in the coming years due to a retiring workforce.

This work has prepared a foundation to support the expansion of our programming across the province and strengthen our voice as an influencer and champion of diversity in our focus industries. We’re excited to see the response of our groundwork throughout the coming year as we realize our vision and continue to move forward in our mission to inspire positive change for women.
### Legacy Partners

Legacy Partners are our longest standing partners. These partners have contributed to Women Building Futures for 10 years or more and have contributed to the sustainable growth of our organization.

- CLAC
- Family and Community Support Services
- Government of Alberta
- Government of Canada
- Imperial Oil Ltd.
- Suncor
- Suncor Energy Foundation

### Cornerstone Partners

Cornerstone Partners have invested a cumulative giving of over $1 million dollars. These supporters have helped support major projects, expansion of programs and large-scale awareness across Canada.

- CLAC
- Government of Alberta
- Government of Canada
- Imperial Oil Ltd.
- LNG Canada
- Suncor
- Suncor Energy Foundation

### Growth Partners

Growth Partners support with an annual investment of $50,000 or more. These supporters have provided valuable support of our mission and in-hand training for the women who attend our programming.

- Blakes LLP
- CLAC
- CLR Workforce Development Trust Fund
- CN Rail
- ConocoPhillips
- Family and Community Support Services
- Imperial Oil Ltd.
- Inter Pipeline
- Leacross Foundation
- Pembina Pipeline Corporation
- Suncor
- Suncor Energy Foundation
- Surehire Occupational Testing
- TC Energy

### Awareness Partners

Awareness Partners support with an annual investment of $500-$49,999. These partners have supported career development opportunities for students and boosted awareness of opportunity for women in communities.

- Alberta Carpenters Training Centre
- Alberta Construction Safety Association
- Alberta Ironworkers Apprenticeship and Training Plan Local 720
- Alberta Motor Transport Association
- Brookfield Residential
- Careers NextGen
- Chevron
- CP Rail
- Cranemasters
- Edmonton Community Foundation
- Fluor Constructors Canada Ltd.
- Graham Construction
- International Brotherhood of Boilermakers Local 146
- Kiewit
- North West Redwater Partnership/North West Refining
- PCL Construction
- Petroleum Services Association of Canada
- Progressive Contractors Association of Canada
- Spartan Controls
- Town of Stony Plain

### Program Partners

Program Partners provide support through investment in our training programs, experiential learning for students, and employment opportunities for alumni.

- Badger Daylighting
- Caron Transport
- CEDA
- City of Edmonton
- Cummings
- DFI
- Diversified Transportation
- Finning
- O'Halton Paving
- Rosenau Transport
- SMS Equipment
- Suncor
- Syncrude
- Trimaq
- United Rentals
- Volker Stevin
- Watt & Stewart
- Westcan Bulk

### Training Partners

These partners provide valuable resources that allow us to deliver training to over 200 women annually:

- Alberta Motor Transport Association
- Gennaro Transport Training
- Grande Prairie Regional College
- Gridworks Energy Group
- Keyano College
- Kitimat Valley Education Society
- MacEwan University
- NAIT
- Norquest College
- Red Deer College
- Sheet Metal Workers International Association, Local 8

### Endowment Fund Supporters

The following individuals have been honoured by family & friends:

- Iveta
- Judy Doll
- Susanne Tarrant

### The JudyLynn Archer Fund

- Debra Dombrowski**
- Lorraine McGill**
- Stephen Gallagher**

### WBF Fund

- Anonymous**
- Bryan Madryga**
- Doug McGill**
- Kathy Kimpton**

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For more information or to make a donation, please visit [womenbuildingfutures.com/donate.](http://womenbuildingfutures.com/donate)
# STATEMENT OF FINANCIAL POSITION

## December 31, 2019, with comparative information for 2018

The following financial statements are from January 1 – December 31, 2019. Please note, in 2019 the WBF Board adjusted WBF’s fiscal year to align with that of many of our funders, July 1 – June 30. WBF will post the audited statement for January 1 to June 30 2019 online and future annual audited results will be posted in October of each year.

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$6,071,751</td>
<td>$2,029,748</td>
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<td>Restricted cash</td>
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<td>39,789</td>
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<td>Accounts receivable</td>
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<td>782,370</td>
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<td>Prepaid expenses</td>
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<td><strong>6,857,039</strong></td>
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<td>Capital assets</td>
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<td>8,093,032</td>
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<td></td>
<td><strong>13,997,910</strong></td>
<td><strong>11,037,149</strong></td>
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<tr>
<td><strong>LIABILITIES AND NET ASSETS</strong></td>
<td></td>
<td></td>
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<tr>
<td>Current liabilities</td>
<td></td>
<td></td>
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<tr>
<td>Accounts payable and accrued liabilities</td>
<td>$147,834</td>
<td>$230,829</td>
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<tr>
<td>Deferred contributions</td>
<td>4,383,692</td>
<td>713,389</td>
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<tr>
<td>Deferred revenues</td>
<td>299,322</td>
<td>310,523</td>
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<td>Loan payables</td>
<td>72,801</td>
<td>95,201</td>
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<td></td>
<td><strong>4,903,649</strong></td>
<td><strong>1,349,942</strong></td>
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<td>Deferred capital contributions</td>
<td>5,940,162</td>
<td>6,885,155</td>
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<td></td>
<td><strong>10,843,811</strong></td>
<td><strong>8,235,097</strong></td>
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<tr>
<td>Net assets</td>
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<tr>
<td>Invested in capital assets</td>
<td>741,657</td>
<td>1,112,676</td>
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<td>Internally restricted</td>
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<td>867,000</td>
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<tr>
<td>Unrestricted</td>
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<td><strong>3,154,099</strong></td>
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<tr>
<td></td>
<td><strong>$13,997,910</strong></td>
<td><strong>$11,037,149</strong></td>
</tr>
</tbody>
</table>
STATEMENT
OF OPERATIONS

Year ended December 31, 2019, with comparative information for 2018

The following statement of operations are from January 1 – December 31, 2019. Please note, in 2019 the WBF Board adjusted WBF’s fiscal year to align with that of many of our funders, July 1 – June 30. WBF will post the audited statement for January 1 to June 30 2019 online and future annual audited results will be posted in October of each year.

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants</td>
<td>$2,846,070</td>
<td>$2,171,915</td>
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<tr>
<td>Tuition</td>
<td>2,413,468</td>
<td>2,821,436</td>
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<td>Sponsorship</td>
<td>1,177,250</td>
<td>850,315</td>
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<tr>
<td>Other</td>
<td>106,378</td>
<td>139,837</td>
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<tr>
<td>Rental Income</td>
<td>371,613</td>
<td>372,704</td>
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<tr>
<td>Donations and Casino</td>
<td>69,201</td>
<td>418,484</td>
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<tr>
<td>Interest Income</td>
<td>26,967</td>
<td>18,116</td>
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<tr>
<td></td>
<td><strong>7,010,946</strong></td>
<td><strong>6,792,807</strong></td>
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<tr>
<td>Salaries and benefits</td>
<td>3,965,377</td>
<td>4,031,636</td>
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<tr>
<td>General and administrative</td>
<td>808,513</td>
<td>1,480,856</td>
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<tr>
<td>Marketing and advertising</td>
<td>634,889</td>
<td>969,364</td>
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<tr>
<td>Program expenses</td>
<td>895,608</td>
<td>678,926</td>
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<tr>
<td>Building expenses</td>
<td>188,060</td>
<td>191,134</td>
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<tr>
<td>Bad Debts</td>
<td>68,288</td>
<td>15,720</td>
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<tr>
<td>Interest and bank charges</td>
<td>12,949</td>
<td>9,183</td>
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<tr>
<td></td>
<td><strong>6,573,685</strong></td>
<td><strong>7,376,819</strong></td>
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<tr>
<td>Excess (deficiency) of revenue over expenditures before amortization</td>
<td>437,261</td>
<td>(584,012)</td>
</tr>
<tr>
<td>Amortization of deferred capital contributions</td>
<td>976,328</td>
<td>889,139</td>
</tr>
<tr>
<td>Amortization of capital assets</td>
<td>(1,068,517)</td>
<td>(959,482)</td>
</tr>
<tr>
<td>(92,189)</td>
<td>(70,343)</td>
<td></td>
</tr>
<tr>
<td>NET INCOME (DEFICIT)</td>
<td><strong>$345,072</strong></td>
<td><strong>($654,355)</strong></td>
</tr>
</tbody>
</table>