



2018 - 2019

Annual REPORT

On the
Pathway to Success

A message from the CEO:



Career Trek's programs give each and every participant the chance to explore, experience and excel by providing the opportunity for a real-life, tangible look at a vast array of career options that span from trades to technology to social services and everything in between. Career Trek provides a safe and engaging environment for participants to gain a greater sense of awareness, understanding, curiosity, and connection as they journey along their educational pathway on their way to success.

As we travel the **pathway to success** with our partners, our participants and our champions, we will think about current trends in the labour market, we will think about how technology will disrupt the future of work, and we will think about the important role Indigenous people, business, industry and community will play in our economy. As we think about all of this, we will also think about how Career Trek can continue to not only be relevant but also responsive to change to ensure our participant's pathway to success is well-informed and well-positioned.

I was at an event recently where I heard Canadian singer, actor and activist Tom Jackson speak about success. He said, *"success is an elusive thing. There are a lot of ways to find success but first and foremost, you need a strong mindset over a strong skill set. You need to understand your 'why' because when you do, it will drive you. Your 'why' is more valuable than your greatest treasure."*

As I sat and listened to him speak, his words resonated with me and made me proud to be a part of an organization that is helping to create a strong mindset, helping participants understand their why first by figuring out what they like, what they don't, identifying their strengths and their interests and giving them the space to explore, experience and excel!

I would like to thank all the staff for the work they've done over the past year; to our partners, our funders, our champions, our participants and our families, I thank you! Without you, none of this is possible. I look forward to what the year ahead will bring and am excited about the future of Career Trek.

Rhonda Taylor, CEO

A message from the **BOARD CHAIR:**



2019 has been a great year for Career Trek and we are excited by the AGM theme “On the Pathway to Success.” A pathway is defined as a way that constitutes or serves as a path - often meandering. This is apropos for our organization as Career Trek has gone in a few different directions this year – all of them positive and moving forward, but not necessarily linear.

After a wide-ranging search, we found our new Chief Executive Officer for Career Trek, Rhonda Taylor, who joined us in June 2019. After 16 years of experience at a variety of organizations, Rhonda has built strong relationships with various levels of government, indigenous communities, businesses, and community organizations in a number of provinces. Rhonda’s education, experience and passion make her a great choice to continue to lead Career Trek on the pathway to success.

We welcomed three new members to the Board to help us travel on the pathway to success:

- Kate Pelletier, Dean of the School of Trades, and Access & Community Programs at Assiniboine Community College in Brandon,
- Carly Savoie, a former Career Trek campus staff member who is currently the Marketing Coordinator for Events for the United Way Winnipeg, and
- Rob Penner, Associate Vice-President, Community and Industry Solutions, and Executive Director of the Northern Manitoba Mining Academy, at University College of the North based in The Pas, Manitoba.

During Career Trek’s journey this year, the staff, under the leadership of Bill Hicks, kept the lines of communication open and ensured that the programs of Career Trek remained exceptional for participants. To the entire Career Trek team, Thank You! You make the Board of Directors proud!

Lastly, on behalf of the Board of Directors, I would like to express our gratitude to the Government of Manitoba and other funders for their ongoing support of Career Trek and its programs. The Board of Directors and the Staff are delighted that we all continue to travel together on the pathway to success to ensure Manitoba is a province “where all citizens are able to realize their full educational and career potential.”

Barb Bowen, Board Chair

CAREER TREK by the numbers



CAREER TREK SERVED

762

PARTICIPANTS
A C R O S S
M A N I T O B A



over
31,000
KILOMETERS

TRAVELED BY SCHOOL BUS

CAREER TREK HELD **28** FAMILY DAYS
THIS MEANS THAT WE HAD

over **2000**

FAMILY & FRIENDS THAT
JOIN OUR PARTICIPANTS
AT PROGRAMMING



30% Identify as Indigenous

9% Identify as Newcomer

1% Identify with a disability

OVER

5000

HOURS OF
VOLUNTEERING



142

OF PARTNER SCHOOLS
ACROSS THE PROVINCE

WE'VE ADDED

21

NEW LESSONS.

MOST OF THESE LESSONS ARE **STEM**.
SCIENCE. TECHNOLOGY. ENGINEERING. MATH.



We showcase 8
of Manitoba's
post-secondary
options

CAREER TREK HAS CREATED



19 Trades
Occupation
Lessons



9 Health
Occupation
Lessons



15 Natural Resource
Management Lessons



5 Aviation and
Aerospace
Occupation
Lessons



6 Technology
Occupation Lessons

Stories of our Success

"Manitoba is home to the 3rd largest aviation and aerospace industry, yet I am told constantly there is a shortage of qualified individuals to build, operate, and service this industry. Our visible members are pilots and flight attendants. Little thought is given to the air traffic controllers, mechanics, cargo staff, airport operators, airport fire departments, engineers, designers, or trainers who make up the majority of the industry. Career Trek shows students the "hidden" career options. Without programming like Career Trek's a student might look at a pilot and think "I don't want to do that," or worse "I can't do that" and give up on an entire industry. They might be perfectly skilled and would enjoy becoming a maintenance planner for an airline. Without knowing it's a possibility, they might never find this interest on their own."

- Staff from Aircraft Maintenance Engineer Program at Red River College



Stevenson Campus,
Wonder of Work, Winnipeg

"We had one [participant] do the airplane inspection tour twice I believe because he was so interested, as well as one group who had to be told they had to leave the engine repair station, they were so invested in taking apart the engine that they didn't want to leave. We also had one participant say that going to Stevenson was like getting to go on a field trip within a field trip!"

- Campus Coordinator,
Wonder of Work, Winnipeg



Stevenson Campus,
Wonder of Work, Winnipeg

New PROGRAMS

Our 2018 - 2019 year launched four new programs and projects across Manitoba. These programs and project were launched with additional funding sources and provided Career Trek the opportunity to connect with new participants and families.

Adult Career Trek

Adult Career Trek is a joint project between Career Trek Inc. and Essential Skills Manitoba (ESM) which takes participants to five different employers during a week to showcase various jobs and related essential skills. During this week the learners spend a full day with each employer and experience realistic job scenarios and skills that truly explain what a job in that field requires.

Funding provided by:
The Government of Canada
The Manitoba government

Realizing Manitoba's Workforce Potential

STATS

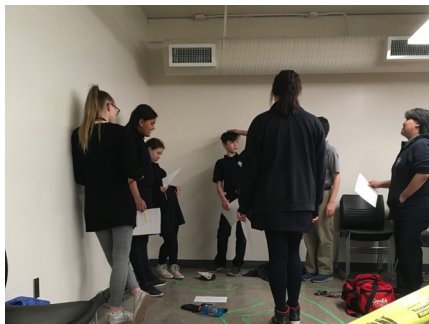
Participants: **19**
Employers: **7**
Sessions: **2**
Jobs showcased: **24**
Most popular job:
Parking Patrol at The Forks
Most excited employer:
International Brotherhood of Electrical Workers
Fun fact: **All participants received a Flagperson certification**



Adult Career Trek, Cascades Canada

Gonzaga Project

In 2018, Gonzaga Middle School reached out to Career Trek to talk about how they could provide their students, in Grades 7 and 8, with a hands-on Career Trek experience. As a school that places a high degree of emphasis on career development they wanted their students to explore a variety of careers in a very real way. The Career Trek programming for Gonzaga Middle School ran for 6 weeks in the spring. Every week, students explored 2 new occupations such as Electrical Engineer, Cabinet Maker, and Human Rights Lawyer.



Gonzaga Project, Winnipeg

STATS

Participants: **38 (18 Grade 7 & 20 Grade 8)**

Careers Experienced: **12**

Most popular career: **Stock Market Broker**

Campuses visited: **The University of Winnipeg, Red River College and University of Manitoba**

True North Youth Foundation

Career Trek had the opportunity, for the first time, to partner with the True North Youth Foundation to provide a special Career Trek Days event for 25 high school students.

The True North Youth Foundation and the Winnipeg Jets Hockey Academy facilitate career development workshops throughout the year however, they also wanted to provide a hands-on learning opportunity as well...that's where Career Trek came in! With the success of the first event, a second event is planned for December 2019.

Working with our partners at Red River College Exchange District Campus, students got to experience careers as a Media Producer and Website Developer.



True North Youth Foundation, Winnipeg

"One of the students (True North Youth Foundation) is usually incredibly quiet and shy, came out of her shell and really enjoyed the Media Producer lesson and surprised the staff by volunteering to be in front of the camera multiple times!"

- Program Manager

Pre-School Trek

Pre-School Trek started with the Manitoba Open Innovation Challenge hosted by North Forge, where Career Trek was selected as a finalist and brought the concept of Pre-School Trek to life. In this project a book series comprised of 8 pre-school level books showcasing Manitoba were created along with a toolkit featuring over 50 activities and a parent handbook to help navigate the eight-week program. This prototype program was made complete by adding a community component where families would gather every 4 weeks.

As a result of the field test of the prototype, more than 80% of Child Participants improved literacy and numeracy skills by at least 25%, with some children jumping from 0 to 100% in specific skill areas. 75% of Parent Participants reported feeling better prepared to support their child through literacy and numeracy development towards the provincial school-readiness indicators after completing the eight-week program at home.

The report recommends launching Pre-School Trek as a program that can provide 100-140 families/children per year in Manitoba with initial tools and supports enabling them to start teaching their children literacy and numeracy at home.

STATS

Participants: **22 families, child participants were between the ages of 3.5 to 4.5 years**
Books printed: **240 (30 sets of 8)**
Toolkits created: **30**
Project locations: **Winnipeg, Skownan, and The Pas**



Page from Pre-School Prototype Book 3



Staff testing the books and activities.



Page from Pre-School Prototype Book 5

INDEPENDENT AUDITOR'S REPORT
To the Board of Directors
Career Trek Inc.

I have audited the accompanying financial statements of the Career Trek Inc., which comprise the statement of financial position as at May 31, 2019, the statements of operations and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements present fairly, in all material respects, the financial position of Career Trek Inc. as at May 31, 2019 and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not for profit organizations.



Gary J Julius, Chartered Accountant
Winnipeg, Manitoba
September 25, 2019

Career Trek Inc.
Statement of Financial Position
May 31, 2019

	2019	2018
	\$	\$
ASSETS		
Current		
Cash	951,067	654,281
Accounts receivable	35,644	9,756
	986,711	664,037
Capital Assets	5,918	8,177
	992,629	672,214
LIABILITIES		
Current		
Accounts payable and accrued liabilities	92,185	60,507
Deferred contributions	412,996	350,000
	505,181	410,507
NET ASSETS		
Unrestricted	437,386	210,646
Externally Restricted	50,061	51,061
	487,447	261,707
	992,628	672,214

Approved by the Board:

Victor Belay
 Director

Gord Hannon
 Director

A Parent's Story

"I would like to thank you for providing my daughter with a life changing experience and enlightening her of various life opportunities.

My daughter attended the program while she was in grade six. She is an eager child who loves to learn. Until she attended the program she felt school was just a life requirement and that what she did and chose today would not impact her future and life dreams. Oh yes, she also has tourettes.

Her goal in life was to be a professional dog walker when she began the program.

Each session she attended brought home a different dynamic young lady. Her self confidence blossomed. She began to have an opinion and grew self awareness of what she also did not want to do or have interest in.

Today my daughter's life goal continues to change but she is aware and self empowered."

- Parent, Wonder of Work, The Pas



C.R.A.V.E., Winnipeg



Wonder of Work, Brandon



THANK YOU for investing in CAREER TREK

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Stevenson Campus,
 Wonder of Work, Winnipeg

*"Yes! This is my kind of thing.
 I love this."*

- Participant,
 Wonder of Work, Brandon



Wonder of Work, Winnipeg



Wonder of Work, Brandon



Wonder of Work, Winnipeg



For More Information

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