



CAPITAL PLAN

April 1, 2026





Overview

Fusion Education Association (FEA) was pleased to submit applications for Charter and Collegiate status in 2023 and honored to be granted status for both in a letter signed by the Education Minister on April 25, 2023.

In both our Charter and Collegiate applications, career learning, vocational training and skilled pathway education were identified as foundational to the vision and purpose of both our association and our school.

VISION

To deliver vocation and skilled pathway education that seamlessly fuses secondary and post-secondary learning.

PURPOSE

- Deliver vocation and skilled pathway education to support seamless transition into post-secondary learning and/or the workplace
- Deliver authentic work-integrated learning opportunities for students
- Help students to recognize their individual skills, attributes, values and beliefs in support of identifying and succeeding along a preferred career pathway
- Provide students with highly personalized academic and career development supports to complete high school
- Partner with Alberta post-secondary institutions to remove barriers to post-secondary access
- Ensure students understand how a pathway supports them to achieve their preferred future

Fusion Education will deliver high quality, integrated, vocational and skilled pathway education. Students will achieve:

- a high school diploma
- AND either a certificate, diploma or up to 15 credits toward university or
- college diploma or degree courses
- OR skilled industry training and credential(s) (apprenticeship)
- AND work-integrated learning experience



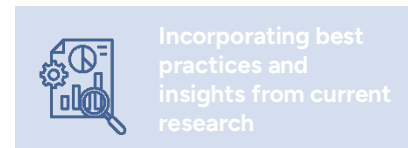
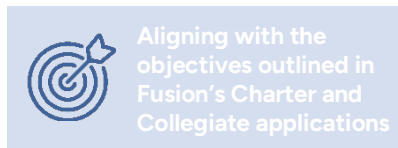


Current State

Fusion Collegiate opened for students in September 2024 and provided focused pathway programming for older high school students. This year, we tripled our numbers (304 students) and now offer programming to grade ten as well as GAP year students. Currently, Fusion relies on third-party providers to deliver skilled trades training programs. This arrangement is dependent on the availability of seats and program offerings, which can vary annually and limit long-term planning. The associated costs are significant, particularly when factoring in tuition, materials, and transportation. Accessing training at these external sites can present logistical challenges for students, particularly those from underrepresented or geographically dispersed communities. Additionally, Fusion has limited control and flexibility over the design and delivery of these programs, including the quality of instruction and alignment with its educational priorities.

To fully deliver on its charter mandate and establish a robust skilled trades pathway within its collegiate model, Fusion requires dedicated access to a skilled trades training facility. In March, 2025, Fusion Education Association (FEA) received pre-planning funds from Alberta Education for consideration of this future capital request. (Further detail is available in FEA's Special Project Initiative submitted April, 2025).

The Fusion Education Association 2025–2029 Capital Plan prioritizes the development of a separate Skilled Trades Centre in Calgary to enhance and expand programming by:



The Fusion Collegiate Skilled Trades Centre will provide accelerated, industry-aligned education to 250–300 students annually.

The centre will streamline education and training pathways, enhance apprenticeship participation, and strengthen employer, community and post-secondary partnerships to create a seamless transition from high school to skilled trades careers.

The desired outcomes include:

- Increased apprenticeship enrolment within the first three years through structured, hands-on training opportunities.
- Improved first-period apprenticeship completion rates, ensuring students receive early exposure to real-world work-integrated learning before graduation.
- Expanded dual-credit programming, with at least 75% of students earning industry-recognized credentials to accelerate workforce entry.
- Greater employer participation, ensuring at least 80% of students gain hands-on industry experience through strategic partnerships.
- A high percentage of students securing employment as first-year apprentices in their chosen trade upon graduation.
- Access to trades education for students who are in their 4 or 5 years of high school
- Enhanced efficiency and cost savings, reducing the time required for students to complete their first-period apprenticeship by up to six months, allowing for faster workforce entry and job readiness.
- Reduce the average age of apprenticeship from 27 yrs to under 20 yrs old.
- Increased access for underrepresented youth in skilled trades programming.



Our Societal Context

Fusion Education Association's Skilled Trades Centre is being developed in direct response to Alberta's economic and workforce needs, addressing the growing demand for skilled trades education while enhancing career development pathways for youth. The construction of this facility will expand programming that supports student employability, industry collaboration, and workforce readiness.

The Skilled Trades Centre aligns with key government mandates, industry leadership, post secondary strategies and research-driven best practices, reinforcing the importance of career education, work-integrated learning, and industry partnerships in preparing students for meaningful employment.

ALIGNMENT WITH POST-SECONDARY STRATEGIES

Fusion Education Association formally partners with Olds College, Southern Alberta Institute of Technology (SAIT), The Educational Partnership Foundation (TEPF), Bow Valley College and the University of Calgary to deliver vocational and skilled industry training/apprenticeship education.



ALIGNMENT WITH CURRENT RESEARCH

- International Research on Career Development, led by Dr. Mike Boyes - dual-credit expert and Fusion Education Association board member - highlights the significant impact of dual-credit education, particularly for students pursuing trades as a post-secondary pathway
- Increased post-secondary enrollment and completion rates
- Higher secondary and post-secondary GPAs
- Greater impact on low-income and minority students, improving access to career pathways



By introducing students to the skilled trades early on, we are not only helping to secure the future of our industry but also providing young people with the knowledge and skills they need to succeed in these rewarding careers.

-Bill Black, President and CEO of the Calgary Construction Association



Our Societal Context

ALIGNMENT WITH GOVERNMENT PRIORITIES & INDUSTRY LEADERSHIP

Strategies include:

- Increased student participation in off-campus programs or paid internships
- Enhanced dual credit programs
- Investment in career pathways
- Advancement of recommendations in the Skills for Jobs Task Report
- “The Task Force believes strongly in the importance and value of work-integrated learning... including co-op, internships, service learning, field placements and apprenticeships.”
- Skills for Jobs Task Report 2020 best practices include:
 - Work-integrated learning experiences in both high school and post-secondary.
 - Engagement of all high school students in work-integrated learning.
 - Expansion of a skills-delivery model that involves employers in education.
 - Improved career pathways that include credentials, competency-based learning and opportunities for lifelong learning.
- Career Education Task Report – The report identifies a career education framework to engage students in “career education pathways that provide the relevant and timely support they need to prepare for fulfilling careers” and includes these recommendations:
 - Increased opportunities for all-campus education
 - Sufficient and sustainable funding for dual credit programming
 - Expanded breadth or emphasis on CALM (Career and Life Management) programming



Students will engage in career education pathways that provide the relevant and timely support they need for fulfilling careers.

-Ministerial Order, 2024



Our Collegiate Application and Commitments



Our 2023 approved Collegiate application included a phase two plan for the addition of a Skilled Trades Centre and additional skilled trades offerings including pathways in Welding and Pipe Trades, Mechanics and Heavy Equipment Technician, and Electrical Trades.

Fusion Collegiate is one of 12 initially approved collegiate schools offering over 30 pathways into post-secondary education and chosen fields in the workplace and, as such, fulfills these provincial requirements:

- We offer specialized programming in a specific subject/field.
 - Skilled Trades, Business & Entrepreneurship, Animal & Health Sciences, and Aviation
- We partner with a publicly funded post-secondary institution and industry partners.
 - Olds College, SAIT, University of Calgary, Bow Valley College
 - The Educational Partnership Foundation
 - CAREERS
- We partner with several related union organizations and businesses
- We provide experiential learning opportunities/work experience and dual credit programming and/or bridging opportunities into post-secondary.
- We follow the Alberta programs of study.
- We offer opportunities for career exploration
- We provide instruction is delivered by a certificated teacher or individuals with acceptable qualifications as determined by the Minister.
- We serve high school students through their identified 1-5 year plan.



Our 2023 approved Charter application identified several work-related purposes for Fusion Collegiate which will be further served through our Skilled Trades Centre including:

- To deliver vocation and skilled pathway education to support seamless transition into post-secondary learning and or the workplace
- To deliver authentic work-integrated learning opportunities for students

Section 13 of the Charter Schools Regulation states "A charter board is responsible for sharing research, innovations and best practices with other educational stakeholders, including post-secondary institutions and public schools."

As a Charter School jurisdiction in Alberta, Fusion Education Association identifies its accelerated programming identified for the Skilled Trades Centre as an important way for it to provide educational leadership in our province.



Capital Budget

Fusion Collegiate opened for students In September 2024. We have already realized success through our programming and career development model as evidenced by this data:

| Description | Cost | Student Capacity |
|--|-------------------|---------------------------|
| Administration | 1,209,576 | |
| Acquisition (Land – if applicable) | 3,090,000 | |
| Design & Consulting | 2,107,451 | |
| Construction | 20,225,057 | |
| Furniture & Equipment | 2,060,000 | |
| Skilled Trades Centre Total Project Costs | 28,692,084 | 250 – 300 annually |

*Approved by the Fusion Education Association Board on March 18, 2026

