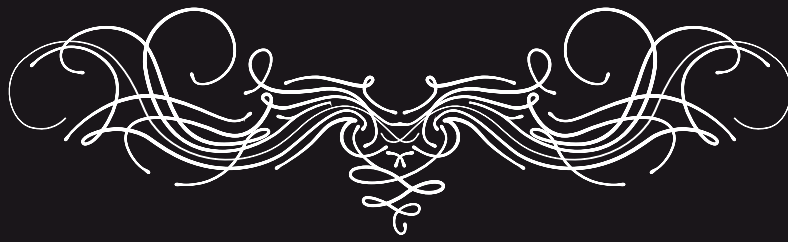


Job Skills. Working to get you working.

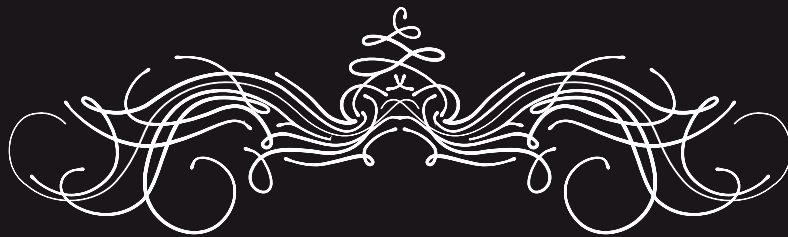


# Annual Report | 2018

Making connections between job seekers, employers and their community.



JOB SKILLS HAS  
OVER 30 YEARS OF SUCCESS  
HELPING PEOPLE  
FROM ALL WALKS OF LIFE  
CELEBRATE THEIR SUCCESS AT STARTING  
A NEW JOB, CAREER OR BUSINESS



### **Nurturing Hands**

by: Noel Bautista

This digital painting was created at the Job Skills 30th Anniversary celebration as a live, interactive creation. With this image I hoped to encompass what Job Skills represents to me: the planting of seeds, growing a foundation of support and nurturing communities. Fellow employees were asked to contribute to the artwork so that everyone could have an opportunity to be a part of this memorable occasion.

Equipment used: Huion Pen Display Monitor, iMac and projector



# Mission Statement

Job Skills offers employment solutions connecting the skills of job seekers with the needs of employers to create a more vibrant community.

## Our Vision

We will develop a continuum of services to support individuals facing employment transitions as they progress towards self-reliance. Our services will span the employment development spectrum including social, workplace and labour market information, action planning, job-specific skills, employability skills, job maintenance, and self-employment assistance.

Our services will build on the assets of the community and will promote community well-being. We will offer services at various levels of intensity and match clients to the level they require. We will be the service provider of choice for individuals, employers and the community. We will be at the forefront of human resource development, seeking out and taking on new initiatives that extend our expertise.

We will have a diversity of funding sources, including federal, provincial and municipal governments, employers, non-governmental organizations, and individual fee payers. We will utilize the latest technologies and flexible workplace practices where they contribute to excellence in service delivery to clients and/or excellence in administrative functions.

We imagine a day when there will be universal access to all labour adjustment services.

## About Job Skills

Job Skills is a non-profit, charitable community-based employment and training agency that has successfully delivered government-funded initiatives for over 30 years. Today, Job Skills provides employment, employer, business and newcomer services and programs to residents of York Region, Bradford West Gwillimbury, Dufferin, Halton and Peel Regions.

From job seekers to employers, Job Skills' outreach and referral services extend to over 20,000 individuals annually. Job Skills continues to be at the forefront of looking at new ways to meet the unique labour market needs of the communities it serves.

Since 1988, Job Skills' programs and services have been helping individuals with new employment opportunities, new careers and new businesses, to build strong foundations and become contributing members to the economy. With a wide mix of programming available, Job Skills is consistently able to maintain and/or exceed contractual outcomes in job placement/business start-ups for all types of individuals seeking employment opportunities, resources and supports.

Job Skills has a strong community presence and continually works with employers, community partners and other service providers to ensure there is a strong, diverse and talented workforce to meet today's labour market needs and create strong economically viable communities.

A volunteer Board of Directors provides oversight and monitors the strategic plan. Job Skills receives funding from all levels of government, the United Way of Greater Toronto, Ontario Trillium Foundation, Greater Toronto Airports Authority and employer sponsorships. Funds are also generated through special initiatives, fee-for-service activities and donations.

### Celebrating 30 years!

In 2018, Job Skills marked its 30th anniversary of successfully helping people from all walks of life, celebrate their success at starting a new job, career or business.

During the last 30 years, Job Skills has assisted more than 220,000 unemployed individuals and provided business supports resulting in the creation of more than 3,500 new businesses.

More than 3,000 small, medium and large business owners have also received supports with their hiring needs, helping them meet the demands of an ever-changing marketplace.

Making those connections between job seekers and employers is what Job Skills has been doing since 1988, to get our communities working.

# Report from the Board Chair and Executive Director



What a difference 30 years make.... Georgina Job Skills Project was incorporated in 1988, as a not for profit, charitable organization in Keswick, Ontario, a small, under-served rural community, in the Municipality of Georgina, in northern York Region.

The project was an initiative of a group of like-minded individuals working and living in the community that recognized there was a lack of employment supports available and agreed that something needed to be done. Thus, the start of Georgina Job Skills Project.

Initially, the Project supported 48 individuals who were unemployed and needed a helping hand not only with gaining self-confidence but also with learning job search techniques, getting a work experience placement and connecting with employers. In 1988, Job Skills had a staff complement of four, including the Executive Director.

Fast forward to 2018, Job Skills reaches more than 20,000 individuals annually through outreach, referrals, customized employment and self-employment services and programs, and making connections in communities in Peel and York Regions.

A commitment to continued service excellence, outcomes and a consistent high placement rate across all programs and services means success for both clients and employers in the communities we serve.

The job seekers come from all walks of life – youth, single parents, refugees, immigrants, mature workers, women entering or re-entering the workforce and persons with disabilities. All of these unique demographic groups have a common goal – to participate in the labor force.

Job Skills works with small, medium and large employers by providing support with training and recruitment as well as providing hiring incentives to meet their labor force needs.

Working with employers helps us stay in touch with the labor market and the ever-changing industry needs, and plays a tremendous part in developing new training and programs to align the skills/training required to meet their workforce demands.

Job Skills' expert staff of about 100 professionals has more than 350 years of experience with the organization. They reflect the community we serve, speaking over 25 languages and having the training, commitment and empathy to support clients as they achieve their employment goals.

We are steadfast in our commitment to continue to work with job seekers and employers as we navigate the fluctuating economy and labour market, the changing nature of work and the skills needed to succeed, alongside changing government priorities and funding changes where efficiencies are of utmost importance.

The pace of change in the new digital economy will continue to have huge impact on the labour market as it transforms the workplace. We are also experiencing unprecedented mass migration and movement of people all around the world. This means that economic and social integration, diversity, inclusion and supporting refugees and immigrants is essential to our collective success as communities across Canada.

History has taught us that by working smarter, together, we will have greater impact developing healthy, strong communities that can thrive and grow.

Board Chairperson Wayne Thiessen and myself, would like to thank our committed Volunteer Board of Directors, our passionate and professional staff who walk the walk everyday by providing the best service they can, and our long standing and new community partners that have been part of our work since the beginning. Together we continue to achieve success, even in the most challenging times. A huge thank you to our funders and the umbrella organizations who work relentlessly to advocate for change and towards creating an inclusive and accessible society.

Our commitment to working to get communities working will remain our constant in the next 30 years!!!

**Wayne Thiessen**  
Chair, Board of Directors

**Nella Iasci**  
Executive Director

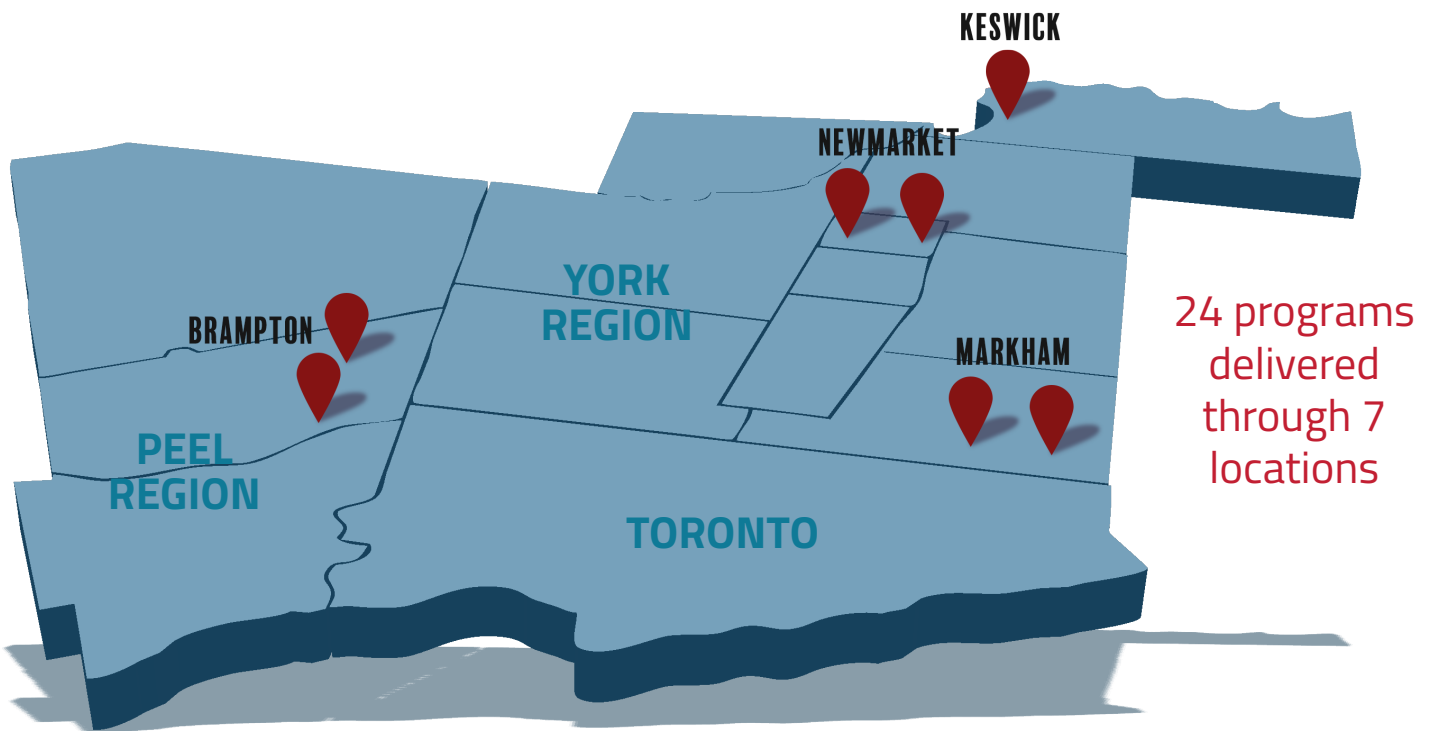




Job Skills' 30th Anniversary Celebration – October 2018 at Old Town Hall, Newmarket

# Employment Results

From job seekers to employers, Job Skills' outreach and referral services extends to more than 20,000 individuals and employers annually. The mix of programs and services available provides a wide range of support for all job seekers (from youth facing barriers to employment, newcomers starting their new life in Canada, mature workers looking for new employment opportunities, and persons with disabilities requiring extra supports in the labour market). Strong linkages with employers also ensures that they get the qualified staff they need to support local labour market and key industry sector needs. Together, our efforts are building communities and creating economic growth in Peel and York Regions.



## Snapshot of Job Skills' clients

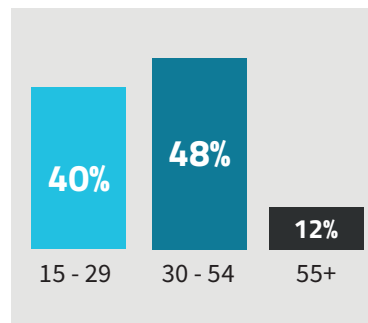
### Clients receiving assistance



### Gender



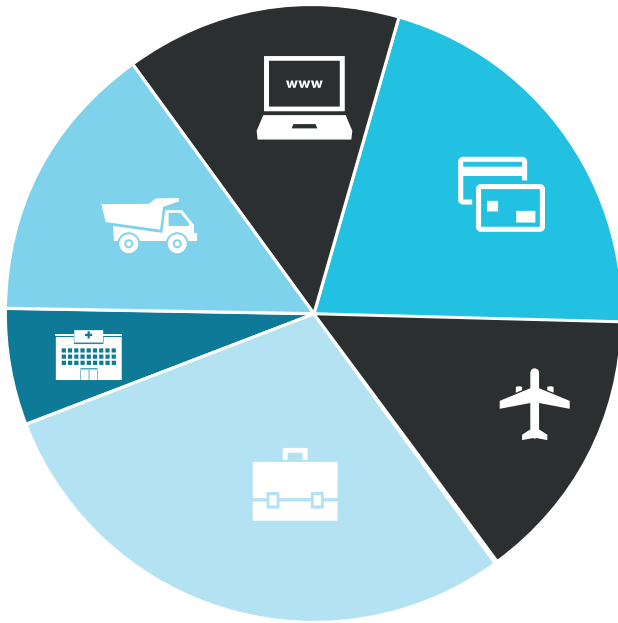
### Age



### Income Supports (Employment Services clients only)







## Top sectors where Job Skills' clients are looking for employment

-  Administrative & Support
-  Retail Trade
-  Accommodation and Food Services
-  Professional, Scientific & Technical Services
-  Construction
-  Health Care & Social Assistance



## Job Skills works with over 1,700 employers

The top sectors employers represented in 2018 were:

-  Professional, Scientific & Technical Services
-  Administrative & Support
-  Health Care & Social Assistance
-  Accommodation and Food Services
-  Construction
-  Retail Trade

**5,200+** clients received assistance to achieve their employment goals

**80+** countries represented by our clients

Most popular countries (outside of Canada)  
**INDIA - IRAN - CHINA**

**34+** languages spoken by our clients

Most common languages (not including English)  
**FARSI - MANDARIN - ARABIC  
HINDI - URDU**



**Eric P.**  
Employment Services  
Client

Unexpectedly laid off, Eric's situation hit "rock bottom" necessitating him and his three children to move to a shelter and live on social assistance. He knew upgrading his skills was important for his future success but his lack of financial resources prevented him from taking that step. However, he was determined to make positive changes. Working with Shelter staff he was referred to an Employment Consultant at Job Skills Employment Services and they put a plan in place encouraging him to complete a Second Career application as a paralegal. He was accepted and secured a part-time job at a local business providing IT and technical support.

With new housing for him and his family, school and his part-time job he is busy but motivated and positive. "Thanks to Job Skills, I'm now a totally different person."



# Employment Services and Programs

Job Skills is committed to assisting all job seekers to find employment or improve their skills and opportunities through further training or education. Connecting individuals to meaningful employment to reach their employment goals, achieve personal and professional success, and meet their financial obligations, makes our communities stronger.

In 2018, Job Skills' varied menu of Employment Services and Programs supported 2,800+ job seekers of all ages looking to enter or re-enter the job market, as well as those who were looking to develop special skills through further training or education to achieve their career goals.

Offering resources and supports through three Employment Ontario service centres in Brampton, Keswick and Markham, Job Skills worked with job seekers of all ages to maximize their potential. Service intensity varied to match individual needs, ranging from self-serve to individual support to group sessions, workshops and training. More than 950 specialized workshops provided extra strategies to enhance their job search for 3,245 attendees. Supported by employment consultants, with the development of Employment Service plans, job seekers created personal plans to guide their employment journey.

During 2018, several specialized employment programs were also provided to support clients with specific career goals and/or training needs. For the 9th year in a row, Job Skills offered Smart Start at various locations throughout York Region, providing tailored job search and industry-specific training and certification to 87 individuals, to meet the high demand of employment opportunities in the food service and/or customer service sectors.

The Job Find Club Enhanced program offered an intensive "club" supported environment, where 140 participants worked to enhance their job search efforts using customized strategies and networking skills, making them better equipped to successfully link to employers.

## Job Seekers Assisted\*



### Programs for Job Seekers

To support individuals looking to enter/re-enter the job market, or develop special skills to achieve their career goals.

#### Employment Ontario Employment Service Centres (EOES) (Brampton, Keswick, Markham)

Offering a range of resources, supports and services to respond to an individual's career and employment needs.

#### Smart Start (Mobile Program, York Region)

Specialized program to support those seeking work in Food Services or Customer Service.

#### Job Find Club Enhanced (Mobile Program, York Region)

Job search program delivered in a group setting focusing on enhancing job search strategies.



Employed, training or further education.

# Youth Services and Programs

The job market for today's youth is tough. More than ever before, employers are demanding relevant skills/education/training, work experience and strong interpersonal skills to meet their current workplace needs.

Faced with record high unemployment rates (13+%), youth have more challenges and need supports more than ever to help them overcome these barriers and succeed in a rapidly changing labour market.

In 2018, Job Skills' mix of youth programs provided targeted opportunities to assist 538 youth (aged 15 – 29) to overcome their specific employment challenges, build skills and competencies -- giving them a solid hand up to support their journey to meaningful, long-term employment.

From the provincial Youth Job Link and Experience Ontario program for high school students to the Youth Job Connection/Youth Job Connection Summer program, these specialized supports, as well as linkages to financial incentives for employers, helped participants obtain practical job search skills, make valuable connections to the workforce, and acquire on the job work experience.

Other supports included the development of valuable life skills, job search strategies, connections to employers for work placements and/or mentorship opportunities, as well as links to post secondary education and training – all necessary tools for long-term employment success.



## Programs for Youth

Specialized services to assist youth (age 15 - 29) to gain life skills, enhance job search strategies and supports to make connections with employers or return to school/training.

### Experience Ontario (Northern York Region)

For recent high school graduates interested in post-secondary education or apprenticeship training, but are uncertain of their next steps.

### Youth Job Link (Northern York Region, Brampton, Markham)

Designed to help youth, including students, who do not face significant barriers to employment, but who could benefit from some extra help to plan their careers/transition to the labour market.

### Youth Job Connection / Youth Job Connection-Summer/Part-time (Northern York Region)

Program provides more intensive supports beyond traditional job search and placement opportunities, for youth experiencing multiple and/or complex barriers to employment.

### Employing Youth Talent Incentive (Northern York Region, Brampton, Markham)

Program offering hiring and/or retention incentives to employers that hire youth through the Employment Service (ES) and Youth Job Connection (YJC) programs.

## Youth Job Seekers Assisted

538

youth who have enhanced their job search prospects (full and part-time)

229

youth who were given placement opportunities with employers

35

youth enrolled in post-secondary education





## Brandon S.

Youth Job Connection (YJC)  
Graduate

High school can be a challenging time. Partway through Grade 11, 17-year-old Newmarket student Brandon discussed dropping out with his guidance counselor. Brandon was encouraged to explore the Youth Job Connection program at Job Skills while he determined his next steps in education. Joining the program, he attended 2 weeks of workshops, gained confidence, learned new skills and even acquired certifications such as health and safety – things he knows make him more valuable to employers. He found his first job within two weeks of finishing the program. As a dishwasher at a local fast-food restaurant he is confident he will learn more skills and move up within the business.

With a dream to start his own tech-repair business he realizes finishing school may be necessary but his job will allow him to earn money and keep learning on the job while he keeps his school options open. "I would definitely recommend the program to others who don't know what they want to do. (Job Skills Staff in the YJC program) are really helpful and really supportive, and provide answers to all your questions."



A close-up photograph of a person's hands holding a pink smartphone. The person is wearing a gold ring on their left ring finger. The background is a blurred image of a person wearing a blue and white patterned shirt. In the foreground, there is a document with various charts and graphs, including a bar chart with colored bars and a line graph with data points. The document is partially obscured by a dark grey text box.

## Patricia M.

**Self Employment for Persons with Disabilities Program (SEPWD) Graduate**

Patricia M's battle with depression over 10 years affected her ability to find and keep a job. Referred by the March of Dimes to Job Skills' Self-Employment for Persons with Disabilities (SEPWD) program in Spring 2018, Patricia's spark of hope of becoming self-sufficient by owning her own business was ignited to start her dream of helping orphanages globally. Drawing on her skills, she created an accounting business that gave her the flexibility to manage her business, her schedule and her mental health issues.

The well-structured program showed her the tools and provided beneficial one-on-one support while she created a viable business plan, taught her critical networking skills and how to grow her business – one client at a time. She now has several clients and continues networking to expand her business. "(SEPWD) was like an injection of motivation. You know you can do it because you have the support, and someone who cares that you will succeed." Her commitment to success had her travelling from Mississauga to Aurora to be a part of the program. The dream is still evolving but she's confident she's moving in the right direction.



# Business Services and Programs

The desire to be their own boss, as well as a passion for a specific business idea, are the key reasons cited by many individuals who wanted to pursue self-employment.

Job Skills has offered programs to support the entrepreneurial spirit in the community for more than 20 years, and in 2018, 522 individuals received practical assistance and motivational support to launch their own business through programs directed at three specialized groups – youth, persons with disabilities and newcomers to Canada.

Using a combination of personalized coaching and focused business essentials workshops, these new business owners received practical and motivational support through Job Skills' various self-employment programs to help them with their new ventures. The programs' format was developed on the proven philosophy that this type of up-front support increases the likelihood of long term success for the new business owner.

The Youth Entrepreneurship Program (YEP) helped support the entrepreneurial dreams of 33 youth – allowing them to focus their energies on ways to create their own work – from jewelry to photography to landscape services.

For those who wanted to create their own employment opportunities to address their specific abilities, Self-Employment for Persons with Disabilities (SEPWD) helped 34 participants discover the flexibility, freedom and independence self-employment could provide in their own accessible work environment. Delivered in a format designed to meet the unique needs of the client group, participants received individualized and group supports to develop their own business plans, and showcased their business ideas in an annual Business Showcase event.

In 2018, the Self-Employment Pathways for Newcomers (SEPN) program encouraged 465 newcomers facing barriers to employment to consider self-employment as a viable alternative. Newcomers registered in the program had access to business resources, attended in-person workshops, acquired relevant business and cultural information, conducted self-assessments, and learned about the Canadian small business environment and opportunities, as they explored the feasibility of starting a new business in Canada.

## New Entrepreneurs Assisted



### Programs for Entrepreneurs

To assist start-up business ventures.

#### Self-Employment for Persons with Disabilities – (Peel/York)

Specialized program for persons with disabilities interested in pursuing self-employment as an option.

#### Youth Entrepreneurship Program – (Brampton/Keswick)

Supporting the entrepreneurship dreams of at-risk youth age 15 – 30.

#### Self-Employment Pathways for Newcomers – (Mobile program in York Region)

Supporting newcomers interested in starting a business in Canada.



# Newcomer Services and Programs

Job Skills supported more than 1,800 newcomers in 2018 through a wide range of programming including successful pre-employment programs, intensive sector-specific bridging programs and unique pilot projects – designed to provide key components to ensure economic integration in Canada.

Launched in Spring 2018, Bridge to Healthcare Alternatives provided alternative career paths supporting 49 skilled immigrants with pre-existing healthcare experience but looking to pursue a pathway to a related career. In the fall, Job Skills launched Bridge to HR Online, a bilingual program to support internationally-educated Human Resources professionals (IEPs). Job Skills took the local, successful bridging program national to support IEPs across Canada as they transitioned to employment in their field or a related field commensurate with their skills and experience. More than 123 participants registered in the first few months of the 2-year program!

Lack of Canadian work experience is often an internationally trained individual's greatest barrier to employment. In 2018, Job Skills' Practice Firm Simpact offered 128 newcomers with existing skills the opportunity to obtain practical, hands-on work experience in a virtual office environment and one-on-one support to help them connect directly with employers. The Job Find Club Enhanced program offered a supportive "club" environment, assisting 140 participants (many of them newcomers) to enhance their job search efforts to increase their chances of success.

Job Skills collaborated with Centennial College and the York Catholic District School Board delivering a Food Service Worker program for newcomer women with limited language/literacy skills, that could not access traditional vocational training. This unique pilot provided 41 women modified curriculum and task-based training including technical, essential, generic, soft and second language skills.

Job Skills continued its key role as one of five lead agencies operating the Welcome Centre Immigrant Services system in York Region in 2018. The Welcome Centre's broad range of core services and programs, as well as unique community-based services, supports more than 8,100 case-managed newcomers annually. Operating the Welcome Centre in Markham North, Job Skills also provided employment supports to 1,492 individuals through programs such as Job Search Workshops and Employment Supports Services across all five centres.

## Newcomer Job Seekers Assisted

1,900+  
newcomers received  
employment and  
placement supports

1,492  
received employment  
supports available at the  
Welcome Centres

481  
newcomers participated  
in specialized  
employment programs

### Programs for Newcomers

Supporting the unique employment needs of newcomers transitioning into the Canadian Workplace.

#### Simpact Practice Firm (York Region)

A virtual work environment newcomers hone their existing skills and gain work experience.

#### Job Search Workshops and Employment Support Services (Welcome Centres, York Region)

Individualized and group sessions support job search activities.

#### Welcome Centre Immigrant Services (York Region)

A service delivery model based on a holistic, flexible approach that provides core/complementary services under one roof.

#### Bridge to Healthcare Alternatives (Mobile, York/Peel Regions)

Bridging program to support internationally educated professionals looking for alternative health care careers.

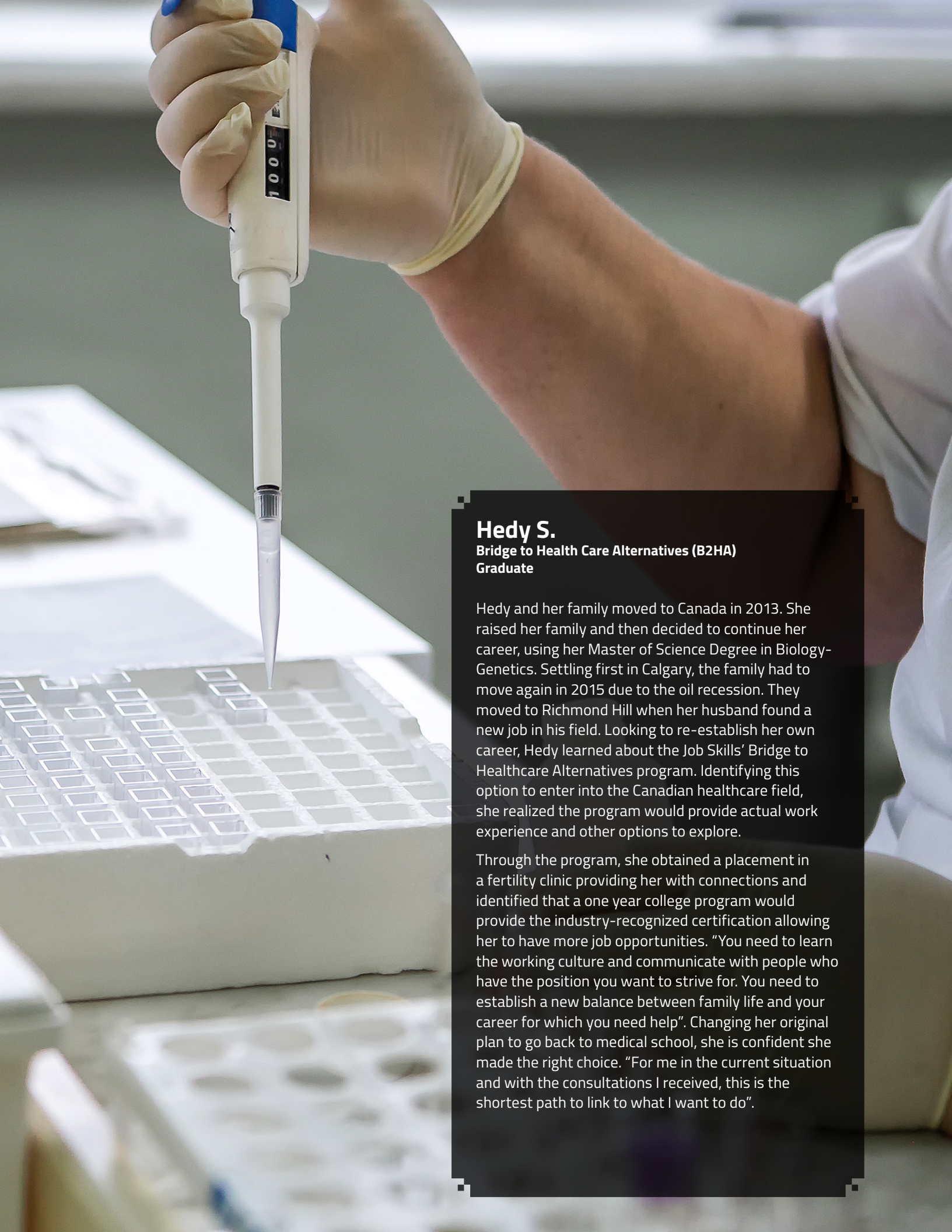
#### Bridge to HR Online (National)

Online, bilingual bridging program for internationally educated HR professionals.

#### Job Find Club – Enhanced (Mobile Program, York Region)

Job search program delivered in a group setting, focussed on enhancing job search strategies.





## **Hedy S.**

**Bridge to Health Care Alternatives (B2HA)  
Graduate**

Hedy and her family moved to Canada in 2013. She raised her family and then decided to continue her career, using her Master of Science Degree in Biology-Genetics. Settling first in Calgary, the family had to move again in 2015 due to the oil recession. They moved to Richmond Hill when her husband found a new job in his field. Looking to re-establish her own career, Hedy learned about the Job Skills' Bridge to Healthcare Alternatives program. Identifying this option to enter into the Canadian healthcare field, she realized the program would provide actual work experience and other options to explore.

Through the program, she obtained a placement in a fertility clinic providing her with connections and identified that a one year college program would provide the industry-recognized certification allowing her to have more job opportunities. "You need to learn the working culture and communicate with people who have the position you want to strive for. You need to establish a new balance between family life and your career for which you need help". Changing her original plan to go back to medical school, she is confident she made the right choice. "For me in the current situation and with the consultations I received, this is the shortest path to link to what I want to do".



A group of people in a meeting, with a focus on a handshake in the foreground. The background is blurred, showing several people in business attire. The foreground shows a close-up of two hands shaking, one in a white shirt and one in a blue shirt.

## Om Prakash V.

All Care Plus Rehab  
Employer

When Om Prakash and his wife opened their business **All Care Plus Rehab** in Brampton they realized they needed assistance to fill some of the positions with qualified staff - quickly! Connecting with a Job Skills Business Liaison Specialist (BLS) helped them match their needs with qualified candidates for positions such as receptionist and physiotherapist. The BLS also provided support and identified financial incentives available to them during the hiring process.

Om Prakash understood the challenges newcomers to Canada faced and continued to work with Job Skills to assist newcomers entering the workforce for the first time and looking for work in their fields of expertise. All Care Plus Rehab has hired newcomers Om Prakash can support and mentor, provide valuable work experience and share his experience to guide them as they continue to upgrade their skills and certifications in Canada. "I really wanted to be able to provide those extra supports to other newcomers to help them ... Because of (Job Skills), I was able to get to the next level to be able to provide that support and experience."

# Employer Services and Programs

Job Skills was able to link experienced, qualified and job ready candidates from various programs, with specific hiring needs by working with a network of more than 1,700 small, medium and large employers across the Greater Toronto Area.

Employers hired from Job Skills' pool of clients – providing opportunities for job seekers of all ages and skill levels – from youth clients with little or no work experience to the new immigrant, bringing their skills and expertise to a new Canadian workplace. The ultimate goal is to ensure the long-term growth of the business community while supporting job seekers to find meaningful employment.

Job Skills offered customized employer services including workforce planning and recruitment services, facilities for job fairs, apprenticeship information and financial supports –from government funded wage subsidies to incentives and job placements. Specialized supports, available through the Canada Ontario Job Grant program, also provided individual employers with the financial supports to offer specific training opportunities to increase the skills of their existing staff and provide opportunities for advancement.

Job Skills collaborated with employers in many other ways in 2018. Many clients benefitted from the mentoring and placement opportunities with employers who offered valuable career and job search advice. Other employers volunteered their time and expertise as guest speakers and workshop presenters for many of Job Skills' programs, providing a real-world perspective to job seekers. Employer representation on advisory committees provided up-to-date, sector-specific expertise, input on curriculum development and program development and design.



## Employer Supports

Supports to help employers connect with and retain a qualified, diverse workforce.

### Recruitment Services

Supports include resume screening, pre-screening candidates, promoting job postings.

### Hiring Incentives

Financial supports include wage subsidies, training incentives and placement supports.

### Job Fairs

Coordinated supports provided for one or multi-employer job fairs including planning, provision of facility space and promotion.

### Apprenticeships

Assistance with linking candidates with apprenticeship opportunities.

### Other Services

Customized supports including assistance with employee training/orientation, provision of local labour market information, employer training/networking opportunities.

## Employers Assisted

1,700+

employers registered with Job Skills

353

received incentives to assist with training/hiring

25%

volunteered their expertise through mentoring, coaching, guest speaking, advisory committee, etc...



# Recognition and Acknowledgements

Job Skills is able to achieve its goals and continue the work it does in our communities thanks to the dedication, commitment and passion of our staff. Sharing their knowledge and experience, they impact the lives of thousands of clients each year, helping them individually to reach their employment goals.

**During the 2018 calendar year, the following staff members achieved the following milestones**



**5 YEARS**

Latifa Abukar  
Teresa Guillem  
Marie Logan  
Jasenka Moskun  
Elena Pavlova  
Trisha Tailor



**10 YEARS**

John Mitteregger  
Daniel Verdes



**15 YEARS**

Rhoda Cole  
Margaret Rassinger



**20 YEARS**

Kim Carrigan  
Catherine Turner



**25 YEARS**

Nella Iasci

## Volunteers

Job Skills appreciates the volunteers who have provided valuable input and energy, especially Job Skills' dedicated volunteer Board of Directors which provides a governance and oversight role, ensuring Job Skills delivers on its commitment to its mission and strategic plan.

### 2018-2019 Board of Directors

**Wayne Thiessen**, Chairperson

**Elias Lyberogiannis**, Treasurer

**Sylvie Bilodeau**, Vice-Chair

**Marco Osso**, Vice-Chair

**Alastair Hobson**, Director

**Carmen Polog**, Director (resigned May 2018)

**Maxine Gordon Palomino**, Director

**Mikayla Wicks**, Director (resigned Feb. 2019)

**Pernille Jensen**, Director (term started Dec. 2018)

**Quinntin Fong**, Director

**Saeideh Fard**, Director (resigned Nov. 2018)

Special thanks to the many students, from the various employment counselling programs that completed their placements at Job Skills. Job Skills also appreciates all the volunteers who offered to be guest speakers, panel experts and program advisory committee members. Their time and expertise is priceless.

# Stakeholders

We can't do it alone—it is only with a large network of stakeholders can we achieve success together, and make a positive impact on the wellbeing of our communities. Job Skills recognizes the contributions and thanks all of our stakeholders, for the opportunity to work together to build stronger communities.

## Community Partners

Some of the partners we worked with in 2018.

Welcome Centre Immigrant Services York Region Partners

- COSTI Immigrant Services
- Catholic Community Services of York Region
- Centre for Immigrant and Community Services
- Social Enterprise for Canada

York Region Local Immigration Partnership Council

York Region District School Board

York Catholic District School Board

Senior Enrichment Program

Centre for Education and Training

York Region Community and Health Services Department and Human Services Planning Board

Community Living of York South

Seneca College

Centennial College

College Boreal

Humber College

Scarborough Social Housing

City of Markham

City of Brampton

City of Newmarket

Town of Georgina

ACCES Employment

JVS Toronto

Woodgreen

Job Start

Skills for Change

Employment Ontario Service Providers

Workforce Planning Boards of York Region, Bradford West Gwillimbury and Peel Region

York Region Police

Women's Centre of York Region

Addiction Services for York Region

Canadian Chinese Support Association

Coalition for Persons with Disabilities

Region of Peel

Literacy Council

Learning Centre

March of Dimes

Georgina Trades Training Inc.

Housing Help Centre

Georgina Food Pantry

Blue Door Shelter

Sutton Youth Shelter

Punjabi Community Health Services

Peel Halton Workforce Development Group

Peel-Halton Local Employment Council

Brampton Multicultural Community Centre

## Umbrella Organizations

We would also like to recognize the collaboration and support of various groups including:

ONESTEP (Ontario Network of Employment Skills Training Projects)

First Work

OCASI (Ontario Council of Agencies Serving Immigrants)

CASIP (Consortium of Agencies Serving Internationally-Trained Persons)

Human Resources Professionals Association

Chambers of Commerce and Boards of Trade in York and Peel Regions

Service delivery networks in our specific catchment areas, supporting employment service providers in York Region, Peel, Halton and Dufferin Regions

## Funders

Job Skills' services are provided at no cost to unemployed individuals with the support of the following funders.

### Government of Canada

- Service Canada
- Immigration, Refugees and Citizenship Canada
- Foreign Credentials Recognition Office

### United Way of Greater Toronto

### Regional Municipality of York

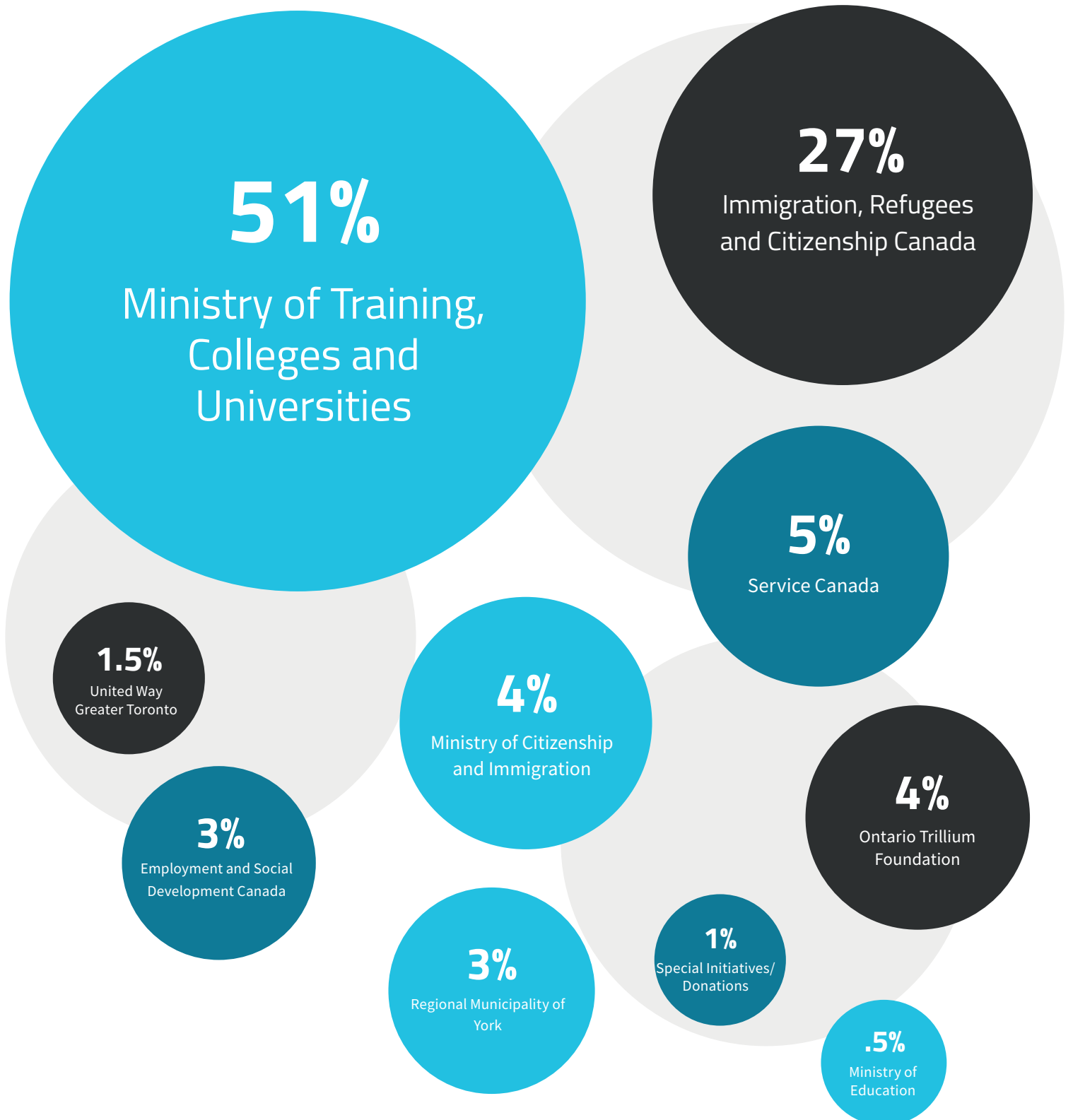
### Ontario Trillium Foundation

Funds are also generated through sponsorships, donations, special initiatives and fee-for-service activities.

### Government of Ontario

- Ministry of Citizenship & Immigration
- Ministry of Community & Social Services
- Ministry of Economic Development, Employment & Infrastructure
- Ministry of Training, Colleges & Universities

# 2018 Revenue by Source



This data has been extracted and summarized from the audited financial statements of Job Skills.



# 2018 Statement of Financial Position

As of December 31, 2018					
	OPERATING FUND	CAPITAL FUND	SPECIAL INITIATIVES	TOTAL 2018	TOTAL 2017
	\$	\$	\$	\$	\$
<b>ASSETS</b>					
<b>Current</b>					
Cash	1,166,078		275,480	1,441,558	1,451,263
Investments	137,064		304,782	441,846	435,443
Accounts receivable	504,156		248	504,404	385,173
Due from other funds	-		34,485	34,485	2,304
Prepaid expenses	116,411			116,411	86,340
	<b>1,923,709</b>		<b>614,995</b>	<b>2,538,704</b>	<b>2,360,523</b>
<b>Tangible capital assets</b>		78,105		78,105	66,680
	<b>1,923,709</b>	<b>78,105</b>	<b>614,995</b>	<b>2,616,809</b>	<b>2,427,203</b>
<b>LIABILITIES AND FUND BALANCES</b>					
<b>Current</b>					
Accounts payable and accrued liabilities	285,451			285,451	713,636
Due to other funds	34,485		-	34,485	2,304
Deferred revenue	1,603,773			1,603,773	1,056,933
	<b>1,923,709</b>	-	-	<b>1,923,709</b>	<b>1,772,873</b>
<b>COMMITMENTS</b>					
<b>Fund Balances</b>					
Internally restricted			614,995	614,995	587,650
<b>Internally restricted-tangible capital assets</b>		<b>78,105</b>		<b>78,105</b>	<b>66,680</b>
	<b>1,923,709</b>	<b>78,105</b>	<b>614,995</b>	<b>2,616,809</b>	<b>2,427,203</b>

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# 2018 Statement of Operations and Changes in Fund Balances

Year ended December 31, 2018						
	2018	2017	2018	2017	2018	2017
	OPERATING FUND		CAPITAL FUND		SPECIAL INITIATIVES	
	\$	\$	\$	\$	\$	\$
<b>REVENUE</b>	<b>9,870,862</b>	<b>9,024,113</b>			<b>41,356</b>	<b>39,237</b>
<b>EXPENSES</b>						
Administrative salaries	4,366,181	3,961,822			6,103	
Advertising and promotion	175,591	137,794			660	100
Amortization			85,530	91,251		
Board and staff development	26,766	18,979				
Employee benefits and costs	591,641	590,112			798	
Employers supports	1,869,161	1,937,938				
Equipment lease / rentals	102,343	87,965				
HST unrecoverable	81,987	80,152				
Insurance	44,406	39,445				
Memberships	12,340	10,040				
Occupancy costs	1,388,730	1,364,941				
Participants' supports	549,477	238,559				
Professional services	84,025	51,685				
Service charges	18,341	6,933			-	181
Supplies	223,800	177,476			5,840	4,371
Telephone and internet	134,820	141,659				
Travel, vehicle	104,298	96,430			610	
	<b>9,773,907</b>	<b>8,941,930</b>	<b>85,530</b>	<b>91,251</b>	<b>14,011</b>	<b>4,652</b>
Excess (deficiency) of revenue over expenses	96,955	82,183	(85,530)	(91,251)	27,345	34,585
Fund balances, beginning of the year	-		66,680	117,526	587,650	511,287
Interfund transfers	(96,955)	(82,183)	96,955	40,405	-	41,778
<b>FUND BALANCES, END OF THE YEAR</b>	<b>-</b>	<b>-</b>	<b>78,105</b>	<b>66,680</b>	<b>614,995</b>	<b>587,650</b>

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