



2019 **ANNUAL REPORT**

OPENING THE DOOR TO OPPORTUNITY



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, a non-profit charitable community-based employment and training organization, has successfully delivered employment solutions for 30+ years across the Greater Toronto Area (GTA) and neighbouring regions. Today, the agency provides employment, employer, business, and newcomer services and programs in York and Peel Regions and Simcoe County.

Since 1988, the agency's mission, vision, and values support a strong, outcome-focused and client-centric employment services system, grounded in responding to community needs and customer service excellence. Innovative programs and services, framed by technology, provide sustainable employment pathways for individuals while also supporting the business community.

Job Skills' programs, services, outreach, and referrals assist more than 20,000 individuals annually to maximize their potential through new employment opportunities, new careers, and new businesses that help build strong work foundations. Clients include those with specialized needs such as newcomers, youth with complex needs, persons with disabilities requiring additional supports, Indigenous people, those in receipt of Ontario Works, and francophones. With a wide mix of programming approaches that include e-learning, in-person workshops, coaching (virtual and in-person), and motivational interviewing, Job Skills consistently maintains and exceeds contractual outcomes by focusing on operational excellence.

Job Skills also offers customized employer services to help employers meet their specific labour market needs, including recruitment services, placement and retention, and financial supports for hiring. These services—including workforce planning support—help ensure the business community's long-term successful growth while supporting job seekers to find meaningful employment.

Job Skills receives funding from all levels of government, as well as the Ontario Trillium Foundation, the Greater Toronto Airports Authority, and the United Way Greater Toronto. Funds are also generated through special initiatives, fee-for-service activities, and donations. A volunteer board of directors provides oversight and monitors the agency's strategic plan.



Letter from the Board Chair and Executive Director



In 2019, Job Skills embarked on its 31st year of delivering employment services. We continued to build on a solid foundation and momentum created from what we have already accomplished. Mission-focused, client-centered, and ready for change, our only constant, we began to look at new opportunities for those we serve.

The year started with the provincial government announcing its plan to modernize Ontario's employment services. Although the actual transformation is expected to take more than three years for full implementation, there is excitement about what the changes will bring for job seekers, employers, and the employment sector as a whole.

With prototypes planned for rollout in 2020 in Peel, Hamilton-Niagara, and Muskoka-Kawartha, Job Skills wanted to be at the forefront of the process, and actively participated and provided input into making employment services more responsive to the needs of Ontario's changing economy and all job seekers.

However, the future is elusive, and Job Skills continued to deal with the immediate challenges of the here and now. Our Board and staff reviewed our vision and strategic plan, focused on setting our course for success by refining our priorities and building new partnerships. We looked for new ways to open those doors for more than 5,300 clients, successfully helping them in their employment or self-employment journey.

During 2019, we continued to seek new funding opportunities to support the specialized needs of our clients. In the Spring of 2019, Job Skills began a new partnership with the Greater Toronto Airports Authority. Through its Community Investment Fund, Job Skills launched a new initiative, Propel Your Career, supporting recent women graduates who are not working in their field of study to transition into their chosen career path.

In February, the Simfact program received three new years of funding from the Ontario Trillium Foundation to support unemployed women in its unique simulated workplace experience program.

The uniqueness of Job Skills self-employment programs continued to support the entrepreneurial spirit of our clients. To recognize and celebrate October's 2019 National Small Business Month, Job Skills hosted "Building Business: The Value of Entrepreneurship," attended by more than 50 of our self-employment clients.

From our sector-specific bridging programs to programming for persons with disabilities, youth and women, and our regular programming, we ramped up our efforts to be innovative, looking towards our service integration model and new online service delivery methods to meet our clients' varied needs.

A priority for the organization, service integration supports both the new Employment Ontario model's goals and our commitment to excellence in customer service. It enhances our potential for resiliency when dealing with change and provides us with the ability to successfully meet targets and outcomes. Using internal program referrals, increased job placements, stronger employer relationships, joint outreach activities, along with the use of motivational interviewing and asset mapping, clients receive exceptional support on their journey to employment or self-employment.

By continuing to invest in new technology, we were able to strategically focus on developing more online service delivery, looking at providing additional ways to connect and offer new e-learning programming options for more job seekers.

In 2019, Job Skills' launched a brand enhancement strategy – an opportunity to refresh our logo and renew our image and commitment to our communities with an updated new look and feel. Roll-out of various components started in 2019 and will culminate in 2020, with the launch of a new website.

Externally, in 2019, we continued our efforts to increase awareness about Job Skills and our work. Job Skills maintained its representation on various umbrella organizations, advisory, and working groups both at the provincial and local levels. Job Skills staff had an opportunity to present at two provincial conferences in 2019, sharing best practices about program delivery. Staff at all levels also worked extensively with community partners to highlight the needs of our clients (job seekers and employers).

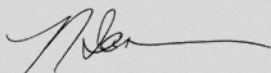
In 2019 we launched Job Skills' inclusion charter. Following the endorsement of York Region's Charter in 2018, Job Skills began its journey to adopt the charter's principles and make it our own. This aspirational document reflects the work that we do with our clients and in the community – every day! The charter is important because it emphasizes and reminds us every day that diversity and inclusion are fundamental to all that we do; it creates a welcoming environment that celebrates diversity while embracing inclusion and providing as many opportunities as possible.

Board Chair Wayne Thiessen and I would like to thank our volunteer board of directors, our passionate and professional staff, our funders, and the scores of community partners and umbrella organizations we partner with daily. Together, we make a difference to our clients' lives, the health of our local businesses, and the economic state of our communities. Each day we have the opportunity to lift individuals into independence and stability and, in turn, create healthy and vibrant communities.

Together, as we look ahead to 2020-2021, we will continue to work with all our partners, to **open the door to opportunity.**



Wayne Thiessen
Chair, Board of Directors



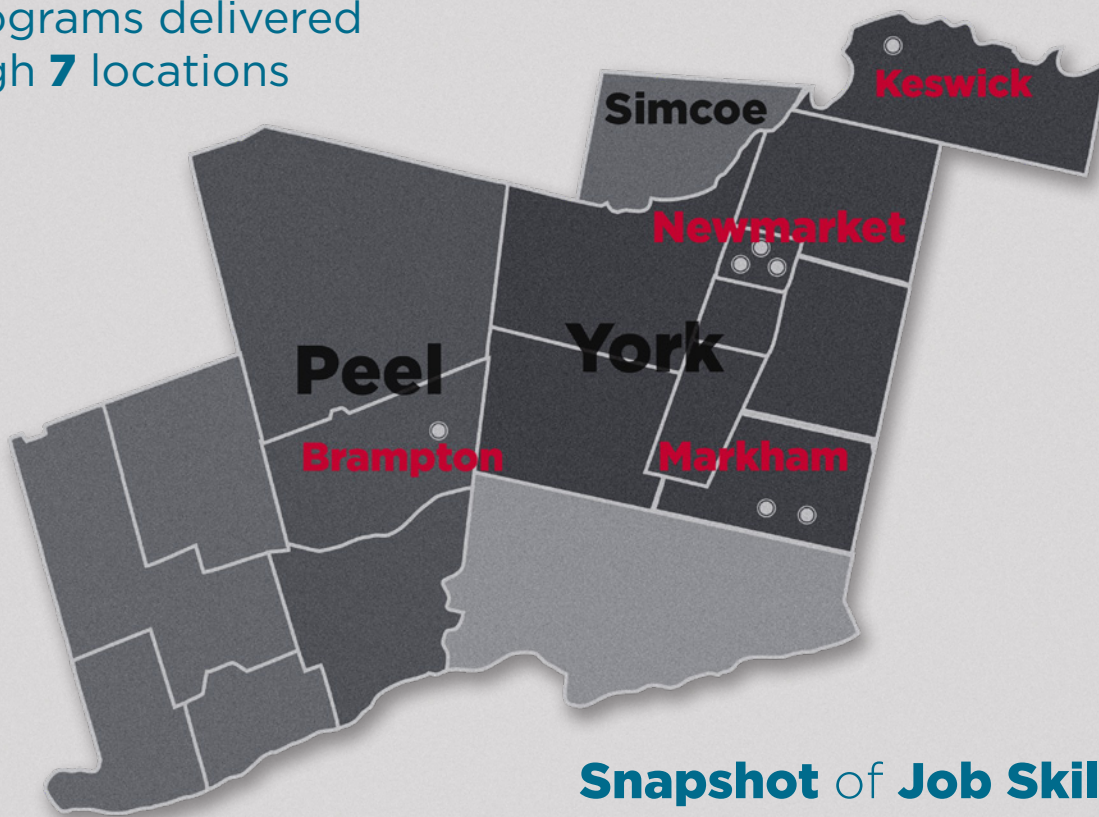
Nella Iasci
Executive Director

Employment Results

Opening the door to opportunity

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.

24 programs delivered
through **7** locations



Snapshot of Job Skills' clients

Clients receiving assistance

2,853

Employment Services & Programs

1,975

Newcomer Services & Programs

546

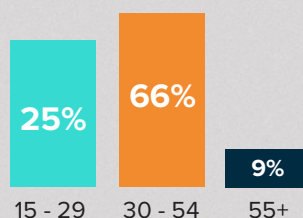
Business Services & Programs

Gender (all JS clients)



45% 55%

Age (all JS clients)



Income Supports (Employment Services clients only)

10%

Ontario Works

3%

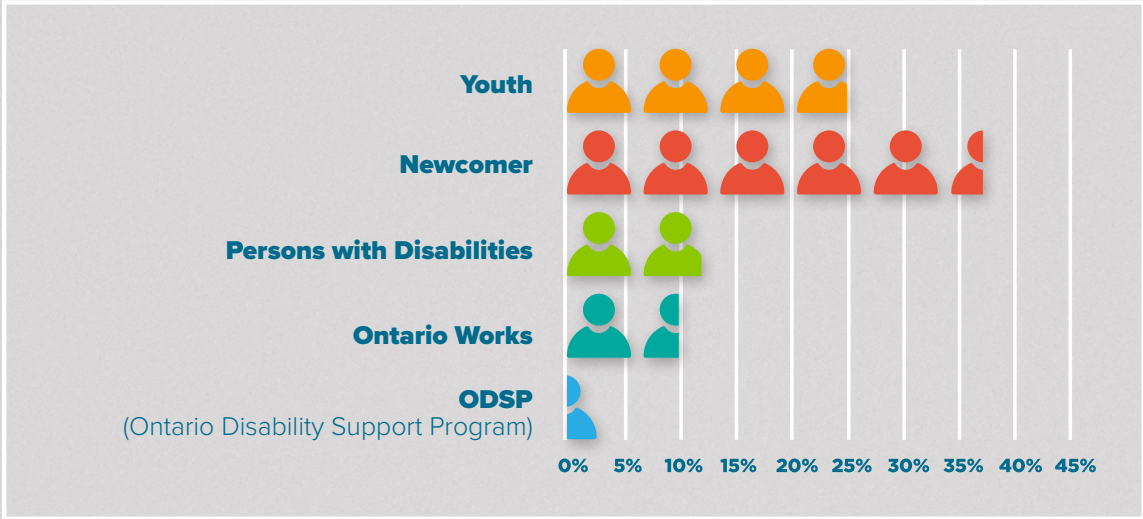
Ontario Disability Support Program (ODSP)

11%

Employment Insurance

Specialized Client Groups

Job Skills has extensive expertise working with all types of job seekers, including all specialized client groups and those seeking self-employment. We provide customized programs and supports that enable clients to reach their individual employment goals.




Job Skills works with **1,200+** employers representing all sectors across the GTA.

The top sectors employers represented in 2019 were:


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

5,374



clients received assistance to achieve their employment goals

132




countries represented by our clients

Most popular countries (outside of Canada)

INDIA – IRAN – CHINA

39



languages spoken by our clients

Most common languages (not including English)

FARSI – MANDARIN – HINDI

ARABIC – URDU



JOB SEEKERS

Job Seekers

Providing opportunities to reach employment goals

Connecting individuals to meaningful employment make our communities stronger. Job Skills' wide range of programs and services assist individuals to reach their employment goals, achieve personal and professional success and meet their financial obligations. Job Skills is also committed to working with all job seekers to improve skills and opportunities and achieve career goals through further training and/or education. In 2019, Job Skills' supported **5374** job seekers.

Three Employment Ontario Employment Service (EOES) centres in Brampton, Keswick, and Markham is the first stop for many, offering resources and supports to job seekers of all ages to maximize their potential. Service delivery levels are tailored to match individual needs, whether an individual participates using self-serve resources, requests personal support, or joins group sessions, workshops, or training. Supported by employment consultants, job seekers create personal employment service plans to guide their pathway to employment. Enhanced supports provide specific client groups with the help they require to meet their career goals. In 2019, more than **924** specialized workshops provided extra support to enhance job search for **3324** attendees.

The Job Find Club – Enhanced is a mobile employment service delivered at multiple locations in York Region. It is a three-week, hands-on job search program that utilizes a well-proven model to move individuals to employment quickly. In 2019, dedicated business liaison specialists, with well-established community and employer connections, supported **146** clients.

Smart Start is a three-week mobile program targeted at supporting unemployed residents of York Region to obtain the skills and certifications necessary to compete for employment in the customer service or food service sectors. Smart Start provides training and certification in: food handling, customer service, Smart Serve, first aid, WHMIS, and computer skills. In 2019, the program helped over **85** clients in York Region.

Youth

The Youth Job Connection (YJC) and YJC – Summer/Part-time initiative provides valuable pre-employment training, mentorship, and work opportunities for youth who experience multiple or complex employment barriers. YJC provides access to one-on-one ongoing career coaching, leadership, and networking opportunities, including the option of returning to the program as a youth mentor. In 2019, more than **229** youth participated in pre-employment workshops designed to improve job readiness and life skills and obtained paid job placements that ranged from a few days to up to six months.

Newcomers

In 2019, the Bridge to HR Online bilingual (B2HRO) program offered a comprehensive approach to support **330** internationally educated HR professionals (IEPs) as they transitioned into employment in their field or a related discipline at a level commensurate with their experience and education. The program's integrated components help fill the gaps that IEPs encounter when job searching in their field in an easy-to-access online format that includes ongoing feedback and one-on-one coaching and support.

In 2019, the Bridge to Health Care Alternatives (B2HCA) program assisted **67** internationally trained health care professionals find a related career in the Canadian health care field. The program supports those with previous international experience in health care find an alternative career path in Canada and focuses on helping individuals look at career paths in the non-regulated health care industry where certification may not be required. Participants learn Canadian workplace values and expectations, health care terminology, communication, and current job search techniques and strategies.

In 2019, Job Skills continued its key role as one of the lead agencies operating the Welcome Centre Immigrant Services system in York Region; more than **1422** newcomers received supports including job search coaching, networking opportunities and practice sessions that assisted them with finding work in Canada. The five centres provide core services and programs and unique community-based services to more than **8100+** newcomers annually. Job Skills is responsible for delivering employment supports at each centre through the group-based Job Search Workshop (JSW) program and individualized employment support services.

Women

Launched in July 2019, the Propel Your Career program helped **20** women graduates leverage their education and find work that was truly rewarding—both professionally and financially. Through Propel Your Career, participants receive the tools and skills necessary to break out from underemployment into a career that better matches their education, training, and experience.

In 2019, the Simpack Practice Firm changed its focus by supporting **122** unemployed women wanting to explore new career options. Its unique simulated work experience program assists those in need of support to develop the skills necessary to choose a career path that provides good job opportunities. Participants gain hands-on work experience in fields such as accounting, administrative support and reception, human resources/records management, information technology, sales/marketing, and graphic design.

Persons with Disabilities (PWD)

For persons with disabilities, the challenge is to change perceptions and understanding around finding employment with a disability and to identify supportive ways to achieve goals. Individualized assistance provides accommodations and supports in job search, career planning, job development, retraining or starting a small business.

In 2019, Job Skills offered various resources and supports through its employment services to help **265** PWD gain the knowledge required to find a job or start a career.

Programs opening doors of opportunities for job seekers

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 supporting 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.

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

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

Propel Your Career (Peel)

Helping women graduates leverage their education to find work that matches their education and experience.

Simpact Practice Firm (York Region)

Supporting unemployed women explore new career pathways through a simulated work experience program.

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

Offering individualized and group sessions supporting job search activities.

Bridge to Health Care Alternatives (mobile program, York/Peel Regions)

A bridging program that supports internationally educated professionals looking for alternative health care careers.

Bridge to HR Online (National)

An online, bilingual bridging program for internationally educated HR professionals.

*EOES employment programs achieved a success rate of

80%

Employed, training or further education.



Job Seekers Assisted



Clients supported at JS' three EOES sites



Youth job seekers assisted



Newcomers received employment assistance at Welcome Centres



Clients received employment supports through specialized programming for women

Quotes From Our Clients

Employment Services client:

"As I enter the job search journey again after many years (the ES team) made me feel very comfortable and gave me confidence."

Youth Job Connection client:

"I think without you and the Job Skills' (Youth Job Connect) program I would still be stuck in the same lousy spot I was in 3 months ago. The job is going great so far! I keep getting more and more responsibility and I am loving it."

Youth Job Connection – Summer/Part-time client:

"Thank you for your help on my resume... it completely transformed my resume to look more professional and effective. I really appreciate your help!"

Smart Start client:

"I liked the skills, perspective, and invaluable knowledge shared, taught and learned. Also, the emphasis on attitude, having standards and being a professional was exceptional and pragmatic."

Propel Your Career client:

"The support in building my resume by identifying transferable skills, critical discussions to identify my career path, encouraging words and guidance are highly regarded. Thank you for all your efforts in bringing positive changes in the lives of people."

Simpact client:

"SIMPACT was not only a place where I could get useful information for job search, obtaining more skills and knowledge about Canadian culture at work, and connecting people, (it) was also the place where I could develop self-awareness...and a courage to move forward."

Job Find Club – Enhanced client:

"I appreciated all the one on one support as it offered the opportunity to put into practice what I learned in class.... (and) gave me the opportunity to have a network, emotional support as a newcomer, and confidence in my skills."

Employment Settlement Services client:

"Thank you for your guidance and help. You got me onto the right path to find a job in my field of work (aviation engineering) in Canada."

Job Search Workshops client:

"The tools that my facilitator gave to us were very useful - labor market research, networking, resume writing. This Program helped draw out my hidden (unrealized and unrecognized) talents and achievements."

Bridge to HR Online client:

"It was an incredible program - lots of helpful resources, live workshops, material and presentation of various topics that is a must if you are a newcomer to Canada."

Bridge to Health Care Alternatives client:

"This opportunity (as a medical administrative assistant) would not have been given to me if it had not been in this B2HCA program, which helped me to open my mind to all the alternatives and opportunities that I have as a health professional."

Welcome Centre client:

"I'm so glad and so grateful that I had this place and these special people as my start in my home country....for helping me to get back my self-confidence to make things happen, to work on my resilience ... and to believe if you work hard and do your best, the results will come and you'll get there."



SELF-EMPLOYMENT

Self-Employment

Turning ideas into business opportunities

Each year, many individuals decide that being their own boss allows them to take their passion and skills and turn them into a viable business concept. For more than 20 years, Job Skills has supported this entrepreneurial spirit and they continue to offer self-employment programs in the communities they serve.

In 2019, **546** individuals received practical assistance and motivational support through self-employment programs directed at three specialized groups – youth, persons with disabilities, and newcomers. Job Skills uses the proven philosophy that up-front support – including personalized coaching and focused business essentials workshops - increases the likelihood of long term success for the new business owner. The programs' format, including motivational and practical support, were developed to support individuals to reach their entrepreneurial goals.

In 2019, the Youth Entrepreneurship Program (YEP) helped **57** young people follow their entrepreneurial dreams and allowed them to focus their energies on ways to create their own job – from cake-making to custom clothing to an e-learning music platform.

Creating a self-employment opportunity that recognized individuals' specific abilities helped **29** participants, who were part of the Self-Employment for Persons with Disabilities (SEPWD) program in 2019, discover the flexibility, freedom, and independence self-employment provided in their own accessible work environment. SEPWD participants receive individualized and group supports in a program designed to meet the client group's unique needs. This format allows them to develop their business plans and present their business ideas in an annual business showcase event.

Newcomers facing barriers to employment have the chance to participate in the Self-Employment Pathways for Newcomers (SEPN) program and learn about the Canadian small business environment and the available opportunities. In 2019, SEPN encouraged **460** newcomers to consider self-employment as a viable alternative. As they explored the feasibility of starting a new business in Canada, newcomers registered in the program, had access to business resources, attended in-person workshops, acquired relevant business and cultural information, and conducted self-assessments.

Programs opening doors of opportunities for new entrepreneurs

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, York Region)

Supporting newcomers interested in starting a business in Canada.



Statistics



Individuals participated in Self-Employment for Persons with Disabilities



Youth participated in Youth Entrepreneurship Program



Newcomers participated in Self-Employment Pathways for Newcomers

Quotes From Our Clients

Youth Entrepreneurship Program client:

"This program changed my life for the better, no doubt. I was able to launch my business with lots of help, moral and financial through the program."

Self-Employment Pathways for Newcomers client:

"Thank you for your great help to lead me to get confidence to become a business owner (in Canada). The Pathway was really useful for me as a newcomer to explore how to operate a business in Canada, conduct marketing and obtain financing."

Self-Employment for Persons with Disabilities client:

"(The program) created a foundation, I learned about the aspects I could need in business in the future, and I now have knowledge and awareness of how to start-up a business."



Employers

Providing opportunities to support economic growth

Throughout its 30+ years of working with employers, Job Skills always considers the long term impacts of its work in the community. Job Skills provides employers with expert advice on workforce planning, which stimulates and fosters ongoing growth of business, and provides job seekers with meaningful job opportunities.

Job Skills works with over **1200** small, medium, and large employers across the GTA, linking qualified, job-seeking clients with employers. Job Skills' pool of clients provides employers with access to diverse candidates, including youth, newcomers, persons with disabilities, Indigenous and mature workers.

Job Skills delivers employer services through its team of business liaison specialists (BLSs). The BLS team offers recruitment support, resume screening, job retention, workplace support, hiring incentives, facilities for job fairs, apprenticeship information, and wage subsidies. Financial incentives offset the costs of a temporary reduction in productivity, increased supervision requirements, and other expenses resulting from hiring new staff.

In 2019, Job Skills continued its service integration strategy which resulted in an improved, more efficient delivery of

employer services and client employment outcomes. For example, clients from the Youth Job Connect (YJC) program and Bridge to Health Care Alternatives (B2HCA) benefited from an integrated approach to support. The YJC program experienced its first-ever month of 100% client placements and then went on to have four straight months of 100% placements, due in part to an integrated approach to service delivery.

Specialized training supports are available through the Canada Ontario Job Grant program. They provide individual employers with financial assistance to offer training opportunities that increase the existing staff's skills and provide advancement opportunities.

Job Skills collaborates with employers to offer clients mentoring and advice on careers and job search. Employers volunteer their time and expertise as guest speakers and workshop presenters, providing a real-world perspective to clients. Employer representation on advisory committees provides up-to-date, sector-specific expertise, input on curriculum and program development, and program design.



Employer supports and services

Helping employers connect with and retain a qualified, diverse workforce:

- **Recruitment supports**

Resume screening, pre-screening of candidates, and promoting job postings, help employers find the workforce they need.

- **Hiring incentives and financial supports**

Wage subsidies, training incentives, and placement supports, help employers hire the workforce they need.

- **Hiring events and job fairs**

Provided for one or multiple employers include planning, provision of facility space, and promotion, and further expand avenues for sourcing candidates.

- **Apprenticeships assistance**

Connecting candidates to opportunities with employers looking for apprentices.

- **Other customized supports for employers**

Include assistance with employee training/orientation, provision of local labour market information, employer training/networking opportunities, job retention, and hiring persons with disabilities (including financial help with workplace accommodations where needed).

Statistics



Employers partnered
with Job Skills



Incentive agreements
were signed to assist
with training/hiring



Employers were assisted
through job fairs

Quotes From Our Employers

“I want also to take a moment here to thank you for granting us this opportunity... we would not survive if there was no database training approved by you. You and the trainer literally saved my business and our employees’ jobs.”

– **Celine Yue Gong,**

Solely Outdoors, recipient of funding supports provided through COJG

“Another great Hiring Event, You and your staff always do such an amazing job at organizing these events. I always get a number of new candidates for the season and enjoy networking with the other employers. Thanks again.”

– **Scott Archer,**

EZ Lawn Sprinklers

“Our experience with Job Skills has been an excellent one, being a small business like ours, we have been able to grow our business and grow our staff with the great clients that were presented to us through the hiring process. We have also enjoyed participating in job fairs hosted by Job skills where we can meet a large number of prospective hires all at once. We can’t thank Job Skills enough for the constant quality level of service & commitment to our business; we look forward to continuing a great relationship moving forward.”

– **Dave Andersen,**

Manager, Underwriters Compliance Services Ltd.

Recognition and Acknowledgements

Thanks to the dedication, commitment, and passion of the staff, Job Skills can achieve its mission to support the employment needs of the communities served. 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 2019 calendar year, the following staff members achieved the following milestones



5 YEARS

Teresa Brace
Anita McNamara
Anna Ottaviani-Kirkham
Jacqueline Roberts



10 YEARS

Elizabeth Vasik



20 YEARS

Linda Brown

Volunteers

Every year, dedicated volunteers provide Job Skills with valuable expertise, leadership, input and energy, making the agency better, stronger, and prepared to take on new challenges. Job Skills' volunteer board of directors does all that and more – providing a governance and oversight role, ensuring the agency delivers on its commitment to its mission and strategic plan.

2019 Board of Directors

Wayne Thiessen, Chairperson

Marco Osso, Vice-Chair

Sylvie Bilodeau, Vice-Chair (relocated Nov. 2019)

Quinntin Fong, Treasurer

Elias Lyberogiannis, Director

Alastair Hobson, Director

Maxine Gordon Palomino, Director (resigned Sep. 2019)

Mikayla Wicks, Director (resigned Feb. 2019)

Pernille Jensen, Director

Pat Neil, Director (term started May 2019)

Babak Shokouhi, Director (term started Nov. 2019)

Rod Kirwan, Director (term started Nov. 2019)

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.

Stakeholders

Opening the door to opportunity – together

In 2019, Job Skills’ organizational values and commitment to innovation were key to our commitment to maintain and expand relationships with a wide range of community partners and stakeholders. By working together, successful service delivery and coordination ensured enhanced client services and positive outcomes for our clients.

Job Skills collaborates with employment service providers, agencies serving newcomers/immigrants, francophone, youth, Indigenous, persons with disabilities, women, municipal, provincial and federal government departments, training providers, educational institutions, and businesses.

Community consultations with stakeholders are key to our success in delivering flexible services to meet job seekers’ needs based on localized information. The connections, the formal and informal partnerships, and a commitment to a community-based approach to service delivery are crucial to service excellence at our organization.

JS actively participates in umbrella organizations, including: OCASI, ODEN, ONESTEP, First Work, ONN, local immigration partnership councils, workforce planning boards, local employment planning councils, chambers/boards of trade, sector councils, and local employment service delivery networks, in York and Peel Regions. Contributing to these organizations advances client employment success by finding local solutions to labour market needs.

JS staff participate in focus groups, research projects, consultations, forums, evaluations and serve as board and advisory group members in the community to advance the sector’s work and be part of innovative solutions in employment service delivery. JS’ collaborative approach, sharing of best practices, leadership, and transparent communication with all stakeholders support our vision of building on the community’s assets to promote community well-being.

We want to thank all our community partners and stakeholders for working with us to identify new opportunities and open new doors for the clients we serve in the community.



Community Partners

Other partners we worked with in 2019 included:

<p>Welcome Centre York Region Partners</p> <ul style="list-style-type: none"> • COSTI Immigrant Services • Catholic Community Services of York Region • Centre for Immigrant and Community Services • Social Enterprise for Canada <p>York / Peel Region District School Boards</p> <p>York/Peel Catholic District School Boards</p> <p>York Region Community and Health Services Department and Human Services Planning Board</p> <p>Region of Peel</p> <p>Senior Enrichment Program</p> <p>Seneca College</p> <p>Centennial College</p> <p>College Boreal</p> <p>Collège du Savoir</p> <p>Humber College</p> <p>City of Markham</p> <p>City of Brampton</p> <p>Town of Newmarket</p> <p>Town of Georgina</p>	<p>Brampton Springdale Network</p> <p>All Employment Ontario Service Providers</p> <p>York Region Police</p> <p>Women's Centre of York Region</p> <p>Addiction Services for York Region</p> <p>Canadian Chinese Support Association</p> <p>Literacy Council</p> <p>Learning Centre</p> <p>March of Dimes</p> <p>Georgina Trades Training Inc.</p> <p>Scarborough Social Housing</p> <p>Housing Help Centre</p> <p>Georgina Food Pantry</p> <p>Blue Door Shelter</p> <p>Sutton Youth Shelter</p> <p>Punjabi Community Health Services</p> <p>Brampton Multicultural Community Centre</p> <p>Kerry's Place Autism Services</p> <p>Belinda's Place</p> <p>Legal Aid Clinic</p> <p>Rehabilitation Network</p>	<p>Learning Disability Association</p> <p>Inn from the Cold</p> <p>Community Living York South, Corbrook, Newmarket & Aurora</p> <p>Coalition for Persons with Disabilities</p> <p>Canadian Council on Rehabilitation and Work</p> <p>Rapport Youth Services</p> <p>Youth the Future</p> <p>Peel Youth Village</p> <p>ECLYPSE Youth Resource Centre</p> <p>Peel Multicultural Centre</p> <p>Canadian Mental Health Association</p> <p>Georgina Island Band Council</p> <p>Caledon Brampton Implementation Team</p> <p>Connect 4 Life</p> <p>Peel Addiction, Assessment and Referral Centre</p> <p>Community Alliance for Support and Empowerment</p> <p>Canadian Association for Supported Employment</p> <p>Centre francophone de Toronto</p>
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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 Greater Toronto

Regional Municipality of York

ONESTEP

Government of Ontario

- Ministry of Labour, Training and Skills Development
- Ministry of Citizenship and Immigration

Ontario Trillium Foundation

Greater Toronto Airports Authority

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

Program Revenue

50.57%

Ministry of Labour,
Training and Skills
Development

28.20%

Immigration, Refugees
& Citizenship
Canada

0.41%

Greater Toronto
Airports
Authority

10.27%

Service Canada

3.74%

Regional
Municipality of
York

0.62%

Ministry of
Citizenship &
Immigration

0.49%

ONESTEP

4.45%

Ontario Trillium
Foundation

1.25%

United Way
Greater
Toronto

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

2019 Statement of Financial Position

As of December 31, 2019					
	OPERATING FUND	CAPITAL FUND	SPECIAL INITIATIVES	TOTAL 2019	TOTAL 2018
	\$	\$	\$	\$	\$
ASSETS					
Current					
Cash	1,037,243	-	267,427	1,304,670	1,441,558
Investments	139,518	-	310,877	450,395	441,846
Accounts receivable	339,881	-	401	340,282	504,404
Due from other funds	-	-	45,064	45,064	34,485
Prepaid expenses	109,434	-	-	109,434	116,411
	1,626,076	-	623,769	2,249,845	2,538,704
Tangible capital assets	-	85,500	-	85,500	78,105
	1,626,076	85,500	623,769	2,335,345	2,616,809
LIABILITIES AND FUND BALANCES	-	-	-	-	-
Current	-	-	-	-	-
Accounts payable and accrued liabilities	226,701	-	-	226,701	285,451
Due to other funds	45,064	-	-	45,064	34,485
Deferred revenue	1,354,311	-	-	1,354,311	1,603,773
	1,626,076	-	-	1,626,076	1,923,709
COMMITMENTS	-	-	-	-	-
Fund Balances	-	-	-	-	-
Internally restricted	-	-	623,769	623,769	614,995
Internally restricted-tangible capital assets	-	85,500	-	85,500	78,105
	1,626,076	85,500	623,769	2,335,345	2,616,809

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

2019 Statement of Operations and Changes in Fund Balances

Year ended December 31, 2019

	2019	2018	2019	2018	2019	2018
	OPERATING FUND		CAPITAL FUND		SPECIAL INITIATIVES	
	\$	\$	\$	\$	\$	\$
REVENUE	9,651,080	9,870,862			28,803	41,356
EXPENSES						
Administrative salaries	4,408,582	4,366,181	-	-	3,038	6,103
Advertising and promotion	77,527	175,591	-	-	-	660
Amortization	-	-	72,377	85,530	-	-
Board and staff development	17,579	26,766	-	-	-	-
Employee benefits and costs	631,365	591,641	-	-	-	798
Employers supports	1,657,408	1,869,161	-	-	-	-
Equipment lease / rentals	92,735	102,343	-	-	-	-
HST unrecoverable	78,339	81,987	-	-	-	-
Insurance	41,904	44,406	-	-	-	-
Memberships	13,055	12,340	-	-	-	-
Occupancy costs	1,380,164	1,388,730	-	-	-	-
Participants' supports	583,860	549,477	-	-	-	-
Professional services	82,308	84,025	-	-	-	-
Service charges	10,707	18,341	-	-	-	-
Supplies	257,830	223,800	-	-	10,978	5,840
Telephone and internet	136,044	134,820	-	-	-	-
Travel, vehicle	107,913	104,298	-	-	-	610
	9,577,320	9,773,907	72,377	85,530	14,016	14,011
Excess (deficiency) of revenue over expenses	73,760	96,955	(72,377)	(85,530)	14,787	27,345
Fund balances, beginning of the year	-	-	78,105	66,680	614,995	587,650
Interfund transfers	(73,760)	(96,955)	79,772	96,955	(6,013)	-
FUND BALANCES, END OF THE YEAR	-	-	85,500	78,105	623,769	614,995

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



**Job Skills.
Working to get you working.**



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