



JOB SKILLS 2021 **ANNUAL REPORT**

INNOVATION TO TRANSFORMATION



Mission

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

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.





About Job Skills

Job Skills, a non-profit charitable community-based employment and training organization, has successfully delivered employment solutions for 33+ 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 14,000 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 support, Indigenous people, those in receipt of Ontario Works, and francophones.

A Message From Board Chair and Executive Director

We are pleased to present our 2021 annual report - Innovation to Transformation.

Job Skills takes pride in providing quality services and in our ability to generate results for all stakeholders through innovation and transformation. Utilizing partnerships, Job Skills leverages its expertise to create opportunities that support job seekers, entrepreneurs, newcomers and employers, resulting in employment and business success in the communities served.

For 2021, Job Skills continued to demonstrate an agile, flexible approach to doing business, enabling us to adapt quickly to change. In the last year, in response to the changes in the labour market, the economy, the needs of job seekers, demands from employers and the employment services sector, we successfully enhanced both the organization and our programs and services. Our ability to respond quickly allowed us to provide job seekers and employers with the necessary supports to achieve success and for us to play a pivotal role in the economic and social growth of communities throughout the GTA.

In the last two years, Job Skills' priority has been to grow online services recognizing that this is the best, most efficient way to reach clients and provide them with accessible programs and service options. In 2019, we introduced a variety of online learning platforms and technologies and we continued to monitor and improve them for 2021, enhancing our excellence in customer service delivery across the GTA.

In 2021, Job Skills responded to the ongoing pandemic by generating strategic ways to provide programs and services, and our robust digital systems and technologies allowed us to develop and deliver effective, innovative online programming. Job Skills took the lessons learned from the global pandemic to transform itself into a stronger, more digitalized organization and an innovative leader within the sector. Our digital successes notwithstanding, we remain committed to supporting the most vulnerable through prioritizing and developing our in-person human service delivery options.

In 2021, we continued to achieve outstanding outcomes across all programs and services and share these results in this annual report. We meet and exceed service delivery excellence year on year because of the drive, determination, and commitment from all staff across seven locations. Through innovation and transformation we remain united in our passion to fulfill our mission to create and support diverse and vibrant communities.



A stylized, handwritten signature of Wayne Thiessen.

Wayne Thiessen
Chair, Board of Directors



A stylized, handwritten signature of Bethany Obermayer.

Bethany Obermayer
Executive Director

Job Skills

Strength in the People We Work With

Job Skills' focus remains one of working collaboratively with job seekers, employers and stakeholders to build and maintain strong and vibrant communities throughout the GTA.

Annually, over 14,000 individuals and employers access Job Skills' wide range of employment and business programs and services. Job Skills continues to provide customer service excellence by delivering the necessary resources and supports to all our clients and employers and through collaboration with stakeholders and other community service providers. The diversity of those seeking assistance reflect the communities we serve including, youth with barriers, newcomers, minorities, mature workers, persons with disabilities and francophones. Our employers are similarly diverse representing a wide range of sectors including manufacturing, retail, hospitality, IT, healthcare services, education and administration. Job Skills collaborates with a variety of community service providers resulting in partnerships that further enhance service delivery ensuring that we remain a sector leader in the GTA.

3801

Clients served across all program/services

17

Programs/services delivered in York/Peel Regions with a **96%** overall program satisfaction rate

75%

Gained employment or registered in education/training

357

Workshop/info sessions offered featuring 97 different workshops

225+

Partnerships with community stakeholders

2522

Unique individuals accessed online workshops, hiring events, etc.

6340

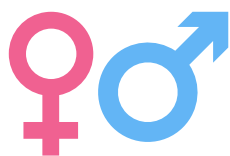
Average monthly users of www.jobskills.org

264

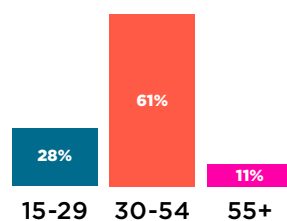
Unique visitors assisted by Live Chat

Job Skills' Client Profile

Gender



Age



Education

28% High School or Less
17% Certificate or Diploma
33% Bachelors Degree
26% Post Graduate
2% Trades

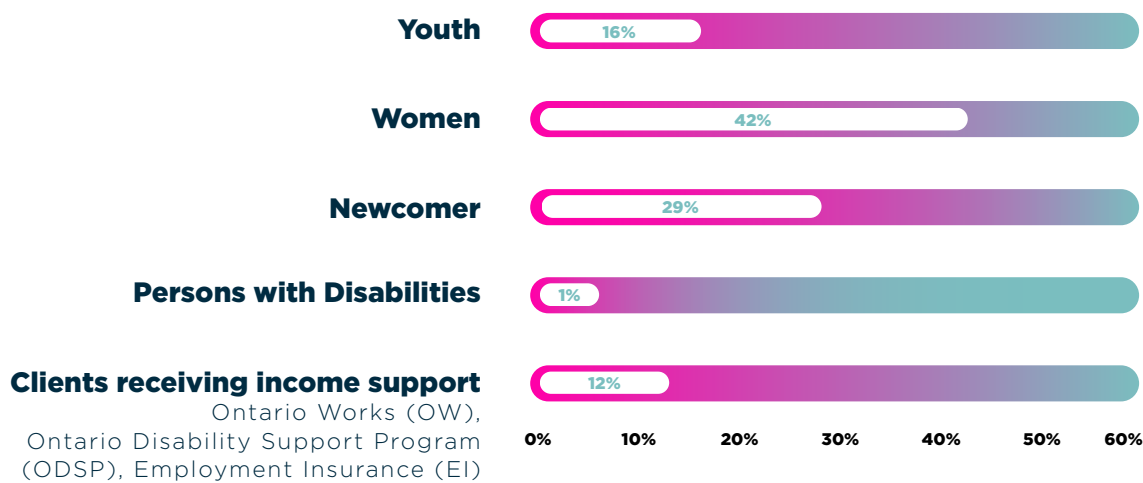
Country

105 Countries represented
Iran
India
China
Pakistan
Nigeria
Top countries (not including Canada)

Language

41 Languages spoken by our clients
Farsi
Mandarin
Hindi
Urdu
Spanish
Arabic
Most common (not including English)

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. Job Skills provides customized programs and supports that enable clients to reach their individual employment goals.

Top sectors represented in 2021 included:

-  Professional, Scientific & Technical Services
-  Manufacturing
-  Retail Trade
-  Health Care & Social Assistance
-  Administrative & Support, Waste Management and Remediation Services
-  Accommodation and Food Services
-  Educational Services



JOB SEEKERS

Job Seekers

Reimagining the World of Work

Affected by the pandemic, the employment landscape for 2021 continued to evolve and change. Job seekers needed to remain agile in response to the constraints placed on the job market by the pandemic by finding new ways to access and interpret services and gain employment. Remote work, hybrid positions, manufacturing, and logistics provided new opportunities for job seekers and employers also responded quickly by offering alternate employment opportunities.

Specific sectors, such as hospitality and traditional bricks and mortar retail, continued to suffer a greater impact from the pandemic with the adjustment of public health guidelines throughout the year causing closures and reduced working hours. As jobs were lost, long-term unemployment in these sectors became a reality affecting the more vulnerable populations. As customer-facing positions declined, remote working opportunities increased but these positions often required a different skillset. Job Skills embraced this challenge by pivoting into providing programs and services that specifically addressed the skillset necessary to be successful working in remote/online positions.

Despite the challenges in 2021, Job Skills' agile response to the changing employment landscape resulted in 3801 individuals receiving the necessary employment services through new and innovative programming.

Job Skills' priority for 2021 was to continue to expand and upgrade the online service delivery introduced in 2020 by introducing new workshops, targeted programming and the necessary resources for clients to achieve success.

Job Skills delivered 17 unique programs and services tailored for individuals seeking employment or self-employment. These supports included job search, bridging programs, workshops, life skills, pre-employment, and self-employment. Clients served included those on Ontario Works, youth, newcomers, women, persons with disabilities, Indigenous people, and francophones. All programs and services utilized online tools,

technology, phone, text and e-mail to reach out, connect with and ensure that every client received the supports they required.

In 2021, Job Skills delivered 97 unique workshops topics to support clients and move them to job-ready. Specialized workshops introduced focused on clients experiencing additional barriers to employment or those looking to transition to alternative employment. Employment Consultants assisted clients by helping to develop career pathways specifically tailored to an individual's goals and expectations. Employer Relations Specialists worked closely with employers to provide meaningful employment opportunities and to fulfill their ongoing workforce needs as well as assist with future workforce planning.

Utilization of several social media platforms as well as the newly launched website resulted in new clients and increased exposure in the sector, as well as providing new opportunities for current clients to access the most up-to-date information and tools to support their job search. Job Skills also introduced enhanced triaging to speed up response time for clients and ensure that they received the necessary supports and provided the necessary technology to those most vulnerable and who would not otherwise have access to online programs and services.

Newcomers continued to be an important target group for 2021 and new initiatives such as the Handbag Project and Table Talks provided this vulnerable group with networking opportunities to offset social isolation because of the pandemic. In 2021, Job Skills provided supports and services for 1500 newcomers through its key role as one of the lead agencies operating the Welcome Centre Immigrant Services in York Region. As the agency responsible for delivering employment services, Job Skills continued to provide support to newcomers through targeted programming, enhanced service delivery, and one on one counseling.

Throughout 2021, Job Skills embraced both the challenges and opportunities resulting from the pandemic and introduced new, flexible programming and ways of working to ensure continued success for clients. Staff displayed resiliency and adaptability in the face of change and as a result, Job Skills remains a leader in employment services and is well-positioned to support communities towards post-pandemic recovery.

Job Seekers by the Numbers



Total number of
job seekers assisted



Programs supporting
job seekers



Online workshops/info
sessions presented



Different
workshops developed

Key sectors of employment:

- Professional, Scientific and Technical Services
- Retail Trade
- Administrative and Support
- Accommodation and Food Services

Employment Services Offered by Job Skills

Employment Ontario Employment Service Centres (EOES) – Brampton, Keswick, Markham, Mississauga
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 (JFC-E) – 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 (YJC) – 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 (PYC) – Peel Region
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 (JSW) and Employment Support Services (ESS) – Welcome Centres, York Region
Offer individualized and group sessions supporting job search activities.

Bridge to Healthcare Alternatives – mobile, York/Peel Regions
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.

Right Fit for You – York/Peel Regions
A 20-week program targeted to support youth with disabilities and/or complex barriers in overcoming barriers to employment.

Level Up – York Region
A 5-week online/facilitator-led program designed to provide youth with the soft skills that employers are looking for and gain success in their professional lives.

You Fit – York/Peel Regions
A personalized employment solution for youth 15-29 who are not currently in education, employment, training or enrolled in educational activities.

Technology & Equipment Lending Program (TELP) - York/Peel Regions
Supports individuals who have limited or no access to technology with equipment to assist them with their job search activities.

Quotes from our Job Seekers



I, personally, was incredibly interested in the Interview Strategies, Stress Management, as well as Time Management portions of the program. I have always thought interviews to be scary and nerve-inducing, so learning strategies to make a good impression, as well as what questions are and are not allowed in interviews really helped me. Moreover, stress and time management have always been problem areas for me, so the strategies presented in this workshop have been really useful for me. – **Parneet, You Fit Client**

The facilitators are very patient and professional, and they have answered many questions that I do not understand. It's really helpful! – **Yixin, You Fit Client**

I really enjoyed learning more about stress management and time management as I find I have difficulties sometimes with staying organized. The emotional intelligence test was quite interesting as well! – **Brandon, You Fit Client**

I got to learn so much during the RFFY program. The topics covered in the workshops have been very relevant. I also enjoyed the zoom workshops with various speakers. Stephanie, Laura and Ciara are amazing! They have always been very supportive and patient. I will miss meeting everyone in the RFFY sessions. – **Zachary, Right Fit For You Client**

I have really enjoyed the help you (Ciara) and Stephanie have given me. You have helped me a lot. I am going to miss our check in sessions. – **Ann, Right Fit For You Client**

In regards to my employment, I am happy to share with you that I have been accepted to work as a permanent full time in the current facility I am working. Thank you very much for guiding me and mentoring me which I know for sure helped a lot in my career journey. As I plan ahead of going back to the nursing career, I will always remember the lessons we have gone through which I know will be a good foundation in my career growth. Thank you very much – **Jayson, JFC-E Client**



A young woman with long dark hair is smiling warmly at the camera. She is wearing a light blue and white vertically striped apron over a white long-sleeved shirt. She is standing in a kitchen with a white brick wall and wooden shelves in the background. In the foreground, she is using a wooden spoon and a metal fork to mix a fresh salad in a clear glass bowl. The salad contains green lettuce, purple radicchio, and cherry tomatoes. A white text box with an orange border is superimposed over the middle of the image.

SELF-EMPLOYMENT

Self-Employment

Entrepreneurial Spirit Creates New Opportunities

In 2021, 'being your own boss' was an appealing alternative to traditional employment as traditional job opportunities continued to decline.

Job Skills' self-employment programs made that option a reality for **267** individuals and provided the tools and support for those exploring self employment in 2021.

21 businesses launched included custom clothing, nail salon, landscaping, barber/hair salon and international food products. These new enterprises allowed many new entrepreneurs to create supplemental income and some degree of financial control. Clients received business startup resources, information and individual support for market research and direction on how to develop a business plan. Adapting to the new working landscape encouraged creative thinking and how to apply new ideas and technologies to achieve success.

The Youth Entrepreneurship Program (YEP) provided **28** youth with barriers an opportunity to achieve success through creating a business. Job Skills' business coaches employed methods and tools to build clients' self esteem, self worth and encourage perseverance to create a positive environment leading to success.

Through effective information sessions, **239** newcomers registered in the Self-Employment Pathways for Newcomers (SEPN) program. With staff support, they conducted important self-assessments to explore the feasibility of starting a new business. Individualized coaching, motivational support, focused business essentials workshops and 1:1 coaching sessions provided assistance to help clients reach their entrepreneurial goals and meet individual needs. Volunteer guest speakers from the business community provided clients with practical real-life knowledge and experiences, specialized information, current industry best practices, and the motivation to succeed.

Job Skills' entrepreneurship clients show a **70%** startup success rate and over a 20 year span, in excess of 5700 businesses have launched through Job Skills self employment programs. These programs continue to provide the necessary supports to increase the likelihood of long-term success for the new business owner.

Self-Employment by the Numbers

267

Participated in
self-employment
programs

28

Youth participated
in YEP

70%

Start-up success
rate

Programs for Entrepreneurs to Assist Start-up Business Ventures

Youth Entrepreneurship Program (YEP) - Brampton/Keswick
Supporting the entrepreneurship dreams of at-risk youth age 15-30.

Self-Employment Pathways for Newcomers (SEPN) - York Region
Supporting newcomers interested in starting a business in Canada.

Quotes from our Entrepreneurs



I attended a few training classes at Job Skills (Self-Employment Pathways for Newcomers). The skill sets that I have gained from the training have been a great help to start my own business. I am glad to inform you that I started an environmental consultancy firm named Ambientics Environmental Consultants. - S.P., SEPN Client

Thanks very much for the wonderful presentation. Your expertise and communication skills are awesome. The content was extremely valuable to our business-minded newcomers as is knowing they have someone like you to help them! - K., SEPN Client

I would like to thank you and also congratulate you for organizing and conducting such an amazing workshop. I am learning a lot. Best wishes. E., SEPN Client





EMPLOYERS

Employers

Specialized Services Support Employers New Reality

The effects of COVID-19 throughout 2021 forced many businesses to layoff staff or change their way of doing business. Conversely, some businesses grew exponentially due to a surge in demand for delivery services, online purchasing and healthcare. Many businesses required additional supports and resources to continue including advice on health and safety protocols, navigating altering government regulations and supports, retraining staff to perform new job functions and recruiting in a virtual environment. Job Skills' agile approach to employer's changing needs resulted in employers receiving all the necessary supports, advice and resources to successfully transition to the new way of working.

Job Skills successfully managed to link its roster of **868** small and medium-sized employers spread across the Greater Toronto Area with qualified job-seeking clients by providing assistance and additional financial resources. Employer Relations Specialists worked virtually with employers to meet workforce needs by providing specialized online hiring events, information sessions and personalized recruitment and screening services.

Priority supports were provided to employers in essential services that remained open during 2021. Demand increased for onsite jobs in manufacturing industries (including food), personal protective equipment (PPE) production, medical waste, remote workers in customer fulfillment, call centres, order desk and help desk jobs. Job Skills worked with existing clients, laid off as a result of the pandemic, encouraging them to look at new work opportunities opening up in expanding sectors and providing them with a roadmap for success. Additionally, employers were encouraged to enhance their workplace training strategies enabling workers to learn new skills, adapt to different functions and achieve success.

Close monitoring of changing labour market demands was achieved by reviewing the current labour market. This was critical when advising job seekers about in-demand skills and jobs, supporting retraining opportunities in high-growth sectors, and making adjustments so that their skills match

current and future job opportunities.

Job Skills' Employer Services website portal continued to be enhanced with information on hiring, financial supports available to employers and industry-related information in blogs and articles.

To improve employment opportunities for clients with unique needs, Job Skills continued to educate employers on the benefits of being inclusive. This included providing expertise on job carving, workplace accommodation and specialized supports, to meet hiring, training and retention needs.

Employers were integrated into wrap-around service delivery through volunteering their time and expertise as guest speakers on panels and in workshops. This provided clients with the opportunity to interact and network with employers and better understand their expectations. This integrated approach also allowed employers to meet with potential employees as well as provide Job Skills with sector-specific expertise on curriculum and program development.

Throughout 2021, Job Skills worked with employers to better position them to take advantage of the expected rebound in consumer confidence and increase in demand for goods and services as well as continue to adapt to an ever-evolving working landscape.

Quotes from our Employers



My contact for the last two years has been Joel Patterson and I can't praise him enough. He has been a constant in our business in relation to knowing and accommodating our needs as well as dealing with yours truly with patience and humour. Everyone he has sent to us has been top notch and I really wouldn't know what Scoopy Doos - or I - would do without him.

Thank you Job Skills - for keeping Scoopy Doos in business.

- **Scooby Doos Ice Cream Parlour**

It's a strange time. Venues like "Indeed" generate tons of resumes, but half of the people you call don't show up for their interviews, and some of the people you hire just don't show up to work. It's been years since we've endured a hiring climate like this. As mentioned earlier, CERB has not been helpful in that regard, but the other issue has been the lack of new Canadians. Minimal immigration the last 2 years has had a huge impact on the availability of enthusiastic new labour.

- **Manufacturing Sector**

I can't say enough about what you and your team do for local employment. We talked a little today in regards to our huge Digital Support Local Business Campaign.

- **Transportation Sector**



Recognition & Acknowledgements

Thanks to their passion, commitment, knowledge, and determination, Job Skills' staff impacts the lives of thousands of job seekers and employers every year, supporting individuals to reach their employment goals, and employers to meet their hiring needs.

In 2021, Job Skills celebrated staff members achieving their years of service milestone:



Deanna Joyce
Deborah Tracy



Janice Babcock
Lawrence Gomes
Donna Hall
Sue Vanderwouw
Mark Whitrod

Volunteers

Job Skills appreciates the many volunteers who contributed valuable expertise, leadership and energy during 2021. Of particular note is Job Skills' dedicated volunteer Board of Directors who provide a governance role, ensuring Job Skills delivers on its commitment to its mission and strategic plan. This was particularly crucial during 2021, as the Board provided support and guidance as policy changes and adjustments were made to service delivery to deal with the impact of the pandemic.

Special thanks to the many students from the various employment counselling programs that completed their placements at Job Skills.

Job Skills also appreciates the many volunteers who offered to be guest speakers, panel experts and program advisory committee members. Their time and expertise are priceless!

2021 Board of Directors

Wayne Thiessen, Board Chair

Marco Osso, Vice-Chair

Pat Neil, Vice-Chair/Secretary

Quinntin Fong, Treasurer (Until May 2021)

Pernille Jensen, Treasurer (May 2021 – Sept 2021)
(Resigned from the Board Sept 2021)

Zahra Kara, (term started Jan 2021) Treasurer (Oct 2021 – present)

Rod Kirwan, Director

Rex Liu, Director

Els Schaefer, Director

George Lyberogiannis, Director

Ziah Sumar, Director (term started Sept 2021)

Babak Shokouhi, Director (Resigned from the Board Oct 2021)

Erin Rizok, Director (Resigned from the Board May 2021)

Stakeholders

Working Together in Challenging Times to Find New Opportunities

The challenges faced in 2021 provided new opportunities to build on existing relationships and create new ones with community partners and offer enhanced supports for clients.

Job Skills is committed to working with a diverse range of community partners reflecting the diversity of the communities we serve. This collaboration with more than **225** community partners and stakeholders ensured that referrals, supports, and coordination of service delivery, particularly for the most vulnerable, continued despite the challenges.

Job Skills continued to sit at the table of umbrella organizations to create new programming that alleviate local employment concerns as ongoing pandemic-related issues caused disruption for both employers and job seekers. Job Skills collaborated with OCASI, ODEN, First Work, ONN, Local Immigration Partnership Councils, workforce planning boards, LEPCs, chambers/boards of trade, sector councils, and the local employment service delivery networks in York and Peel Regions to create new and innovative programming.

Job Skills also worked with other employment service providers; municipal, provincial and federal governments; training providers; educational institutions and businesses in Peel and York Regions to identify innovative approaches to employment in an evolving landscape.

Job Skills sourced new funding opportunities following the change in labour market, which led to adapting and enhancing existing services to support those disproportionately affected by changes due to COVID-19.

The shared values and commitments of partnerships provided new opportunities to develop flexible solutions, new ideas and a true community-based approach to service delivery. Participation in advisory and focus groups and involvement through community consultations, round table discussions, research projects, and surveys afforded Job Skills' staff the opportunity for input into developing innovative approaches. Working together through community engagement and partnerships created local solutions to help communities alleviate the impact of COVID-19.



Community Partners

Partners we worked with in Peel and York Region & GTA in 2021 included, but were not limited to:

All Employment Ontario Service Providers in Peel and York Regions

Welcome Centre York and Durham Region Partners

- COSTI Immigrant Services
- Catholic Community Services of York Region
- Centre for Immigrant and Community Services
- Social Enterprise for Canada
- Community Development Council Durham
- Unemployed Help Centre

York / Peel Region District School Board

York/Peel Catholic District School Board

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

Region of Peel

Senior Enrichment Program

Seneca College

Centennial College

College Boreal

Collège du Savoir

Humber College

City of Markham

City of Brampton

Town of Newmarket

Town of Georgina

Brampton Springdale Network

York Region Police

Women's Centre of York Region

Addiction Services for York Region

Canadian Chinese Support Association

Literacy Council

Learning Centre

March of Dimes

Georgina Trades Training Inc.

Scarborough Social Housing

Housing Help Centre

Georgina Food Pantry

Blue Door Shelter

Sutton Youth Shelter

Punjabi Community Health Services

Brampton Library

Brampton Multicultural Community Centre Community

Kerry's Place Autism Services

Belinda's Place

Legal Aid Clinic

Rehabilitation Network

Learning Disability Association – York and Peel

Inn from the Cold

Community Living York South, Corbrook, Newmarket & Aurora

Community Living – Brampton and Mississauga

Coalition for Persons with Disabilities

Canadian Council on Rehabilitation and Work

Rapport Youth Services

Youth the Future

Peel Youth Village

ECLYPSE Youth Resource Centre

Peel Multicultural Centre

Punjabi Community Health Services

Canadian Mental Health Association

Georgina Island Band Council

Caledon Brampton Implementation Team

Connect 4 Life

Peel Addiction, Assessment and Referral Centre

Community Alliance for Support and Empowerment

Canadian Association for Supported Employment

Centre francophone de Toronto

Family Services York and Peel

Malton Neighbourhood Services

Cross Cultural Community Services

York Support Services Network (YSSN)

Seneca College (Bridging programs)

Ve'ahavta

Karen Richards - Personal Success Coach

BDO Canada

Community Legal Clinic Of York Region

RBC Meeting Place (Brampton and Markham)

Parks Canada

Jessica Nagy Yoga

Markham Public Library

Aurora Public Library

Ryerson University

Chartered Professional Accountants Canada

Funders

Job Skills' services are provided with the support of the following funders:

Government of Canada

- Service Canada
- Immigration, Refugees and Citizenship Canada

United Way Greater Toronto

Regional Municipality of York

Government of Ontario

- Ministry of Labour, Training and Skills Development
 - WCG International

Ontario Trillium Foundation

Greater Toronto Airports Authority

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

Program Revenue by Source

How Our Funders Support Job Skills

Job Skills provides an essential link to creating economically viable communities. Job Skills' programs and services are provided with the support of the following funders:



This data has been extracted and summarized from the audited financial statements of Job Skills. Full financial statements are available and can be provided upon request at info@jobskills.org

2021 Statement of Operations and Changes in Fund Balances

Year ended December 31, 2021

	2021	2020	2021	2020	2021	2020
	OPERATING FUND		CAPITAL FUND		SPECIAL INITIATIVES	
	\$	\$	\$	\$	\$	\$
REVENUE	8,988,742	8,604,190			11,736	13,410
EXPENSES						
Administrative salaries	4,438,241	4,117,058	-	-	1,430	2,709
Advertising and promotion	197,001	74,194	-	-	-	-
Amortization	-	-	132,373	105,275	-	-
Board & staff development	27,694	4,378	-	-	-	-
Employee benefits & costs	616,975	585,292	-	-	-	798
Employers supports	950,496	1,380,909	-	-	-	-
Equipment lease/rentals	48,067	44,828	-	-	-	-
HST unrecoverable	85,249	69,424	-	-	-	-
Insurance	59,200	40,397	-	-	-	-
Memberships	12,185	10,941	-	-	-	-
Occupancy costs	1,513,113	1,343,262	-	-	-	-
Participants' supports	426,141	477,724	-	-	-	-
Professional services	68,183	55,322	-	-	-	-
Service charges	43,525	13,212	-	-	-	-
Supplies	187,383	121,009	-	-	4,256	10,978
Telephone and internet	161,280	122,910	-	-	-	-
Travel and vehicle	16,574	33,822	-	-	-	-
	8,851,307	8,494,682	132,373	105,275	1,430	6,965
Excess (deficiency) of revenue over expenses	137,435	109,508	(132,373)	(105,275)	10,306	6,445
Fund balances, beginning of the year	-	-	65,451	85,500	654,496	623,769
Interfund transfers	(137,435)	(109,508)	162,059	85,226	(24,624)	24,282
FUND BALANCES, END OF THE YEAR	-	-	95,137	65,451	640,178	654,496

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Job Skills' Locations



Job Skills Head Office

14-130 Davis Drive,
Box 34
Newmarket, ON
L3Y 2N1

Ph: 905-898-5138
1-866-592-6278

Keswick Employment Services

155 Riverglen Drive,
Unit 7
Keswick, ON
L4P 3M3

Ph: 905-476-8088
1-866-470-5947

Simpact Practice Firm

16775 Yonge Street,
Unit 302
Newmarket, ON
L3Y 8J4

Ph: 905-235-7001
1-866-592-6278

Markham Employment Services

4961 Highway 7,
Units 100-101
Markham, ON
L3R 1N1

Ph: 905-948-9996

Markham North Welcome Centre

8400 Woodbine Ave,
Suite 102-103
Markham, ON
L3R 4N7

Ph: 289-846-3645
1-877-761-1155

* Markham North
Welcome Centre, part
of the Welcome Centre
Immigrant Services
System in York and
Durham Regions

Brampton Employment Services

50 Sunnyvale Gate,
Unit 12
Brampton, ON
L6S 0C4

Ph: 905-453-7896

Mississauga Employment Services

1090 Dundas Street E,
Unit 107
Mississauga, ON
L4Y 2B8

Ph: 905-273-3360



***Working
to get you
working.***



Job Skills | 14-130 Davis Drive, Box 34, Newmarket ON L3Y 2N1

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