

ANNUAL REPORT



2024

JOB SKILLS

MISSION

To elevate the economic and social contributions of individuals and organizations to enrich the vitality of our community.

VISION

Building an inclusive society where all people are ensured equitable opportunities to fulfill their career aspirations and participate fully in the community.

VALUES

- Respect** We nurture safe and open spaces where we elevate people through trust, honesty and relationship building.
- Excellence** We commit to the highest standards and strive to be the best in all we do.
- Integrity** We act with uncompromising honesty and ethics.
- Innovation** We work together to inspire teamwork and unity.
- Collaboration** We are dedicated to creating an equitable, diverse and inclusive culture by eliminating barriers and promoting equal opportunities.
- Equity** We provide an environment where everyone feels safe, supported and accepted.
- Belonging** We turn challenges into opportunity and ideas into creative solutions.



WORKING TO GET YOU WORKING

BOARD OF DIRECTORS



Pat Neil
Board Chair



Angelo Mariano
Vice-Chair



John Krill
Vice-Chair / Secretary



Maggie Yang
Treasurer



George Lyberogiannis
Director



Ziah Sumar
Director



Racquel Peters
Director



Monica Ren
Director



Joseph Adler
Director



Susan Kates
Director



Janet Hicks
Director
(Resigned November 2024)



Rex Leo
Director
(Resigned May 2024)



Els Schaefer
Vice-Chair / Secretary
(Resigned May 2024)

SENIOR MANAGEMENT



Bethany Obermayer
Executive Director



John Mitteregger
Senior Director,
Programs and Services



Dilaila Grundy
Senior Executive
Administrator



Daniel Verdes
Director, Information
Technology and
Operations



Ray Rauth
Director, Brand
Marketing and
Communications



Sri Ramachandran
Director, Finance and
Human Resources

MESSAGE FROM THE CHAIR

As Chair of Job Skills' Board, I am proud to present our annual report for 2024. This report provides an overview of our work during the past year and our financial status. Job Skills' current mission is to elevate the economic and social contributions of individuals and organizations to enrich the vitality of our community. We work to achieve this goal by providing employment, employer, business and self-employment services and programs throughout York and Peel Regions.

This past year was a busy one for Job Skills. We welcomed many new clients to our programs, held various workshops, multiple job fairs and hiring events for employers located in the Regions we work in. We served 15,000 people, leading to 4335 clients registering throughout the year, helping them on their journey to build skills and confidence to reach their potential.

One of the programs offered specifically for youth is the Right Fit for You program. This is a 12-week program targeted to support youth with disabilities and/or complex barriers in overcoming barriers to employment. Young people are welcomed to this program to acquire the necessary skills and knowledge to prepare for the employment market. Job Skills is able to provide these individuals with appropriate support and help them to connect with employers.

Another successful program offered during 2024 was the Point, Click, Connect program which is a digital literacy training program targeted to underrepresented groups across York Region, including Indigenous peoples, low-income, seniors, persons with disabilities and newcomers. Throughout the one-week course, clients learned basic computer skills enabling safe internet practices effectively increasing their self-confidence.

These are just two examples of programs offered by Job Skills which are having a positive impact within the community.

The Board and the Senior Management Team will embark on developing an updated 3-year Strategic Plan during the first half of 2025 and as part of this, we'll be revisiting Job Skills Mission and Vision.

On behalf of the Board of Directors, I would like to thank our funders, our corporate sponsors and community partners for their support. You are all contributing to the success of this wonderful organization. We would also like to thank Bethany Obermayer, the Senior Management Team and Job Skills' staff for their commitment to the organization and to our clients throughout this past year. We look forward to the coming year as we continue to deliver impactful services and programs to the communities we support.

PAT NEIL



BOARD CHAIR

MESSAGE FROM THE EXECUTIVE DIRECTOR

For 37+ years, Job Skills has been dedicated to helping people find meaningful, sustainable employment. Guided by our mission, vision, and values, Job Skills offers client-focused services that genuinely make a difference. Job Skills commitment goes beyond individuals—it's about supporting communities, businesses and strengthening the economy.

2024 was another successful year for our organization. Across eight locations, Job Skills proudly served 15,000 individuals, each one with unique needs, aspirations, and potential. By equipping individuals with the tools they needed to secure employment, Job Skills contributed at least \$21.5 million back into the Canadian economy. These aren't just numbers—they represent life-changing opportunities for people and their families.

At Job Skills, partnerships are central to what we do. By working closely with community organizations, Job Skills streamlined referrals, helping clients access the right services at the right time. This collaborative approach ensures resources are used effectively, minimizing duplication while maximizing impact.

Job Skills' support for local businesses also continued to grow. Across the Greater Toronto Area, including York and Peel Regions, Job Skills worked with 609 employers, offering tailored recruitment solutions. Throughout 2024, Job Skills hosted and coordinated seven multi-employer job fairs, and nine single employer hiring events.

Innovation has always been the foundation of Job Skills' programs and services. By using technology and crafting forward-thinking strategies, Job Skills ensures that clients and businesses alike receive the best possible support. Each person we serve, every employer we assist, and all the partnerships we foster reflect our dedication to outstanding customer service and community impact.

I would like to thank the staff, the board, funders, and donors for all the dedication and hard work that enables Job Skills to make an impact on each of our clients and the communities we serve.

All these achievements remind us why we do what we do. Job Skills isn't just about finding jobs—it's about creating futures. Job Skills is proud of the strides made in 2024 and look forward to continuing this meaningful work in the years to come.

BETHANY OBERMAYER



EXECUTIVE DIRECTOR

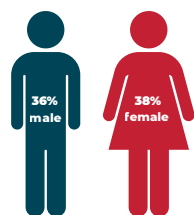
JOB SKILLS IMPACT

At Job Skills, it's not simply just employment services; it's actually about getting the client to economic independence and helping them achieve their dreams.

When clients come to Job Skills, they are often facing a challenging time in their lives. Searching for work can be stressful and emotionally overwhelming. That's where the Job Skills team makes a difference. With care and expertise, Job Skills provides hope and practical support to help clients move forward and secure the right job—not just a stopgap, but a long-term fit. Regardless of the challenges in the labour market, Job Skills remains dedicated to bridging the gap between job seekers and employers. By partnering with businesses, Job Skills helps connect them with skilled and motivated candidates, strengthening the local workforce. Known for its exceptional service and deep commitment to client success, Job Skills works tirelessly to empower individuals and support the community.

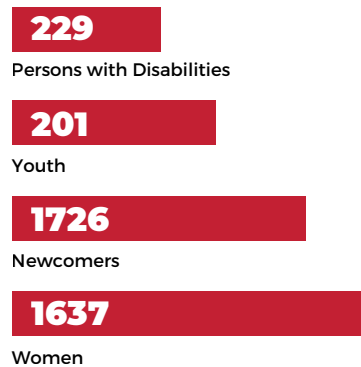


Gender

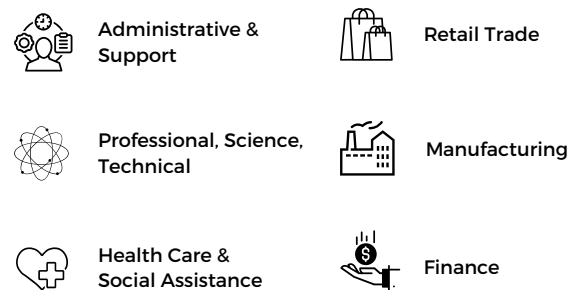


25% undisclosed
1% non-binary

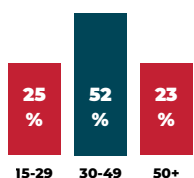
Specialized Client Groups



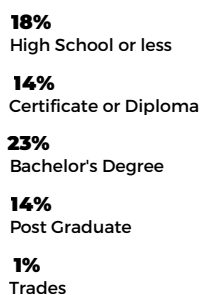
Top Sectors



Age



Education



Country



Languages



CLIENT EMERGENCY FUND

Searching for a job can be tough. For many clients at Job Skills, it's even more challenging because of barriers that make the process harder, such as financial struggles, lack of resources, or unexpected hurdles. These obstacles can threaten to derail their job search when they're already in a vulnerable position.

At Job Skills, we believe in going the extra mile to help people achieve meaningful, sustainable employment. That's why Job Skills created the **Client Emergency Fund**—a discretionary fund to provide the financial support some clients need not covered by other government funding to stay on track. Whether it's covering the cost of transportation to an interview, purchasing equipment required for a specific job, funding certifications or testing, or even offering assistance with food security, the Client Emergency Fund offers clients the hand up they need to secure their next job.

This fund exists to give clients the resources they need to move forward confidently toward securing employment. It's not just about financial help—it's about empowerment. When vulnerable job seekers have access to the support they need, they're better equipped to overcome barriers and reach their goals.

What makes the Client Emergency Fund stand out is the way it's managed. Every dollar donated goes directly to helping clients in need. Job Skills does not take any administrative fees for managing this fund. That means 100% of contributions are used to create meaningful change in someone's life.

The Client Emergency Fund is more than just financial aid—it's a bridge to opportunity and a lifeline for those who need an extra boost to stay focused on their future. Together, with the help of generous donors, Job Skills is creating brighter paths for job seekers who need it most.



SCAN TO LEARN
MORE OR TO DONATE





EMPLOYERS

Job Skills worked with 609 unique employers across a range of industries to connect them with qualified job seekers. By bridging the gap between hiring organizations and individuals seeking employment, Job Skills continues to be a vital resource for workforce development.

Committed to making employment opportunities more accessible, Job Skills hosted seven hiring events and nine single-employer job fairs in the York and Peel regions in 2024. These events provided 2,800+ job seekers with valuable opportunities to meet employers face-to-face and explore potential career paths.



**Active
Employers**



**Hiring Events
Organized By JS**



**Single Employer
Job Fairs**

“ Job Skills Employment office was instrumental in finding the right talent for our team, and the Job Skills team itself was a pleasure to work with! Their support and expertise made the hiring process efficient and effective, leading to a great outcome!”

- Rikki, Astro Amusements

“As an employer, the staff at Job Skills have always been kind, helpful and extremely hard-working. This is especially evident at the job fairs organized by Job Skills which always had great turnout and were well organized.”

- Edward, Bulk Barn Foods Limited

PROGRAMS & SERVICES

Employment Ontario Employment Services

- Locations in Keswick, Markham, Stouffville, Mississauga, and Brampton.
- Assisting individuals in their job search as well as helping employers.

Welcome Centre Immigrant Services

- Provides employment services to newcomers through the Welcome Centre system.

Bridge to Health Care Alternatives

- Supports internationally trained healthcare professionals in finding a related career in Canada.

Employment Settlement Services

- Assistance and coaching for individuals during their job search.

Job Search Workshops (JSW)

- As a first step to employment in Canada, the JSW program is designed to assist new and recent immigrants to Canada in their job search.

Point, Click, Connect (PCC)

- PCC is a digital literacy training program that helps individuals learn basic computer skills.

Right Fit For You (RFFY)

- The RFFY program supports youth with disabilities and/or complex barriers in overcoming barriers to employment.

Social Worker

- Providing support to staff and clients to support positive mental health and overall wellbeing.

Self-Employment Pathways for Newcomers (SEPN)

- An innovative mobile model where individuals have the opportunity to investigate self-employment and access resources and tools to support their decision and career pathway.

Simpact - Practice Firm

- The Simpact Practice Firm provides a safe and supportive environment designed to assist Ukrainian and newcomer clients in developing hands-on experience and integrating seamlessly into the Canadian workplace.

Youth Entrepreneurship Program (YEP)

- The YEP gives promising young entrepreneurs access to resources, provides skills and offers the best chance for the success of their new business ventures.

Job Find Club Enhanced (JFC-E)

- Provides enhanced job search strategies for newcomers.

YouFit

- Personalized employment solutions to support youth.

Early Childhood Educator Assistant (ECEA)

- Provides support and training for internationally trained individuals to re-enter the workforce.

Equity, Diversity, and Inclusion Assessment

- Provided an EDI review to support development of a long-term strategy and action plan to align with Job Skills' organizational goals and enhancing commitments to equity, diversity, and inclusion.

Funded By



Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada



COMMUNITY PARTNERS

Collaboration has always been at the heart of Job Skills' work. By partnering with 261 community organizations and stakeholders, Job Skills delivered referrals, support services, and coordinated care to meet the unique needs of our community's most vulnerable members. Even in challenging times, these partnerships illustrate the strength and diversity of the communities we serve.

Through these efforts, Job Skills continues to make a meaningful impact, connecting people with opportunities and strengthening the communities around us.

- 360 KIDS
- A CLOSER LOOK
- ABILITIES TO WORK
- ABILITY ONLINE
- ACCES EMPLOYMENT SERVICES
- ACCESS COMMUNITY CAPITAL FUND
- ACHÉV
- ADDICTION SERVICES CENTRAL ONTARIO
- AFGHAN WOMEN'S ORGANIZATION
- ALZHEIMER SOCIETY OF YORK REGION
- AMAZON
- ASSAULTED WOMEN'S HELPLINE
- AURORA PUBLIC LIBRARY
- AURORA UNITED CHURCH
- AVIVA
- BDC
- BDO DEBT SOLUTIONS
- BEREAVED FAMILIES OF ONTARIO
- BLUE DOOR SHELTERS
- BNS
- BRAIN INJURY ASSOCIATION OF PEEL AND HALTON
- BRAMPTON CALEDON COMMUNITY LIVING
- BRAMPTON LIBRARY
- BRAMPTON MEALS ON WHEELS
- BRAMPTON MULTICULTURAL COMMUNITY CENTRE
- BRAMPTON QUEEN STREET
- YOUTH SHELTER
- BRIAN J. FLEMING ADULT EDUCATION CENTRE
- BRIDGORTH WOMEN'S MENTORSHIP & ADVOCACY SERVICES
- CALEDON COMMUNITY SERVICES
- CANADA REVENUE AGENCY [CVITP]
- CANADIAN COLLEGE OF NATUROPATHIC MEDICINE
- CANADIAN FOUNDATION FOR ECONOMIC EDUCATION [CFEE]
- CANADIAN MENTAL HEALTH ASSOCIATION
- CAREER FOUNDATION
- CAREFIRST SENIORS AND COMMUNITY SERVICES ASSOCIATION
- CATHOLIC COMMUNITY SERVICES OF YORK REGION
- CATHOLIC CROSSCULTURAL SERVICES
- CENTENNIAL COLLEGE
- CENTRE FOR SKILLS DEVELOPMENT & TRAINING
- CHILD DEVELOPMENT RESOURCE CONNECTION PEEL
- CIBC
- CICS [CENTRE FOR IMMIGRANT AND COMMUNITY SERVICES/YOUTH IMMIGRANT CENTRE]
- CITIZENS FOR THE ADVANCEMENT OF COMMUNITY DEVELOPMENT
- CITY OF MARKHAM
- CLARS LANGUAGE ASSESSMENT CENTRES
- CNIB
- COLLÈGE BORÉAL
- LE COLLÈGE DU SAVOIR; LITERACY AND BASIC SKILLS
- CASE COMMUNITY SERVICES [COMMUNITY ALLIANCE FOR SUPPORT AND EMPOWERMENT
- COMMUNITY DEVELOPMENT COUNCIL DURHAM
- COMMUNITY LIVING; STUDENT SERVICES
- COMMUNITY LIVING YORK SOUTH
- COMPASS FOOD BANK AND OUTREACH CENTRE
- CONNECT4LIFE
- CONNECT CHURCH
- CONTACT NORTH
- CORNERSTONE TO RECOVERY
- COSTI IMMIGRANT SERVICES
- CPA ONTARIO
- CREDIT CANADA DEBT SOLUTIONS
- CREDIT COUNSELLING SOCIETY
- THE CROSS-CULTURAL COMMUNITY SERVICES ASSOCIATION
- DESJARDINS
- DISTRESS CENTRES OF GREATER TORONTO [FORMERLY KNOWN AS SPECTRA HELPLINE]
- DIXIE BLOOR



WORKING
TO GET YOU
WORKING

COMMUNITY PARTNERS

- NEIGHBOURHOOD CENTRE
- DURHAM ASSOCIATION FOR FAMILY RESOURCES AND SUPPORT
- ELIZABETH FRY SOCIETY OF PEEL-HALTON - ELLEN HOUSE
- EMBRAVE: AGENCY TO END VIOLENCE (FORMERLY KNOWN AS INTERIM PLACE)
- EPILEPSY SOUTH CENTRAL ONTARIO
- FAITH REVOLUTION CHURCH
- GENERAL MOTORS (GM)
- GEORGINA FARMERS MARKET
- GEORGINA FOOD PANTRY
- GEORGINA ISLAND FIRST NATION
- GEORGINA PUBLIC LIBRARY
- GEORGINA TRADES TRAINING INC.
- GIRLS INC. OF YORK REGION
- HERITAGE SKILLS DEVELOPMENT CENTRE
- HONG FOOK MENTAL HEALTH ASSOCIATION
- THE HOUSING HELP CENTRE
- HUMBER COLLEGE - COMMUNITY EMPLOYMENT SERVICES
- INDUS COMMUNITY SERVICES
- JERICHO YOUTH SERVICES
- JOHN HOWARD SOCIETY OF PEEL
- JVS TORONTO
- KERRY'S PLACE MISSISSAUGA
- KINGSWAY PLACE RETIREMENT RESIDENCE
- LEARNING CENTRE FOR GEORGINA
- LEARNING DISABILITIES ASSOCIATION OF PEEL REGION
- LITERACY COUNCIL FOR YORK SIMCOE
- LIUNA (LOCAL 183)
- LUSO CANADIAN CHARITABLE SOCIETY
- MALTON NEIGHBOURHOOD SERVICES
- MARCH OF DIMES
- MARKHAM AFRICAN CARIBBEAN CANADIAN ASSOCIATION
- MARKHAM PUBLIC LIBRARY
- MARKHAM SERVICE CANADA CENTRE
- MARKHAM SMALL BUSINESS CENTRE
- MINISTRY OF CHILDREN, COMMUNITY AND SOCIAL SERVICES: ONTARIO DISABILITY SUPPORT PROGRAM
- MISSISSAUGA BUSINESS ENTERPRISE CENTRE
- NATIVE CANADIAN CENTRE OF TORONTO
- NEW LEAF
- NEWCOMER CENTRE OF PEEL
- NEWMARKET PUBLIC LIBRARY
- NEXT-STEPS VAUGHAN
- NEXUS YOUTH CENTRE
- NPOWER
- NUMODE FOUNDATION
- ONTARIO INTER-CULTURAL COMMUNITY SERVICES
- ONTARIO SECURITIES COMMISSION
- ONTARIO WORKS: PEEL REGION
- ONTARIO WORKS: VAUGHAN
- OPTIONS MISSISSAUGA
- OUR PLACE PEEL
- PALETTE SKILLS
- PARAMED INC.
- PARYA TRILLIUM FOUNDATION
- PEEL ADDICTION ASSESSMENT AND REFERRAL CENTRE [PAARC]
- PEEL ADULT LEARNING CENTRE
- PEEL ASSOCIATION FOR HANDICAPPED ADULTS
- PEEL CAREER ASSESSMENT SERVICES [PCAS]
- PEEL CHILDREN'S AID SOCIETY
- PEEL INTERNATIONAL BAPTIST CHURCH
- PEEL MULTICULTURAL COUNCIL
- PEEL PENTECOSTAL TABERNACLE
- PEEL REGIONAL POLICE
- POLYCULTURAL IMMIGRANT & COMMUNITY SERVICES
- PRUEBA11
- PUNJABI COMMUNITY HEALTH SERVICES
- RAPPORT YOUTH AND FAMILY SERVICES
- REENA
- RENEWED COMPUTER TECHNOLOGY
- RICHMOND HILL SMALL BUSINESS CENTRE [RHSBEC] - THE RICHMOND HILL SMALL BUSINESS ENTERPRISE CENTRE [SBEC]
- ROSA'S CENTRE
- ROSE OF SHARON
- ROUTES CONNECTING COMMUNITIES
- ROYAL BANK OF CANADA [RBC]
- RYERSON DMZ
- SALVATION ARMY - CAWTHRA ROAD SHELTER
- SANDGATE WOMEN'S SHELTER
- SENECA NEWNHAM CAMPUS
- SENIOR ENRICHMENT CENTRE
- SHIP [SERVICES AND HOUSING IN THE PROVINCE]
- SKILLS FOR CHANGE
- SNAPSO BRAMPTON
- SOCIAL ENTERPRISE FOR CANADA
- ST. ANDREW'S PRESBYTERIAN CHURCH
- ST. GABRIEL ADULT EDUCATION CENTRE
- ST. JOHN AMBULANCE
- ST. LEONARD'S PLACE
- STAR PROGRAM
- TD BANK
- THE CROSS-CULTURAL COMMUNITY SERVICES ASSOCIATION [TCCSA]
- THE LEARNING PLACE
- THE MENTAL GYM
- THE MISSISSAUGA FOOD BANK
- THE REGIONAL MUNICIPALITY OF YORK
- THE SALVATION ARMY
- THORNHILL EMPLOYMENT HUB
- TORONTO METROPOLITAN UNIVERSITY
- U+ CAREERS
- U+ ENGLISH INC.
- U+ TOASTMASTERS INC.
- UNEMPLOYED HELP CENTRE
- VAUGHAN PUBLIC LIBRARIES
- VAUGHAN SMALL BUSINESS WELCOME CENTRE [VSBWC]
- VEAHAVTA
- VILLA LEONARDO GAMBIN
- VPI INC.
- WATERHOUSE CANADA INC.
- WHITCHURCH-STOUFFVILLE PUBIC LIBRARY
- WOMEN AND CHILDREN SOCIAL NETWORKING
- WOMEN'S CENTRE OF YORK REGION
- WOMEN'S SUPPORT NETWORK OF YORK REGION
- WORKFORCE DEVELOPMENT GROUP - PEEL HALTON
- WORKFORCE PLANNING BOARD OF YORK REGION
- WORKPLACE SAFETY & PREVENTION SERVICES
- YMCA
- YOGA WITH JESSICA
- YORK CATHOLIC SCHOOL BOARD
- YORK REGION DISTRICT SCHOOL BOARD
- YORK REGION LOCAL IMMIGRATION PARTNERSHIP/COMMUNITY PARTNERSHIP COUNCIL
- YORK REGION TRANSIT
- YORK REGIONAL POLICE
- YORK SUPPORT SERVICES NETWORK
- YORK UNIVERSITY
- YOUTH WITHOUT SHELTER

WORKING TO GET YOU WORKING

"I'm so grateful for this experience and the incredible people at Job Skills. They didn't just help me get a job; they helped me feel capable and supported in a foreign land. Not everyone is lucky enough to find a support system like this when starting over, but I was." – **A. Louis**

"After each workshop, you left with a clearer understanding of the topic discussed and was able to take away chunks of information to apply to your own unique situation."

– **Nicole**

"The program brought me out of my shell and helped me be social again. It brought me out of the purgatory of my professional life"

– **Right Fit For You Client**

2024 MILESTONES



Job Skills Inaugural Golf Tournament

Hosted at the beautiful Cardinal Golf Club, Job Skills Inaugural Golf Tournament hosted 46 golfers for a round of golf and a delicious dinner. Thank you to Costco, ClubLink, Cardinal Golf Club, AM Consulting Inc, Fiera Real Estate, Starbucks, and Photos To C Photography for their donations and sponsorship.



4th Annual Innovation Summit

Job Skills hosted its 4th Annual Innovation Summit in November, bringing together Job Skills for a day of brainstorming and activities. The theme for the 2024 Innovation Summit was focused on Job Skills' new strategic plan which will launch 2025. Led by a professional consultant Job Skills' staff were given the opportunity to weigh on the next three years of Job Skills.



Connecting Employers and Job Seekers Through Job Fairs

Job Skills hosted 7 multi-employer and 9 single employer job fairs throughout 2024. This also included a national virtual job fair recruiting job candidates for a major grocery chain for stores across Canada. 200+ employers and 2,800+ job seekers participated in Job Skills' organized job fairs.

2024 MILESTONES



JS Business Management Services

Job Skills fee-for-service business, JS Business Management Services (JSBMS), entered its second year of operation in 2024, and it saw great success. JSBMS offers marketing, HR, Finance, and IT services to small businesses and other not-for-profits, earning revenue that is reinvested into Job Skills.



PSW Focus Group

Job Skills hosted a focus group with Home Instead, Paramed, and CHATS focused on challenges healthcare organizations face when hiring/retaining personal support workers, as well as sharing best practices. The information collected at this focus group is used to designing programs and services to meet the needs of healthcare employers and PSW job seekers.



Job Skills in The Community

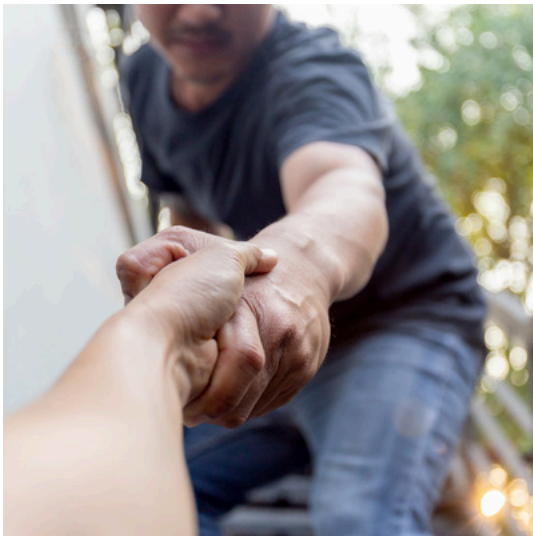
2024 was busy for Job Skills. Job Skills attended events including Santa Claus Parades, Breakfast with Ontario's Minister of Finance the Honourable Peter Bethlenfalvy. JS attended the Newmarket Home Show and various career day and educational events through the York and Peel school boards.

2024 MILESTONES



Job Skills' Compass Magazine

Job Skills published issues 6, 7, and 8 of Compass Magazine. The cover stories included Els Schaefer discussing women working in the skilled trades; Tamer Mikhail discussed immigrating to Canada and starting/selling his business; Bridget Riberdy discussed working in the financial sector and the opportunity for women in finance. 45,000 printed and 7,500 digital copies were distributed across the GTA.



Client Emergency Fund Launched

The idea for Job Skills' Client Emergency Fund was brought forward by two Job Skills' staff members, advocating for critical financial support for job seekers that is not covered by Job Skills' funders. Job Skills Client Emergency Fund helps clients provide the basic necessities, like food for their families, transportation to get to a job interview, as they work toward long-term self-sufficiency.



York Region Santa Claus Parades

For the third straight year, Job Skills participated in the Keswick and Stouffville Santa Claus Parades. These parades offer Job Skills' staff the opportunity to relax, have fun, and show support to the communities Job Skills serves.



Not-For-Profit Business Management Services



OUR SERVICES:



Human Resources
Providing comprehensive Human Resources services for small and mid-sized companies. Services include: recruitment, training, performance management, and compliance with labour laws.



Marketing
Offering a range of marketing services, including: branding, strategy development, digital marketing, and social media management, to help your business engage with customers.



Accounting & Bookkeeping
Our team of financial experts provides reliable finance and bookkeeping services, ensuring accurate and timely financial reporting, budgeting, and forecasting to support your business goals.



Information Technology
Full range of IT services, including: network design and optimization, data backup and recovery, cybersecurity, and cloud solutions, to ensure that your technology infrastructure runs smoothly and securely.

ABOUT US:

With over 37 years of dedicated experience, JS Business Management Services specializes in empowering not-for-profit organizations through expert business infrastructure management, development, and implementation. We recognize the unique challenges faced by mission-driven entities and offer tailored services to boost operational efficiency and effectiveness.

14-130 Davis Dr, Newmarket, ON, L3Y 2N1

905-898-5138

www.jobskills.org

jsbms@jobskills.org

FINANCIALS

Statement of Income and Retained Earnings for the Year Ended December 31, 2024

	Operating Fund		Capital Fund		Special Initiatives		Total	
	2024	2023	2024	2023	2024	2023	2024	2023
Revenue	\$ 8,882,537	\$ 9,150,921	\$ -	\$ -	\$ 105,714	\$ 12,701	\$ 8,988,251	\$ 9,163,622
Expenses								
Administrative Salaries	4,598,840	4,721,441	-	-	-	-	4,598,840	4,721,441
Advertising and promotion	75,447	232,424	-	-	-	-	75,447	232,424
Amortization of tangible capital assets	-	-	101,182	142,452	-	-	101,182	142,452
Board and staff development	30,346	39,128	-	-	-	-	30,346	39,128
Employee benefit costs	758,818	795,447	-	-	-	-	758,818	795,447
Employer supports	547,612	426,866	-	-	-	-	547,612	426,866
Equipment lease / rentals	22,611	10,165	-	-	-	-	22,611	10,165
HST unrecoverable portion	76,960	80,614	-	-	-	-	76,960	80,614
Insurance	79,736	66,817	-	-	-	-	79,736	66,817
Memberships	10,726	12,455	-	-	-	-	10,726	12,455
Occupancy costs	1,580,683	1,644,793	-	-	-	-	1,580,683	1,644,793
Participants' support	604,848	434,894	-	-	-	-	604,848	434,894
Professional services	107,590	63,558	-	-	-	-	107,590	63,558
Service charges	15,752	25,090	-	-	-	-	15,752	25,090
Supplies	114,189	238,198	-	-	22,536	-	136,725	238,198
Telephone and internet	97,767	94,480	-	-	-	-	97,767	94,480
Travel and vehicle	71,262	83,992	-	-	-	-	71,262	83,992
	<u>8,793,187</u>	<u>8,970,362</u>	<u>101,182</u>	<u>142,452</u>	<u>22,536</u>	<u>-</u>	<u>8,916,905</u>	<u>9,112,814</u>
Excess (deficiency) of revenue over expenses	89,350	180,559	(101,182)	(142,452)	83,178	12,701	71,346	50,808
Net assets, beginning of the year	-	-	57,282	138,674	756,196	623,996	813,478	762,670
Interfund transfers	(89,350)	(180,559)	53,145	61,060	36,205	119,499	-	-
Net assets, end of the year	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 9,245</u>	<u>\$ 57,282</u>	<u>\$ 875,579</u>	<u>\$ 756,196</u>	<u>\$ 884,824</u>	<u>\$ 813,478</u>

Statement of Financial Position As at December 31, 2024

	Operating Fund	Capital Fund	Special Initiatives	2024	Total	2023
Assets						
Current						
Cash and cash equivalents	282,324	-	89	282,413	665,226	
Investments	602,139	-	-	602,139	475,000	
Due from other funds	-	-	869,588	869,588	423,167	
Accounts receivable	652,967	-	5,902	658,869	531,181	
Prepaid expenses	179,507	-	-	179,507	179,491	
	<u>1,716,937</u>	<u>-</u>	<u>875,579</u>	<u>2,592,516</u>	<u>2,274,065</u>	
Tangible capital assets	-	29,097	-	29,097	124,624	
	<u>\$ 1,716,937</u>	<u>\$ 29,097</u>	<u>\$ 875,579</u>	<u>\$ 2,621,613</u>	<u>\$ 2,398,689</u>	
Liabilities and Net assets						
Current						
Accounts payable and accrued liabilities	435,101	-	-	435,101	437,037	
Deferred contributions	412,248	-	-	412,248	657,665	
Due to other funds	869,588	-	-	869,588	423,167	
Current portion of capital lease obligations	-	19,852	-	19,852	47,490	
	<u>1,716,937</u>	<u>19,852</u>	<u>-</u>	<u>1,736,789</u>	<u>1,565,359</u>	
Long term capital lease obligations	-	-	-	-	19,852	
	<u>1,716,937</u>	<u>19,852</u>	<u>-</u>	<u>1,736,789</u>	<u>1,585,211</u>	
Net Assets						
Internally restricted	-	-	875,579	875,579	756,196	
Internally restricted - invested in tangible capital assets	-	9,245	-	9,245	57,282	
	<u>-</u>	<u>9,245</u>	<u>875,579</u>	<u>884,824</u>	<u>813,478</u>	
	<u>\$ 1,716,937</u>	<u>\$ 29,097</u>	<u>\$ 875,579</u>	<u>\$ 2,621,613</u>	<u>\$ 2,398,689</u>	



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