

Annual Report 2015 - 2016



Putting People First





Skills for Change

Building Welcoming and Equitable Communities

Vision

We envision a Canada where every immigrant succeeds.

Mission

We provide learning and training opportunities for immigrants and refugees to access and fully participate in the workplace and wider community.

Values

Client-Centred

Our primary focus is on our clients, the immigrants and refugees who have come to our communities to create new life for themselves and their families.

Relationship

We build and maintain relationships that are mutually beneficial for our clients and employers, thereby making a positive contribution to the Canadian economy and broader community.

Engagement

We engage all stakeholders to produce meaningful results. All staff play a critical role in serving catalyst for the success of our clients.

Excellence

We deliver quality and excellence in all that we do. We pursue new, pioneering ideas in our efforts to serve both clients and employers.

Respect

We respect and value the diversity of our team and those we serve. We behave with integrity, compassion and empathy to ensure all persons are treated with dignity.

Results

We deliver measurable results and create positive impact through our work. We hold ourselves accountable for the promises made in our Vision and Mission.

EXECUTIVE MESSAGE

Welcome to Skills for Change's 2015-16 Annual Report.

On the heels of our third consecutive surplus fiscal year, we are excited to share with you the impact of our achievements in 2015-16. We understand that through adherence and sound financial management practices, we can continue to champion our clients and meet their evolving needs. Along with the creation of new programs, we have also customized the delivery of traditional ones, as we pushed forward with our aim to *Put People First*.

Our commitment to building welcoming and equitable communities has been uniquely visible in two areas of special focus: **workplace environment** and **new immigrant health**. In a partnership with the Institute of Work and Health, Skills for Change administered a survey on occupational health and safety vulnerability among new immigrants. The study is of great importance to help us understand the employment related challenges faced by newcomers. It also helps us to improve our employment services delivery to better serve our clients' needs. You can read more about the results of the study on page seven.

Our youth programs have been very successful this past year. We have launched the **Step Ahead** and **Pathways to Success** projects in the Jane and Finch neighbourhood and reached 100% of our intake target numbers. The fun and engaging learning environment provided by our facilitators has been reflected in the ongoing and active participation of attendees. We have also expanded our services by opening a youth entrepreneurship program in the Hamilton area.

We are proud to support our skilled trade clients by providing them with services that fulfill their networking, information, and training needs. This year we successfully hosted two networking breakfasts for community partners in York and Peel Regions, our third annual Skilled Trades and Technology Career Fair, and our second annual Skilled Trades Expo.

The 2015-16 fiscal year also exemplified ongoing excellence in serving women, seniors, mentees, our partner employers, and job seekers by putting their needs first. Our Employment Ontario and Immigration, Refugees and Citizenship Canada settlement and language training services demonstrate a particularly significant success in this year. We invite you to read their stories, to see the impact of our services, and to celebrate our achievements.

On behalf of the Board of Directors, management, staff, and volunteers, we look forward to continue working with you, as we build welcoming and equitable communities, and ensure the success of every immigrant in Canada.



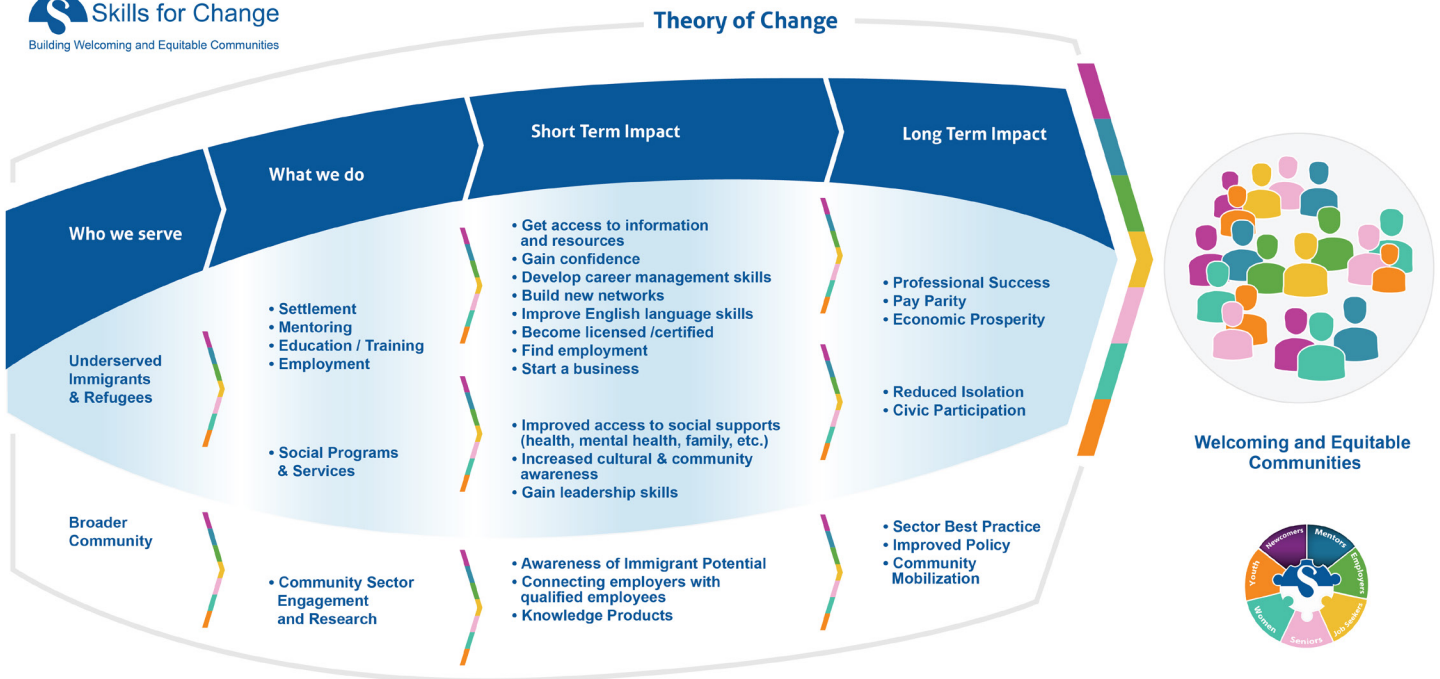
Surranna Sandy
Chief Executive Officer



Eiraj Sohail
Chair, Board of Directors



THEORY OF CHANGE



With the help of Innoweave and the J.W. McConnell Family Foundation, we have developed our **Theory of Change** through their Impact and Strategic Clarity program. Skills for Change has more than 30 years of experience in supporting the economic and social integration of immigrants and refugees. This year we took a pause to reflect on the new and unaddressed needs of more recent immigrants and refugees and our capacity to meet those emerging needs. These efforts to re-evaluate our work were especially necessary given the economic and social declining outcomes nationwide and changes in legislation and funding affecting this population.

Through our engagement with Innoweave we set outcome goals, designed a theory of change, tested our thinking, and refined our results through research and working group conversations. The outcomes included key recommendations that aim to adapt the programs delivered by each one of our departments, to better serve the current needs of our clients. For instance, research has demonstrated that self-employment, entrepreneurship and volunteerism are being used as strategies for economic integration by newcomers, baby boomers, and youth. Understanding this, our Employment and Community Development department will create opportunities for clients to demonstrate their professional skills through volunteering and entrepreneurship/self-employment opportunities with employer partners.

OUR PROGRAMS

Canada

Mentoring for Change

Mentoring for Change helps internationally-trained professionals that have completed an employment preparation program to increase their networks and learn about their profession from an experienced mentor working in the same profession in Canada. Over a four month period, mentors coach and guide newcomers through the Canadian workplace culture and answer questions they have along the way. This professional support has proven to be effective in assisting mentees to advance in their career path.

This year, the Mentoring for Change program matched 232 clients and engaged 106 mentors, some of whom mentored several clients. The program continues its strong collaboration with The Mentoring Partnership through which several of our clients are matched. We acknowledge the long-standing achievements of this program and honour the mentors who volunteer their time and efforts on page 19.

On March 23 2016, Skills for Change hosted the annual mentor recognition event at City Hall. The theme, “Mentoring Builds Communities” was quite relevant in highlighting the amazing work of volunteer mentors, who invest time to positively influence immigrants and the wider community.



The annual mentor recognition event



Mentor Bill Coristine and Mentee Anna Zhelezniakova



Member Agency Grant

Funder: United Way of Greater Toronto

For several years, United Way has funded many of our programs and services. The Intake, Assessment, and Training Unit has served as a central point of contact primarily for our clients but for other stakeholders as well. This service provides intake and assessment to help determine an action plan for the clients. They receive guidance and referrals to the most suitable in-house training programs that will put them on the right path to meeting their goals, which could be settlement- or employment-related. United Way also funds our mentoring program and contributes funding for our core operations, which support the sustainability of the agency.



OUR PROGRAMS

Newcomer Settlement Program

Funder: Ministry of Citizenship and Immigration



The Newcomer Settlement Program offers eligible clients with settlement orientation, information, individual and family settlement counselling and referrals to internal/external community services. This year, Skills for Change serviced a total of 3,643 clients who attended a variety of workshops and information sessions that touched on topics such as: continuing education, stress management, financial management, violence against women, healthy eating on a budget, health concerns like heart disease, legal services, landlord and tenant rights, fire safety and GST/HST information for small business. Itinerant services are also offered at our Toronto East and West locations as well as with our community partners, such as the ESL classes delivered in the Danforth area.

Language Training

Skills for Change offers language training for newcomers through the Link to Employment program. Participants are first assessed by the YMCA and once enrolled, have access to child care through the Care for Newcomer Children program, which offers care for 19 months to 5 years of age. Students attending language classes had the opportunity to participate in field trips to prominent districts, museums, historical locations, and cultural events in the Toronto area. Through our partnership with University Settlement, we were able to take students to the ROM, AGO and Science Centre free of charge.

Language Instruction to Newcomers to Canada (LINC)

LINC helps newcomers to Canada to improve their English, learn Canadian culture and participate in field trips throughout the GTA. This is an 8-10 week session. We offer LINC for Canadian Language Benchmarks (CLBs) levels 4/5 and 6/7.

Enhanced Language Training (ELT)

ELT is for Internationally-trained Engineering/IT or Retail Sales Management professionals. During this five week session, participants learn Canadian workplace culture, sector-specific terminology and other preparation tools to secure employment in their profession.



ELT and LINC students on field trips to the Colborne Lodge and the Legislative Assembly

OUR PROGRAMS



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Link to Employment

Funder: Immigration, Refugees and Citizenship Canada

Link to Employment offers eligible clients with services such as language classes, settlement information, individual and family settlement counselling, referrals to other internal/external community services, mentoring and labour market training, to increase their settlement and integration into the Canadian society and the labour market. This year, the program provided settlement orientation/information to 1,684 clients, helped 390 students improve their level of English, provided sector-specific terminology training and employment preparation training to 188 students and facilitated 70 mentoring matches.



OHS Research

Funder: Institute for Work & Health

From May-October of 2015, Skills for Change administered a survey in participation with the Institute of Work and Health, to explore occupational health and safety vulnerability among new immigrants. The objective of the study was to understand how workplace context impacts individual workers' risk of getting injured or sick. The Institute of Work and Health study, titled "Measuring Occupational Health and Safety Vulnerability among New Immigrants" and led by Morgan Lay, Iggy Kosny, and Peter Smith, reported these findings:

- New immigrants report exposure to hazards in the workplace more often than other workers in Ontario.
- Low empowerment is an important driver of OH&S vulnerability among new immigrant workers.
- Better understanding the dual drivers of vulnerability can help to identify tailored opportunities to reduce risk of injury and illness in the workplace



Occupational Bridging Program

Funder: City of Toronto

The newly rebranded and updated Occupational Bridging Programs are designed to help professionals to improve and fill in gaps in their knowledge and employability skills. We offer two courses for clients in receipt of social assistance. The first is a 26-week Accounting and Finance program that aims to train those with education and work experience in Accounting/Bookkeeping and Finance from their home countries become familiar with the Canadian Accounting and Financial systems. The second is an 18-week course in IT Mobile Application. Both include a six week internship component and job placement into occupations matching their field.

Ten women from the Accounting and Finance class reached a special achievement this year, as they were able to participate in the annual RBC Banking and Financial networking event with high level female executives at RBC.



OUR PROGRAMS

Trades Win Support

Funder: Ministry of Citizenship and Immigration



The Trades Win Support Program (TWSP) operates from the Peel and York offices and supports internationally-trained tradespersons (electricians, refrigeration and air conditioning mechanics, industrial millwrights and plumbers) with resources for licensing and employment. The 11-week training program consists of employment preparation (including occupation-specific language training) delivered by Skills for Change and technical training delivered by Humber College or Stanford International College.

This was a busy year for TWSP, as we successfully hosted two Networking Breakfasts for Community Partners in York and Peel Regions, elevating our profile in both regions. The TWSP team also hosted our third annual Skilled Trades and Technology Career Fair, through a partnership with JVS Toronto. The event connected over 40 job seekers with job opportunities from 10 employers.

The TWSP team also organized our second annual Skilled Trades Expo at the Toronto Plaza Hotel, which united employers, students, professionals, and the public with a full day of presentations, networking opportunities, and exhibitions. The Expo, sponsored by Princess Auto, featured 25 exhibitors including employers, community agencies, post-secondary institutions, unions and regulators providing over 200 attendees with training and employment information including job opportunities in various skilled trades sectors.

Achievements from the 2015-2016 fiscal year:

- Outreached to 106 new organizations for client referrals;
- Connected with 65 new employers for job opportunities for clients;
- Organized 30 networking/information sessions with employers, community partners and alumni.



Some of the exhibitors, speakers, and panelists from this year's Trades Expo



Photos from the EO West Hiring and Networking Event on May 27, 2015

OUR PROGRAMS



Employment Ontario Funder: Ministry of Training, Colleges and Universities

The Employment Ontario (EO) Program helps residents acquire the training, skills and experience required to achieve their career and training goals. Through EO, we connect job seekers with hiring employers, help clients enter training programs through Second Career, and connect clients to partner agencies to assist them in overcoming other issues that hinder their career/training progress.

Both of our EO programs at Stockyards and Flemingdon Park are well suited to meet the needs of our local community. In 2015-16, 120% of clients served exceeded the suitability needs criteria at both Stockyards and Flemingdon Park. As such, both locations have also exceeded the level of services coordinated between both of our EO offices and local social service partner agencies.

Thanks to the funding from the Ministry of Training, Colleges and Universities, small, medium and large employers across Ontario can now apply for the Canada-Ontario Job Grant to invest in skills training for new and existing employees.

- 10** hiring events held with **276** participants.
- 17** Service Orientation sessions delivered with **208** attendees.
through partnerships including TRIOS College, Netplus College, and George Brown College
- 6** Occupation Specific workshops organized for civil engineers, IT professionals, security service professionals, and finance sector professionals
- 13** Self-Marketing to Employment workshops held
- 1** Partnership developed with the Association of Canadian Registered Safety Professionals
- 2** major events organized for job seekers and employers through our DVES partnership.
- 9** itinerant workshops with local community partners
- 8** occupation-specific workshops for Health Care and IT professionals
- 41** attendees to the CASIP Job Fair
- 189** attendees to the Shoeless Joe's Job Fair
- 63** Information and Referral workshops held covering resume and cover letter development, mock job interviews, and job searching using social media;
- 2** highly successful Speed Networking events with over **80** total participants



Investing in Neighbourhood Funder: City of Toronto

Investing in the Neighbourhood is a funding opportunity provided by the City of Toronto to support individuals to work at Skills for Change and help us expand the reach of our programs and services in the community. We would like to thank our funder for providing four people with the chance to work at Skills for Change and for advancing our commitment to create welcoming and equitable communities.



OUR PROGRAMS

Bridging the Gap

Funder: Service Canada

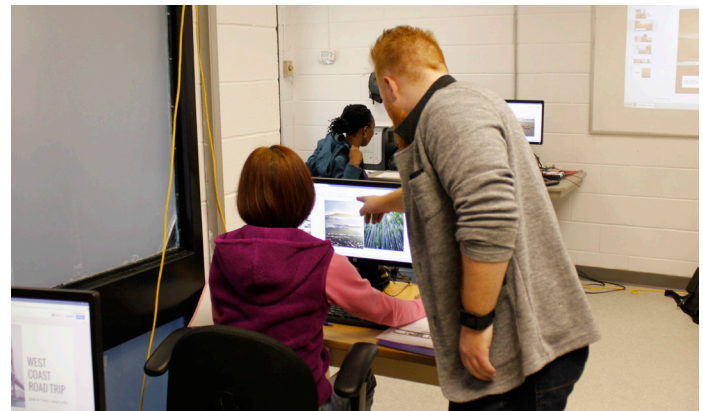


Bridging the Gap aims to fight ageism and promote inclusion through inviting seniors and youth into meaningful dialogue for skills and knowledge exchange. The Conversation Circles For Seniors and Youth brought together 55 seniors and 44 youth volunteers. The program functioned as a social hub, where the seniors learned about new technologies, the aspirations and subculture of a younger generation, and were able to share their unique life experiences.

As a result of the Conversation Circles, the seniors' memory and cognitive abilities were stimulated and reinforced through social interactions and acquisition of new skills. The youth felt appreciated and became acquainted with the societal issues around aging. The program succeeded in building stronger social circles for seniors, giving them emotional support, offsetting the effects of social isolation and fostering feelings of social connectedness. The program also strengthened volunteerism and challenged stereotypes about aging, among youth.

Digital Memoirs for Seniors

Digital Memoirs assists seniors to capture photos, art and other memorabilia and create a digital collection. Seniors are introduced to social media such as Facebook, as a connectivity tool to combat social isolation and connect with family and friends globally. Digital Memoirs is delivered in collaboration with Seneca College in a fun and interactive environment and promotes intergenerational learning. This year, through a partnership with Milliken Mills Community Centre, Skills for Change delivered six workshops and hosted a community event that showcased the project.



Digital Memoirs for Seniors workshop

OUR PROGRAMS



Women's Entrepreneurship Hub

Funder: TD Canada Trust

In 2015, with the support of the Ontario Ministry of Advanced Education and Skills Development and TD Canada Trust, we inaugurated a fully equipped Women's Entrepreneurship Hub and were able to surpass the expectations of the program. We facilitated two cohorts of entrepreneurship training for women, as well as ad-hoc business development workshops, which had 40 participants. Their business ideas included Pizza Pizza franchises, on-line sales/invention, pregnancy crisis centre, doula services, fashion, clothes, shoes and jewelry import, travel company, construction business, health and wellness. Based on feedback we received from the first cohort of women entrepreneurs, we worked with a consultant to reformat the curriculum to increase participants' understanding of the business planning process. We also provided group mentorship sessions with Inspired Initiatives to support the women in their business incubation stage. Thanks to the support of our funders, the E-Hub is still in operation and our previous participants regularly use the E-Hub's facilities to continue to work on their business ventures.



One of the Breast Cancer Education sessions



Breast Cancer Education Project

Funder: The McLean Foundation

Throughout the month of October, Skills for Change had various initiatives in support of breast cancer awareness and education. With the support and collaborative efforts of our partners at the Canadian Cancer Society, Toronto Public Health and Cancer Care Ontario, we were able to hold educational workshops/presentations at three of our locations: St. Clair Head Office, Flemingdon Park, and Brampton. Many commented afterwards on how informative and eye-opening the sessions were. Aside from the presentations/workshops, Skills for Change set up a Breast Cancer Educational booth/table where our clients and staff had the opportunity to collect important and pertinent information, as well as to explore community resources and help, as needed. This has been part of a bigger effort by Skills for Change to better understand and access the health and community needs of our clients and the communities we serve.



OUR PROGRAMS

Learning and Innovation Hub

Funder: Western Union



Funding from Western Union allowed Skills for Change the opportunity to construct the Entrepreneurship Hub, a stunning venue at our St. Clair West location, where we have had 11 youth and 30 women graduate from their chosen entrepreneurship program. The Entrepreneurship Hub has also seen over 35 business preparation workshops, over 30 networking activities facilitated to community members, and has most notably allowed us to serve 141 clients (68 newcomers and 73 refugees and citizens) with annual income tax assistance.

Vital Youth / Step Ahead

Funder: Toronto Foundation



Step Ahead is a twice-weekly entrepreneurial, leadership and dance workshop held at Westview Centennial Secondary School that aims to provide youth skills to teach various forms of dance and recreation in their communities. Through training workshops and mentorship, youth leaders develop entrepreneurship plans and a personal roadmap to envision the various paths they can take to attain their goals to a possible career in recreation or any other field.

We reached 100% of our intake target number of a total of 24 students with several more signing up. Youth' excitement and engagement, paired with the facilitators' ability to create a comfortable and fun learning environment, has made this program a great success. Our Step Ahead students have the chance to showcase their talents at Freedom Fridayz (an event held the last Friday of every month in partnership with several organizations working in the Jane and Finch community), Success Beyond Limits Assembly, and also at our Pioneers for Change Gala event.



The Business in the Streets Youth Entrepreneurship Graduation Day

OUR PROGRAMS



Entrepreneur in You

Entrepreneur in You is a high school outreach program that invites and engages over 1,500 high school students to explore entrepreneurship as an alternative career choice. Local successful entrepreneurs host presentations and activities in high schools and other community spaces in high-priority neighbourhoods in the GTA. To further support and develop the program this year, we appointed an Entrepreneur in Residence, Ryan O'Knight, on the merit of his business achievements and the positive impact he has had on engagement of youth in his community.

Skills for Change also facilitated the annual Be the Boss event for youth aged 12-29 to explore entrepreneurship in a race across the city to find information and resources required to bring their business ideas to life.



Hamilton Entrepreneurship Hub

Funder: Ministry of Economic Development,
Employment & Infrastructure

Skills for Change, in partnership with the provincial government, the Good Shepherd of Hamilton, and Mohawk College, offers a one-stop source program for Hamilton Youth, called Entrepreneurship Hub. This 16-week program offers budding entrepreneurs aged 15-29 with a winning business idea access to a wealth of free services including: small business resources and information, mentoring and coaching from knowledgeable business consultants, assistance with business plan preparation and market research as well as seminars, workshops and networking events. The program's goal is to enable young entrepreneurs to explore and develop their business ideas and formulate a clear and competitive business plan to set them up for success.



Canada Post Community Foundation

Pathways to Success

Funder: Canada Post Community Foundation

The Pathways to Success project is designed to equip youth with appropriate leadership and entrepreneurship skills for gainful employment, to achieve their full potential and work towards their future goals. The project is also held twice a week at Westview Centennial Secondary School. The project provides training workshops, individual support, mentorship and job matching to youth. Project participants create a personal roadmap that will help them forecast and map out the various paths they can take to reach their desired goals.

We met 100% of our intake target with 25 youth aged 17-21 registered for this program. The youth go through a process of training with workshops and mentorship, and will leave the program with a developed personal roadmap. The program has been very successful based on the ongoing and active participation of attendees.



Pioneers for Change

June 11, 2015 at St. James Cathedral Centre



The 2015 Pioneers for Change gala brought together 200 business, civic and community leaders, as well as other activists to celebrate the achievements of six award recipients who have demonstrated excellence in the areas of Arts, Entrepreneurship, Innovation, Social Impact, Women in Leadership and Community Engagement.

The 1920s-themed fundraiser, hosted by CBC News Network's Breaking News Reporter Natasha Fatah, recognized the remarkable contributions that immigrants have made in Canada, provided networking opportunities for attendees and showcased some inspiring performances and speeches from the award recipients.

All proceeds from the event went towards programming for immigrant women and youth, in particular the launch of our Intergenerational Health Awareness Program for Newcomer Women, which aims to increase newcomer women's knowledge of female-specific health issues.

Women in Leadership

Dr. Winnie Ng, CAW Sam Gindin Chair in Social Justice and Democracy, Ryerson University

Excellence in Social Impact

Geetha Moorthy, Founder and Executive Director, South Asian Autism Awareness Centre

Excellence in Arts

Shyam Selvadurai, Acclaimed Author

Excellence in Entrepreneurship

Itah Sadu, Bookstore Entrepreneur

Excellence in Innovation

Gerard Keledjian, Founder and Executive Producer, New Horizons Media

Excellence in Community Engagement

Peter Sloly, Deputy Chief of Toronto Police



Gerard Keledjian, Itah Sadu, Shyam Selvadurai, and Peter Sloly

OUR EVENTS

Business Leadership Awards

September 15, 2015 - Toronto City Hall

At the 2015 Annual General Meeting (AGM), Skills for Change officially launched our new signature event, the Business Leadership Awards. This awards ceremony recognizes leaders who have proven excellence in engaging immigrants in business-related sectors.

For our first annual event, we invited the CEO of Futurpreneur Canada Julia Deans (pictured below) to be the keynote speaker as her company has been successful at providing financing, mentoring and support tools to aspiring business owners aged 18-39, having helped 7500 young people launch start-ups in Canada.

Thank you to the Chartered Professional Accountants of Ontario, our official corporate sponsor for this event, as well as Duke Heights BIA, our official community partner, for their support!



Julia Deans, CEO of Futurpreneur Canada

Newcomer Champion - Furniture Bank

This award recognizes a company or organization that is known for their hiring practices of newcomers and have recognized the value newcomers to Canada bring to their organization.

Immigrant Woman Entrepreneur of the Year - Rathi Paramasamy

This recognition is awarded to a woman immigrant who has developed and established a viable business and has successfully provided services/products to customers.

Leadership in Business Mentorship - Humayun Jafrani

This award recognizes an individual who has provided mentorship to at least one newcomer and continuously supported 'mentees' to build business leadership skills and competencies.

SfC Entrepreneurship Program Graduate - Zabrina Dacres

This award celebrates a graduate from the Skills for Change entrepreneurship program who successfully created an innovative business plan and is currently working on launching their business.



Surranna Sandy introducing the event



Surranna Sandy, Vicki Liederman (Director of Student Services at CPA), and award recipient Humayun Jafrani



OUR EVENTS

Diversity@Work Conference

February 19, 2016 - Ryerson University



Keynote Speaker Zanita DiSalle

The 2016 Diversity@Work Conference brought together over 275 attendees and speakers to explore the future of diversity, equity and inclusion strategies, tools, and best practices in an ever-changing work environment.

Skills for Change welcomed Zanita DiSalle, the Regional Vice President for RBC Royal Bank, Ian Sun, Director of Anansi Tek, and Renu Mandhane, Chief Commissioner of the Ontario Human Rights Commission, as the keynote speakers for the event.

Our workshop and panel leaders touched on topics including: inter-generational differences, legal perspectives, unconscious biases, sexuality and sexual identity, gender identity, aboriginal inclusion, visible and nonvisible disabilities, impact of technology on workplace diversity, diversity and the marketplace.

The speakers for this year's conference shared valuable insights, perspectives, and knowledge from various fields and organizations, including Ontario Network of Employment Skills Training Projects (ONESTEP), Access Alliance Multi-cultural Health and Community Services, Pride at Work Canada, the 519 Community Centre, Vaughan in Action, the Aboriginal Initiatives department of Ryerson University, and Hamilton law firm Ross & McBride.



MPP Han Dong engages his audience



OUR EVENTS

Staff Events

Summer Carnival: This year marked our 2nd annual summer carnival which involved Skills for Change staff, their families and program participants getting together for some fun in the sun. The event included games, entertainment and featured a traditional Chilean barbecue. This has become a tradition for the agency as it allows staff and clients the opportunity to get to know each other better while creating a memorable experience.

United Way Campaign: SfC has been supporting the United Way through fundraising initiatives for almost 20 years. This year we kicked it off with our Power Breakfast Event that had everyone in the spirit and ready to give. In addition, eight brave souls did the unthinkable and climbed 172 stories up the CN tower to fulfill raised pledges. We also hosted our 3rd annual Halloween Spooktacular / bake sale. Costumes were displayed via a fashion show runway and worn by SfC staff and program participants. Overall we raised close to \$5,000.



Roly grilling up some lunch at a SfC summer BBQ



Staff and clients enjoy the Summer Carnival



Staff retreat in Collingwood



EO - East participating in the Clean the City Initiative



OUR PEOPLE

Staff Recognition

Congratulations to the staff who have reached a milestone in their years of service with Skills for Change:



Haimanot Habte
Mahesh Rohit



Dave Foster
Nicoleta Verdes



Nelson Briceno
Brototi Pauri

Board of Directors

Eiraj Sohail, Chair

Associate, Private Equity Team, HOOPP

Azim Lila, Vice-Chair

Senior Manager, Digital Strategy & Business Development, President's Choice Financial

Diana Wielgus, Treasurer

Director, Finance Division, Scotiabank

Jason Lee, Secretary

Marketing Manager, Canda Six Fortune Enterprise

Janice Charko, Member

Lecturer, Taxation, Auditing and Financial Accounting, Humber College

Kleva Gruda, Member

Business Advisor, Organizational Effectiveness Branch, Ministry of Labour

Althea Gordon, Member

Human Resources Manager, HRMS Business Solutions, Humber College

Jasmine Jackman, Member

Vice President, Strategy of the United Nations of Toronto Association

Alex Petrovic, Member

Vice President, Wholesale Banking Technology and Head of Business Technology Strategy, CIBC

OUR PEOPLE

Our Mentors

Skills for Change acknowledges the vital role volunteer mentors play in ensuring that Immigrants not only settle, but succeed in their new life here in Canada. Thank you to the generous time commitment of volunteer mentors who are consistent in their support of clients! The following list of mentors participated in Mentoring for Change and through The Mentoring Partnership program:

Aaron Sue	Condal Campbell	Howard Brown	Minoy George	Salman Ahmad
Ada Wong	Daniel Engels	Irene Ott	Najeeb Haq	Sanjeev Ohri
Agbor Tabi	Danielle White	Iurie Dmitrenco	Natasha Parfyonova	Santosh Shetty
Alain Graham	Danny Ramlochan	Jack Wu	Nenad Radin	Savio D’Mello
Alalin Balachandran	Dave Manku	Jaime Martinez	Oleg Segin	Sean Pimenta
Albert Moriena	Dianne Laforteza	Jason Tuo	Omar Wright	Shahzad Zaveer
Alessander Perllerito	Dilip Patel	John Foss	Osmond Solas	Sid Ramanathan
Ana Maksimovic	Dwain Paul	Jonathan Meng	Palwasha Salehy	Sohail Khokhawala
Andrew Barker	Farid Bazhdanzadeh	Joseph Castillon	Pankaj Pancholi	Sonia Minasian
Anil Harrylal	Farooq Syed	Karen Tupling	Patricia Meyer Watt	Stephen Li
Anil Manghani	Feisal Peerbaccus	Katie Pandey	Paul Lown	Steve Munro
Anjali Gopinath	Fareeman Golshan	KL Wong	Peter Lau	Sudha Sabanadesan
Babak Khakbar	Gary Gornik	Li Chang	Prakriti Singh	Surranna Sandy
Bhaskar Rai Lad	Gayle Brocklebank-	Lily Padyluki	Ravinder Singh	Sushil Talwar
Bill Coristine	Vincent	Lynda Davey-Long-	Ritu Narayan	Syrous Delavari
Bill Gentles	Glen Matadeen	street	Rogerio Boaventura	Tannis Wengel
Brandon Messam	Gogo Udenze	Manjeet Singh War-	Rose Avri	Teresa Cobarrubias
Carl Messam	Hamid Abdolhamid	raich	Ruby Chui	Terrance Yeung
Carmelo Tancioco	Harry Acosta	Mehran Vahedi	Ryan Mann	Vanessa Tarazona
Chiman Panchal	Harshad Patel	Melanie Wijeratna	Sadie Baksh	Veronica Seeto
Chris Duff	Heather Robinson	Michael Hassell	Sahar Nezami	Wilma D’Souza
Colin Deraaf	Hicham Moute	Michaela Miron	Said Ahmed	

Our Volunteers

Skills for Change would also like to thank the following volunteers for their efforts during the 2015-16 year, as they play a valuable role in the success of our programming:

Dadhich Patel	Gulsen Deminel	Shovan Chakraborty
Jinli Yang	Naimul Huq	Claudet Sumibcay
Shovan Chakraborty	Tamana Mohammad	Koroline Medeiros
Komila Rakhimora	Zia	Anna Zhelezniakova
Damindra Liyanage	Manika Debnath	Breann Phillip
Ian Showket	Anas Aljabo	Prachi Shah
Pooja Mishra	Abegail Hypolite	Symone Walters
Micheal Ingram	Faith Okolo	Sawsan Choukair
Mansi Mehrotra	Syeda Sanzida Khatun	



IN MEMORY



Luis Segura

On October 2, 2015, Skills for Change unexpectedly lost Luis Segura, a dear friend and colleague. We would like to give our deepest sympathies to the Segura family, who could not have prepared for his sudden departure.

This was truly a tragic loss to our organization and to our community as a whole, as Luis had been responsible for countless contributions to our agency. From building offices and meeting rooms in each of our locations, to hosting BBQs and participating in countless events during his 23 years of hard-working service to our agency; Luis' warm smile and presence will be deeply missed by all of us here at Skills for Change.

Thank you Luis for all that you have done for our Skills for Change family, we appreciate your efforts.

STORIES OF CHANGE

Salman Ahmad Khan

Salman is a highly skilled industrial electrician with experience in production management and a background in teaching. Upon arriving to Canada, his primary goal was to contribute to the Canadian labour market by becoming an active part of the skilled trades labour force. Salman soon discovered that certification was the first step to a career in skilled trades, but faced a barrier in a lack of information about the process of integrating into the existing pool of Canadian qualified electricians. He found work as a cable installer but this was neither fulfilling nor financially rewarding.

Salman decided to explore the possibility of an apprenticeship and was referred to the Trades Win Support Program. He received the support and guidance he needed to begin the licensure process. Through participation in employment preparation, technical training and mentoring Salman passed the Certificate of Qualification exam on his first try and was finally able to apply for jobs in his field. Today, Salman works as an Industrial Electrician and supports the Trades Win Support Program as a mentor to current program participants.



Salman (left) and Dwain (right) providing exam preparation to TWSP clients

Dwain Phaul

Dwain is an electrician with over ten years of experience in construction and maintenance of residential, commercial, industrial and institutional buildings. Like most immigrants, his journey was not without roadblocks. Within weeks of arriving in Canada he too, became aware that without certification as an electrician he would not be able to work in his field. The standard six-week process took nearly one year, so while waiting for the approval Dwain decided that it might be easier to enter into an apprenticeship, but this route also had its challenges – he needed to find an employer to sponsor him. After visiting several organizations in the GTA he was provided with a flyer for the Trades Win Support Program. He connected with the team and for the first time he was told the opposite of what everyone else had advised – he could get a license without Canadian experience; he could get a job in his field. Dwain joined the program and was provided with the full suite of services: support with his application for licensure, employment preparation, exam preparation, mentoring and job development.

Dwain now works with a leading Telecommunications company as a Logistics Technician and continues to support Skills for Change as an active mentor: providing exam preparation guidance and tutoring to current program participants. He also acts as an ambassador for Skills for Change by spreading the word of how we help immigrants to achieve their career goals as they settle in Canada.



OUR FUNDERS

Government Funders

- City of Toronto
- Ministry of Citizenship and Immigration
- Ministry of Training, Colleges and Universities
- Ministry of Economic Development Trade and Employment
- Ministry of Economic Development Employment and Infrastructure
- Citizenship and Immigration Canada
- Human Resources and Skills Development Canada - Status of Women Canada

Foundations & Other Funders

- Toronto Foundation Vital Youth
- The Rainbow Foundation
- Canada Post Community Foundation
- Institute for Work & Health
- United Way
- ONE STEP
- McConnell Foundation
- The McLean Foundation



OUR FUNDERS

Corporate Sponsors & Partners

- UNIFOR
- TD Bank Group
- Chartered Professional Accountants of Ontario
- RBC
- George Brown College
- DLA PIPER Canada LLP
- Stanford International College
- Don Mills Career College
- Northstar Trading Ltd.
- Academy of Learning
- Princess Auto
- Intergraph Corporation
- NetPLUS College of Information Technology



OUR FINANCES

SKILLS FOR CHANGE OF METRO TORONTO

Summary Statement of Financial Position

March 31, 2016

	Operating Fund	Capital Fund	Total 2016	Total 2015
Assets				
Current				
Cash	\$ 307,121	\$ 30,009	\$ 337,130	\$ 75,512
Grants and subsidies receivable	306,231	5,084	311,315	161,038
Interfund transfers	266,094	(266,094)	-	-
Prepays and other	38,401	-	38,401	19,208
	917,847	(231,001)	686,846	255,758
Capital assets	-	1,938,242	1,938,242	1,971,477
	\$ 917,847	\$ 1,707,241	\$ 2,625,088	\$ 2,227,235
Liabilities				
Current				
Bank indebtedness	\$ -	\$ -	\$ -	\$ 3,212
Bank loan	285,000	-	285,000	75,000
Accounts payable and accrued liabilities	131,598	3,895	135,493	159,608
Current portion of term loan	-	28,571	28,571	28,571
Current portion of deferred revenue	420,719	9,962	430,681	238,073
	837,317	42,428	879,745	504,464
Term loan	-	85,715	85,715	114,287
Deferred revenue	-	165,279	165,279	175,242
	837,317	293,422	1,130,739	793,993
Fund balances	80,530	1,413,819	1,494,349	1,433,242
	\$ 917,847	\$ 1,707,241	\$ 2,625,088	\$ 2,227,235

OUR FINANCES

SKILLS FOR CHANGE OF METRO TORONTO

Summary Statement of Operations

Year ended March 31, 2016

	Operating Fund	Capital Fund	Total 2016	Total 2015
Revenue				
Programs revenue				
Government programs	\$ 5,055,468	\$ -	\$ 5,055,468	\$ 5,120,256
Enterprise programs	148,826	-	148,826	271,411
	5,204,294	-	5,204,294	5,391,667
Fundraising	120,644	-	120,644	66,746
United Way of Greater Toronto grants	247,200	-	247,200	247,202
	5,572,138	-	5,572,138	5,705,615
Expenditures				
Salaries and benefits	3,575,938	9,591	3,585,529	3,656,029
Programs - client costs	586,856	-	586,856	740,683
Purchased services	469,717	-	469,717	382,216
Occupancy cost	314,496	128,235	442,731	423,987
Office and general	194,798	25,347	220,145	235,958
Marketing and outreach	124,312	-	124,312	146,966
Fundraising	40,819	-	40,819	36,032
Amortization	10,376	22,859	33,235	62,501
Interest on debt	2,802	4,885	7,687	8,296
	5,320,114	190,917	5,511,031	5,692,668
Excess (deficiency) of revenue over expenditures before interfund rent usage allocation	252,024	(190,917)	61,107	12,947
Interfund rent usage allocation	(176,467)	176,467	-	-
Excess (deficiency) of revenue over expenditures	\$ 75,557	\$ (14,450)	\$ 61,107	\$ 12,947



Connect with us!

www.skillsforchange.org



Corporate Office

791 St Clair Avenue West
Toronto, Ontario M6C 1B7
416-658-3101
info@skillsforchange.org

Peel Trades Win Support

905-595-1679
tradeswin@skillsforchange.org

York Trades Win Support

905-764-0202 x101
tradeswin@skillsforchange.org

Toronto - Employment Ontario East

416-645-2489
eo-east@skillsforchange.org

Toronto - Employment Ontario West

416-572-0490
eo-west@skillsforchange.org

Hamilton Youth & Senior Services

289- 776-6256
youthbiz@skillsforchange.org

Jane and Finch Youth Entrepreneurship Services

647-658-3101
youth-jf@skillsforchange.org

Brantford & Guelph Youth Group

226-922-7930