

www.skillsforchange.org



Annual Report 2013-2014

ADDRESSING THE FUTURE

Over 30 years of working towards a Canada where every immigrant succeeds.



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 - immigrants and refugees who have come to our communities to create a new life for themselves and their families.

Relationships

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 society.

Engagement

We engage all stakeholders to produce meaningful results.
All staff play a critical role in serving as catalysts 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 that 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.



Financials

SKILLS FOR CHANGE OF METRO TORONTO

Statement of Financial Position

March 31, 2014

	Operating Fund	Capital Fund	Total 2014	Total 2013
Assets				
Current				
Cash	\$ 209,375	\$ -	\$ 209,375	\$ 463,773
Grants and subsidies receivable	46,197	3,324	49,521	279,436
Due from/(to) Operating Fund	-	(74,110)	(74,110)	53,536
Prepays and other	37,147	-	37,147	49,241
	292,719	(70,786)	221,933	845,986
Capital assets	-	2,033,978	2,033,978	2,089,576
	\$ 292,719	\$ 1,963,192	\$ 2,255,911	\$ 2,935,562
Liabilities				
Current				
Bank indebtedness	\$ -	\$ 9,506	\$ 9,506	\$ -
Bank loan	35,000	-	35,000	350,000
Accounts payable and accruals	97,094	16,674	113,768	184,682
Due to/(from) Capital Fund	(74,110)	-	(74,110)	53,536
Current portion of term loan	-	28,571	28,571	28,571
Current portion of deferred revenue	330,706	47,247	377,953	572,988
	388,690	101,998	490,688	1,189,777
Term loan	-	142,858	142,858	171,429
Deferred revenue	-	202,070	202,070	224,017
	388,690	446,926	835,616	1,585,223
Fund balances	(95,971)	1,516,266	1,420,295	1,350,339
	\$ 292,719	\$ 1,963,192	\$ 2,255,911	\$ 2,935,562

SKILLS FOR CHANGE OF METRO TORONTO

Statement of Operations

Year ended March 31, 2014

	Operating Fund	Capital Fund	Total 2014	Total 2013
Revenue				
Programs revenue				
Government programs	\$ 5,183,228	\$ -	\$ 5,183,228	\$ 5,068,296
Enterprise programs	444,029	-	444,029	505,220
	5,627,257	-	5,627,257	5,573,516
Fundraising	114,105	-	114,105	291,084
United Way of Greater Toronto grants	252,202	-	252,202	247,202
Interest and other income	-	-	-	50
	5,993,564	-	5,993,564	6,111,852
Expenditures				
Salaries and benefits	3,637,611	96,444	3,734,055	4,418,428
Programs - client costs	617,941	-	617,941	355,453
Purchased services	554,060	13,387	567,447	490,057
Occupancy cost	345,250	135,876	481,126	506,307
Office and general	239,401	22,820	262,221	261,758
Marketing and outreach	143,148	-	143,148	56,979
Amortization	57,627	19,504	77,131	166,745
Fundraising	31,049	-	31,049	207,769
Interest on debt	3,339	6,151	9,490	12,187
	5,629,426	294,182	5,923,608	6,475,683
Excess (deficiency) of revenue over expenditures before interfund rent usage allocation	364,138	(294,182)	69,956	(363,831)
Interfund rent usage allocation	(157,500)	157,500	-	(156)
Excess (deficiency) of revenue over expenditures	\$ 206,638	\$ (136,682)	\$ 69,956	\$ (363,987)

Thank you to our Funders and Sponsors

Government Funders

Citizenship and Immigration Canada
 Status of Women Canada
 Ministry of Training, Colleges and Universities
 City of Toronto
 Municipality of York Region
 HRSDC
 Ministry of Economic Development, Trade and Employment

Foundations

The Toronto Community Foundation
 United Way

Individuals

James King
 Suhana Meharchand

Media

Canadian Newcomer Magazine

Corporate Sponsors

CIBC
 Certified General Accountants of Ontario
 Academy of Learning
 Royal Bank of Canada
 Scotiabank Group
 Certified Management Accountants
 Intergraph Canada Ltd
 Beta College Business and Technology
 Davis LLP
 Trios College
 Christian Labour Association of Canada
 NetPlus College of Information Technology



Board Chair and Executive Director Leadership Report

The 2013-2014 fiscal year was one of transformation at Skills for Change, focused on addressing the future. We started the implementation of our new strategic plan which entailed revitalizing our operations and infrastructure, improving our brand, expanding programs and services and diversifying our funding sources.

Sustaining Fiscal Excellence

We are pleased to report that Skills for Change financial results for the period ending March, 31, 2014 show a surplus - a solid accomplishment compared to last year's fiscal deficit. The agency's success in realizing our financial targets, while continuing to deliver high quality programs and services, reflects the resilience and dedication of Skills for Change's management team and staff. It gives us great pleasure to congratulate our dedicated employees who were instrumental in the agency reaching its goals. Skills for Change's success reflects our staff's unwavering commitment to our clients.

Addressing the Future

While much of the discussion during 2013-2014 centred on our challenges, there is much to be shared about our future. Over our 32-year history, Skills for Change has consistently evolved to meet the changing demands of our community. During the past fiscal year, we expanded our programs to serve seniors and entrepreneurs through our highly successful Seniors Mentoring Entrepreneurs program. We solidified our funding diversification by expanding the corporate support for our fundraising initiatives through our 2013 Pioneers for Change event. Moreover, we held our inaugural Employer Engagement Forum with emphasis on the Trades in York Region with MPP Michael Coteau serving as keynote. We laid the foundation for program and service expansion by initiating the creating of a resource development team.

Diversity Champions

In order to facilitate the effective entry of immigrants and refugees into the Canadian Labour Market, Skills for Change focuses on promoting a positive and progressive approach to diversity in Canadian workplaces through our annual Diversity@Work Conference. This year's conference brought together over 200 attendees and speakers with a focus on Valuing Diversity: Challenges, Opportunities and Next Steps. Our speakers included diversity, equity, inclusion and human resource leaders from corporate Canada, legal experts and thought-leaders who tackled the big questions of the business and social case for diversity. Speakers shared their knowledge and perspectives – with an emphasis on the ways that they have brought about changes in perception and culture – and made diversity a key element of their corporation's success.

Setting the Foundation For Infrastructure Excellence

We have been working extremely hard to fix our operations and technological infrastructure. We renovated parts of our head office and revitalized some of the student labs.

We look forward to working with our team to serve immigrants and refugees as we continue to build a resilient and fiscally strong Skills for Change. On behalf of the Board of Directors, we have every confidence that our agency will continue to evolve to meet the needs of all our stakeholders.



Celebrating Success

For 32 years, Skills for Change has provided exceptional services to our clients while building a strong brand, well represented by our board, employees and volunteers. In 2013-2014 our unprecedented record of success has resulted in the delivery of high quality language training, employment, mentoring, entrepreneurship, and settlement services to over 14,000 immigrants and refugees. This is buttressed by strong financial outcomes, which serve as the foundation for the agency's on-going march towards fiscal stability. This past year's achievements are a cause for celebration.

Laying the Foundation for Change

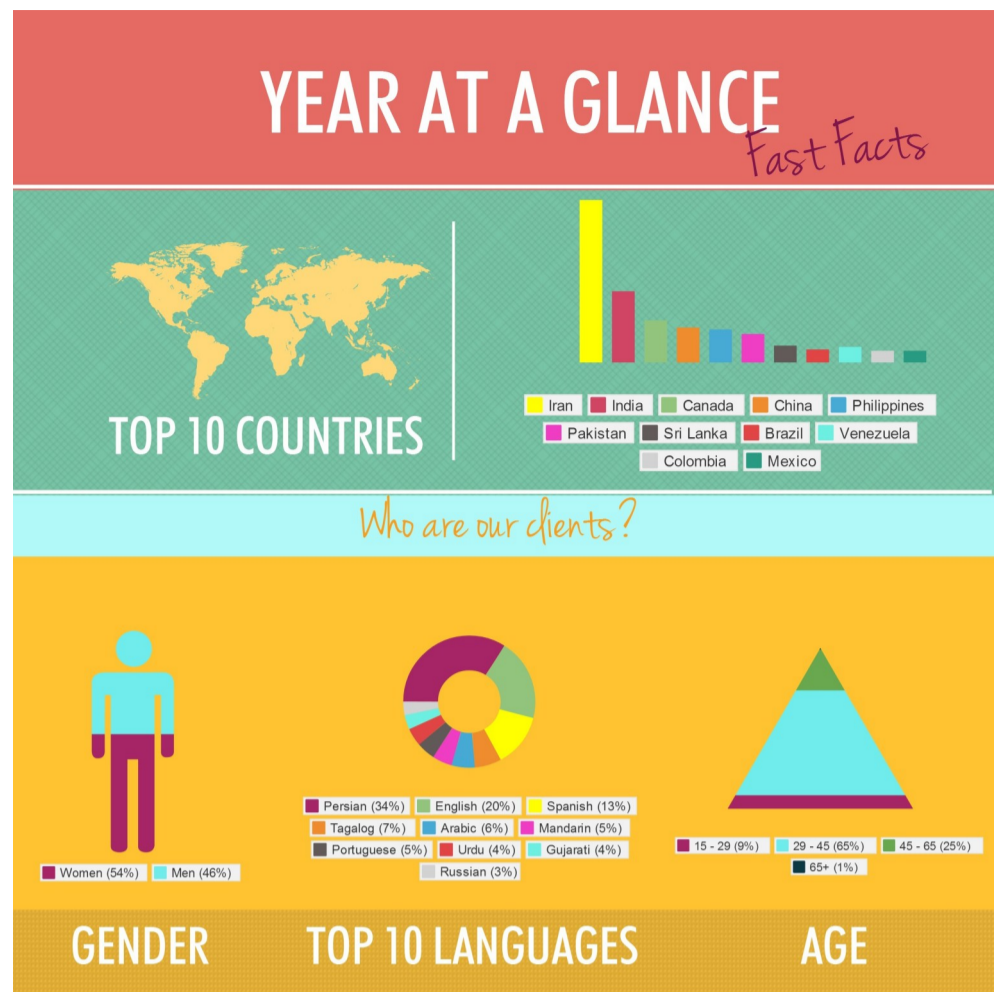
Nonetheless, Skills for Change, like many other non-profits, faces tremendous challenges due to changing immigration legislation, reductions in funding, changing client demographics, technological advances and changing employment related priorities at all levels of government. Our board of directors and management team are confident that the strategic plan, rolled out in 2013-2014, will be critical in managing these challenges. We are prepared to navigate change.



Surranna Sandy
Executive Director



Peter Perdue
Board Chair



Our Employers

With a variety of small, medium and large employers, Skills for Change has a broad network that allows us to better meet the needs of our clients and ensure that they find meaningful employment. We are proud of the high calibre of businesses that have chosen to partner with Skills for Change and we thank them for their ongoing support.

What our Employers had to say:



"As an employer partner, we have been working with Skills for Change for almost 10 years now. Over the years, we have worked with many placement candidates from Skills for Change and have found them to have outstanding potential as full-time employees. All the employees that we have hired over the last few years have come from Skills for Change and we have been very impressed with the skills and the work ethic of the SfC candidates. With the help of Skills for Change we have also recently tapped into some training incentives and the SfC team has guided and assisted us in a highly effective way. We believe that Skills for Change makes important contributions to the community at large and it also provides excellent cost-effective services to employers."

Susanne Pacher, MBA, President, Textronics Communications Ltd.

"I'm happy to reflect on the great experience that we've had at Furniture Bank in dealing with Skills for Change in regards to our staffing and related matters. They have been a great source in introducing reliable people whom are properly equipped with the right skills as needed for the specific positions."

"We have received their employee referrals on multiple occasions in the past, getting the right employee whom are already screened for many required criteria, which in return has accelerated our staffing process and helped with optimizing our required resources for different positions. There's no doubt that their services is recommended without reservation."

Pegah Saberi, Accounting Manager, Furniture Bank

Board of Directors and Volunteer Recognition

We would like to thank our Skills for Change Board of Directors for generously sharing their time and expertise.

Skills for Change Board of Directors

Chair: Peter Perdue

Treasurer: Diana Wielgus

Director, Executive Offices Finance Division, Scotiabank Group

Members:

Eiraj Sohail

Associate, Northleaf Capital Partners

Michelle Surace

Lawyer

Kleva Gruda

HR Consultant, Government of Ontario

Althea Gordon

Associate Director, York University

Jason Lee

Director, Six Fortune Canada

Akil Nasser

Venture Capitalist

Nadeem Ladha

Manager, Finance | Investment & Corporate Banking BMO

At Skills for Change, we wouldn't be able to do what we do without the support of our many volunteers. With over 4700 volunteer hours logged, our volunteers are a critical part of our success here at Sfc - and for that we thank you!!

Volunteers

Aishatu Ahmed

Alia Zhang

Amber Harding

Anna Arakelyan

Ava Goodman

Chinwe Udenze

Chloe Wen Xu

Christopher Reed

Dajana Sabotic

Daniil Budanov

Dannie Wanlin Chen

Deidre Ann Gardener

Gentiana Bardhi

Geraldine Nepuscua

Hengameh Jalini

Jamileh Souri

Jason White

Lovly Ram

Maria Herrera

Marina Replete

Marisa Shafique

Mohamed Al Ameri

Mohammad Deljoo

Nozinhle Kasaval

Olga Gagarina

Paresh Roychowdhury

Paul Kurti

Savrimo Inazarova

Thejaswi Basavannappa

Valentina Levermany

Wilmer Betancourt



SETTLEMENT SERVICES



We understand that everyone has different needs upon arrival in Canada, which is why we offer a variety of support services to help our clients get settled and succeed in their new life.

Direct Settlement

Guidance by a counsellor in areas such as but not limited to housing, government services, health care, legal aid, immigration, family issues, childcare, language, education and employment

Settlement Mentoring

Newcomers are partnered with mentors who can provide personal guidance to help accelerate the settlement process and integration

Settlement Information Sessions, Workshops and Support Groups

Learning about topics vital to new immigrants: Canadian culture, legal rights and responsibilities, networking, stress management, personal finances, subsidized housing and social assistance

SETTLEMENT SERVICES

Helping new Canadians get settled and succeed

Assistance



986

Clients assisted with issues related to their smooth settling in the new country

Workshops



36

Workshops about topics important to new Canadians

Info Sessions

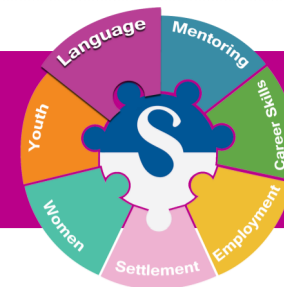


39

Information Sessions to help clients get access to the services and programs they need

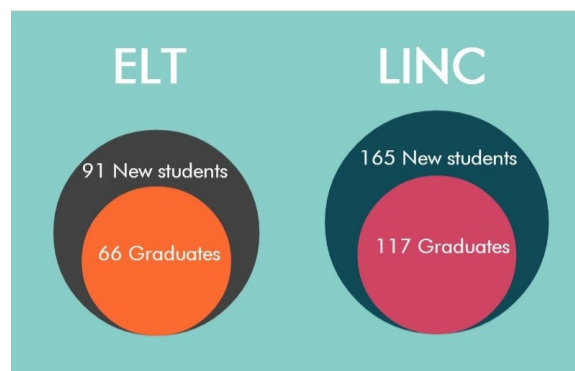


LANGUAGE TRAINING



LINC and ELT

At Skills for Change, we offer three streams of language training throughout the year. Funded by Citizenship and Immigration Canada, Language Instruction for Newcomers to Canada (LINC) allows new Immigrants to Canada to improve their English language abilities in a progressive, standardized format. Enhanced Language Training (ELT) - also funded by Citizenship and Immigration Canada is an intensive program that raises English proficiency while assisting clients in finding work in their field. Four streams of ELT are offered during the year: engineering, accounting, health care, and IT.



Canada

ESL

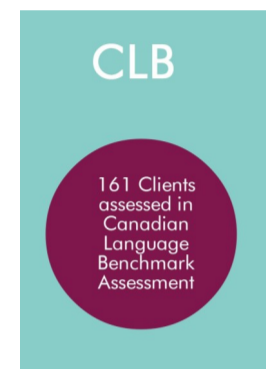
Offered in partnership with the Toronto District School Board and the Toronto Catholic District School Board, our English as a Second Language (ESL) courses are occupation based and excellent for career advancement.



"After graduating from ELT program, I did exactly same thing what my ELT teachers suggested, They told me you have worked more than 5 years so I have to be positive and believe in myself and keep doing networking, As per their suggestion I did the networking and one day I got a call from my company for the interview and I have successfully cracked the interview. I really want to thank each and every employees of SFC, who gave proper guidance." - ELT Graduate

Canadian Language Benchmark Assessment

We are licensed by the Centre for Canadian Language Benchmarks to administer the Canadian Language Benchmarks Placement Test and Niveaux de compétence linguistique canadiens. We offer assessment to independent learners and to employers who support language learning as part of their professional development program.



NAFEESA AFRIDI
Employment Counselor, Employment Ontario

"Nafeesa is one of the few colleagues I started with in the EO program as I joined Skills for Change. From the very beginning I was impressed with her communication skills, integrity and professional demeanour. In time she consistently demonstrated all of these qualities and much more: she is organized and diligent, hard-working and dedicated, reliable and trustworthy. Nafeesa multitasks effectively and is able to handle a high-volume workload with minimal supervision and unwavering commitment to exceeding expectations." -Paul Basgan



NORMA BERNAL
Employment Counselor, Employment Ontario

"For 13 years I have known Norma, for her, the most important yardstick of her success is how she treats each client; works joyfully and peacefully, understands client's employment goals with the most respectful attitude and by offering unconditional interest to both them and her colleagues"

- Nelson Bricenco

MICHELE RAPOSO
Employment Counselor, Employment Ontario

"Michele is one of the most amazing women that I have ever met in my life. She is such a sincere, caring, hard-working and highly intelligent person. After working alongside her for the last 15 years she has proven that her dedication to SFC, clients and staff is truly remarkable. In addition she has contributed to the success of several programs and hundreds of clients to achieve their goals. She has surpassed all program expectations with her knowledge and expertise of client oriented services. It is my pleasure and honour to congratulate Michele on her 15 years of devotion and commitment to her clients, coworkers and our organization. Thank you Michele for always seeing the bright side of things, you are simply inspiring."

- Barb Egarhos

GRACE HO
Information and Referral Counselor

"Grace started with SFC on December 1, 1998. She has served the agency in various Administrative Support positions including Executive Assistant to ED Peggy Edwards, Accounting Assistant, Program Assistant with New Pioneers Awards, JSW and LINC. In her current role as Intake and Referral Counsellor with the Trades Win Support Program, Grace uses a combination of patience, sensitivity and optimism to build effective relationships while providing information, resources and options to clients."

- Tanya Lauder

Staff Recognition

At Skills for Change we are incredibly lucky to have so many talented and dedicated staff members. They not only make coming to work each day a pleasure, but also strive to make a difference in the lives of our clients for which we thank them. We would like to acknowledge the staff members that are celebrating milestones this year.



DENIZ KUCUKCEYLAN
Employment Marketing and Outreach Consultant,
Employment Ontario

"I have been working with Deniz for quite some time. Besides being an excellent colleague, she is the kind of person, who is always willing to help; she's a very hard worker, deeply concerned about the well-being of our team. She helps to keep our day to day work environment with a portion of good sense of humour and at the same time, with a high level of professionalism."

- Rozina Budhwani

LYNDA DAVEY-LONGSTREET
Settlement Outreach Counselor

"It has been a great pleasure working with Lynda over the past 5 years. Lynda is an exceptional colleague, an amazing team player and her dedication to her work and clients is admirable. She is resourceful and always helps clients and colleagues and goes above and beyond the call of duty for everyone who needs her assistance. The energy and experience she brings to the agency is insurmountable and she is a great asset as we all benefit from her. She is an incredible colleague and I am honoured to work with her. Thanks Lynda for the past five years and here is to many more years to come."

-Faduma Muse

MAGGIE XU
Accounting Assistant

"It has been a pleasure working with such a dedicated and hardworking colleague like Maggie. She is always willing to help to each and every member of SFC staff and happy to extend any support as she can as well. Her sweet smile and kindness makes her amiable and easy to get along with. For me, Maggie is not only a great colleague but a true friend too."

- Maria Estrellita Manrique

MARZIEH SARVI
Employment Counselor

"Marzieh is such a wonderful colleague who can always be counted on to support and assist her team on a day-to-day basis. She is also a tireless person when it comes to helping clients. She is very accommodative, collaborative and capable of singling out the strength of clients and instills value to their personal branding."

- Mahesh Rohit



EMPLOYMENT

Employment Ontario

Our Employment Ontario program offers a range of employment services, providing resources and supports that respond to both the career and employment needs of individuals and the skilled labour need of employers. Our talented and dedicated teams at both our East End and West End offices have been very busy this year, having found employment for almost 950 clients between the two sites!



SUCCESS STORY

"Employment Services Program from Skills for Change is well organized and focused on the needs of every single client. I am satisfied with the systematized service of mentoring specialist, employment marketing & outreach consultant, employment counselor and information & referral counselor; they provided support in their professional field, such as resume critique, connecting mentor, and interview preparation.

I especially express my appreciation of my employment marketing & outreach consultant's continuous support. I believe that her prompt action and contact with potential employer during the resume screening and interview process help me to stand out among other candidates. The support from Skills for Change and Employment Ontario enhanced my value in the job market.

I would thank for your endeavour to find my new job. I definitely recommend other newcomers and friends to join this program as one of the fastest way to find their new career in Canada."

Employment Ontario Client



EMPLOYMENT

Job Search Workshops

Funded by Citizenship and Immigration Canada, Job Search Workshops are designed to help clients access labour market information and learn about hiring practices in their field. The program consists of two modules, each one week long, that will answer clients questions about working in Canada and prepare them for the Canadian job market.

Module 1 of JSW helps new immigrants gain confidence and understand the labour market in Canada. They will learn about the skills and qualifications employees require and will plan the next steps in their job search.

Module 2 introduces clients to a variety of methods for their job search and teaches them strategies for contacting companies about job opportunities. Clients learn to develop resumes, cover letters and how to make social media work for them. Understanding interviewing techniques and mock interviews are also part of this module.



Canada

Engineering : Mid-Level Management

The Middle-level Managers program, a partnership between Skills for Change and Ryerson University has maintained an over 70% employment target since its inception in 2012.

We have organized two engineer-employer panel discussions, invited employers from engineering companies, small businesses, associations and offer relevant information providers for job seekers. MLM has partnered with the City of Toronto for the planning of two major engineering events for job seekers at Metro Hall.

MLM also collaborates with our Employment Ontario and Mentoring for Change programs within Sfc. These collaboration have helped many students find employment.

Graduates from our MLM program have been hired by notable employers such as Sony and Enbridge.



Staff Retreat

On Saturday March 22nd the Skills for Change staff traveled to Niagara on the Lake to the White Oaks Resort and Conference Centre to enjoy a day of visioning, strategizing and team building activities. It was a productive and fun filled day for the staff!



Events for Entrepreneurs

Business Networking Bash

Our Business Networking Bash on March 3rd saw over 20 motivated aspiring entrepreneurs taking advantage of the opportunity to expand their networks and promote their business ideas. The event featured an inspiring story of a young entrepreneur and the lessons every entrepreneur should know as well as a presentation about networking skills and tips. Attendees were able to put newly acquired skills to work during the speed networking part of the evening which allowed all participants to connect with one another.

Business Information Fair

The Business Information Fair held on December 12th, 2013 was a great success with over 50 aspiring entrepreneurs attending. Four organizations including Enterprise Toronto, Canada Business Ontario, Canadian Federation of Independent Business and ACCESS Community Capital Fund presented worthwhile presentations full of useful information and tools for start-ups. Topics covered included ways to finance a business venture, exploring import & export opportunities, available governmental resources and much more. The Fair enabled participants to create valuable connections with the right organizations and get the information, tips and tools needed to kick-start their business.



 Human Resources and Social Development Canada Ressources humaines et Développement social Canada



EMPLOYMENT



Trades Win Support Program

The Trades Win Support is a program for internationally trained HVAC mechanics, millwrights, construction/maintenance electricians and industrial electricians. The program runs out of our York and Brampton locations and is presented in partnership with Humber College and Stanford College.

Highlights -York Region

- Total intake: 118 (surpassed targets - 112%)
- Total participants: 60
- Total Licensed: 35
- Employed in the field: 38
- Employed in related field: 31
- Total Placements and mentoring matches: 16

Highlights - Brampton

- Total intake: 137 (surpassed targets - 114%)
- Total participants: 60 (met targets - 100%)
- Total Licensed: 37 (surpassed targets - 103%)
- Employed in the field: 38 (surpassed targets - 158%)
- Employed in related field: 10
- Total Placements and mentoring matches: 10
- We had one industrial electrician female participant!



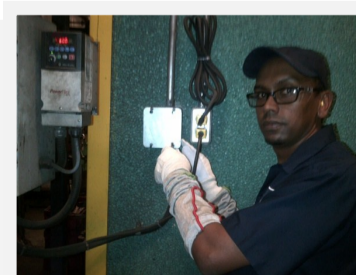
Visit from Hon. Chris Alexander Minister of Citizenship and Immigration.



MPP Michael Coteau and SfC Staff at York Employer Engagement Event

"I was in Canada for three years before finding Skills for Change. The Trades Win program was very informative and educational. I was really excited in completing this program and was fortunate to have a job offer when my resume was submitted to a very progressive company by the great team at Skills for Change. I wish to say that the programs offered at Skills for Change are very much needed, especially for new immigrants who have a real challenge in finding a job. I am very thankful to all the hard working staff at both Markham and Brampton offices."

Lakeram Ramkaran, Electrician Met-Scan Canada



MENTORING

Mentoring for Change

For 20 years, the Mentoring for Change Program has facilitated strong partnerships between highly motivated individuals who want to work, and volunteers/professionals who dedicate their time and expertise to assist job seekers. This collaboration promotes economic and social well-being and builds a spirit of co-operation within the community, business partners and stakeholders.

Seniors Mentoring Entrepreneurs

Through the Seniors Mentoring Entrepreneurs Program, internationally trained professionals have been connected with experienced entrepreneurs in order to get help starting their own business in Canada.

In 2013/2014, 80 individuals participated in program-related special events including a Business Information Fair and a Business Networking Bash. 30 participants benefited from high touch workshops on legal fundamentals, financial planning, market research and marketing strategies. 18 mentees have been matched with a business mentor in order to get support refining their business plans, setting clear goals for business sustainability and maneuvering during the start-up of the business.

The Mentoring Partnership

This year, The Mentoring Partnership is celebrating ten years of successful mentoring delivery throughout the GTA. Skills for Change joined TRIEC; The Mentoring Partnership in 2007 and has since registered 930 clients, started 662 partnerships, 562 have been completed.



MENTORING HIGHLIGHTS

162



mentees matched with a mentor

70%



of mentees found employment in their field within four months of being matched

80%



mentors start mentoring another client at the end of mentoring relationship

50%



of Alumni became mentors after being employed for three years



Diversity@Work

Valuing Diversity: Challenges, Opportunities, and Next Steps

Our 5th annual Diversity@Work conference, held on February 20th, 2014, was by many standards an overwhelming success.

Presented in partnership with The G. Raymond Chang School of Continuing Education and Ted Rogers School of Management's Diversity Institute at Ryerson University, our goal was to facilitate meaningful conversation around workplace diversity and examine it through different lenses.

We feel that we accomplished this thanks to our esteemed presenters - including Keynote Speaker MPP Michael Coteau, Debbie Douglas, Executive Director OCASI as well as Dr. Denise O'Neil Green - Assistant Vice President/Vice Provost Equity, Diversity and Inclusion at Ryerson University to name a few - and the thoughtful ideas and questions brought up by attendees.

The enthusiasm of attendees and presenters alike reinforced the importance of these types of events and also demonstrates the commitment of so many to making workplace diversity a priority.

The success of this conference will allow us to confidently initiate further dialogue around workplace diversity and shine an even brighter light on the work that still needs to be done.



Mentor Recognition Event

On March 27th we gathered to celebrate the extraordinary commitment and success of mentors who have been assisting aspiring entrepreneurs in our Seniors Mentoring Entrepreneurs program as well as those mentors whose support has helped mentees in their efforts to settle in Canada and ultimately find employment in their professional field. Councillor Joe Mihevc paid a tribute to our inspiring mentors for dedicating their time, skills and knowledge to help newcomers and impact our local economy. The evening was spiced up by an energetic dance show and a lively music performance and mentors took the opportunity to inspire one another by sharing success from their mentoring relationships.



We would like to thank all of our dedicated mentors for making this program a success. Your commitment to supporting newcomers in the pursuit of their goals is greatly appreciated and admired by all of us here at Skills for Change. More importantly, however, in many cases your support and advice has proven life changing for the mentees that you have helped to realize their potential and achieve their goals.

Mentoring For Change Mentors

Albert Moreira
Ali Lodi
Ann Bradt
Annabella Rivera
Ashvin Lugun
Benjamin Leung
Bill Gentles
Blythe Runnett
Brij Sharma
Changiz Sadr
Chris Healy
Crystal Paulitzki
Daniel Salas
Danny Ramlochan
David Carter
Dharshika Watson
Diana McLennan
Fania Borok
Feisal Peerbaccus
Glen Matadeen
Hardik Kumar Dave

Harry Acosta
Hasan Raihan
Huazi (Paula) Cong
Ian Daly
Janice Penny
Jason Li
Jose Laredo
Julian Patino
Julieta Geziqi
Katie Pandey
Laurence Kuysten
Li Chang
Maryna Masarik
Mehran Aminian
Mohinder S. Grover
Monica Carini
Nasser Laffafian
Pablo Perez
Rishi Kumar
Ritu Narayan
Rose Abri
Saad Shaikh
Sanju Ganglani
Seumas So

Sheldon Seligman
Srna Stambuk
Stephanie Black
Umair Shah
Valerie Campbell-Elliott
Wayne Haymer

Seniors Mentoring Entrepreneurs

Allan Ashby
Ava Goodman
Donald Officer
Fania Borok
Henry Weinmann
Laurence Kuysten (keep in the MFC mentor list too)
Marisol Diaz
Miguel Puga
Nancy Green
Peter Ganglani
Salvador Alanis

The Mentoring Partnership

Alexandre Gritsok
Ali Yousif
Alina Furtak
Alka Issar
Amalia Lukacs
Anil Ojha
Anneeta Ragnauth
Arlene Ramirez
Basab Goswami
Bhavini Shah
Dale Malcolm
Dana Musat
Daniel Setoyama
David Hunter
Denise Teixeira
Dianne Hurdle
Easwaran Vallipuram
Evelynn Roberts
Farida Desai
Forouz Salehi-Rad
Frank Ottavino

Hamid Mohammed
Horace Young
Ian Chin
Ike Ogbonna
Irena Petruk
Jaipaul Massey-Singh
James Lapierre
Jassem Saeidi
Jay Victorio
Jonathan Knowles
kam kwong
Kamal Gogna
Kapil Sharma
Keith Wright
Ken Ziola
KL Wong
Lavinia Bucur
Lingasamy Sivagnanachelvam
Lisa Piche
Mahtab Khondaker
Maja Jeremic
Maria Chalita
Marie-France Cardin

Mark Williams
Mary Ann Medina
Mehak Sethi
Neda Mehanjiyska
Nick Sikora
Nina Jain
Oasima Shah
Olga Greszata
Parames Misra
Pasha Syed
Peter Campisi
Roshen Perera
Samantha Jairam
Sanjeev Rishi
Savey Shiwarnarin
Sean Moloughney
Seema Mullick
Seema Shah
Sladjana Jovanovic

Sohail Khokhawala
Sorina Zota
Stephanie Braid
Stephen Pereira
Sulekha Sathi
Susan Elkami
Tania Zipilevich
Tim Hussain
Titi Oridota
Tom Khamis
Vimla Menezes
Vincent Barone
Vineeta Nath
Vishal Sharma
Wendy Kubasik



IMMIGRANT WOMEN IN LEADERSHIP

Barriers to Leadership

- Language and Communication
- Still looking for the opportunity
- Unemployed
- Lack of confidence
- Financial barriers
- Refugee status
- Working survival jobs
- Cultural differences

Leaders in Residence

Funded by Status of Women Canada, our Gender-Based Analysis (GBA) identified eight barriers to leadership: language and communication, looking for opportunity, unemployment, lack of confidence, cultural differences, working survival jobs, finances, refugee status. Using these 8 identifiers, Skills for Change has contracted four immigrant women, leaders in their communities who have acted as our Leaders in Residence for 2013/2014. Through their innovative and socially aware programs, they have brought about solutions to overcoming the barriers to leadership for other immigrant women.



Daniella Dávila Aquije is a Master of Public Policy student at the School of Public Policy and Governance, University of Toronto. She has ample experience managing projects and has taken several leadership roles in her community and university organizations. She is very passionate about immigration policy and will be attending the International Metropolis Conference in Finland as a panel organizer and presenter on refugee sponsorship models.

Leaders in Residence project: Fellowship on Emerging Immigrant Women Leaders -Through this program, young immigrant women are provided with leadership and networking opportunities, while creating forums of discussion that encourages participants to take active roles in triggering positive change in their communities. The program has been designed to create a sense of community amongst participants, as they meet community leaders, share experiences, and inspire one another.



Special Visitors

This year we had some high profile friends of Skills for Change drop by to say hello and discuss the work being done by the agency. This was very encouraging and a reminder that our efforts are valued and appreciated by members of various levels of government.

We were lucky enough to have Premier Kathleen Wynne and MPP Eric Hoskins visit Skills for Change on June 28th, 2013.

They toured the agency, taking time to speak with students, clients and staff and stopping for many photo ops. It was wonderful to have them both here, to see their genuine interest in our clients and to experience the support for the work we are doing.



July 9th, 2013 was a day of excitement at our 791 St. Clair Avenue West location as we were honoured by a visit from Minister Michael Coteau.

With a wide smile on his face, he toured the agency, visited students in their classes, played with children in our day-care and above all, showed great support and appreciation to all our clients and staff for the work we are doing.



Pioneers for Change

2013 Pioneers for Change Honourees

Entrepreneurship

Laurelle Jno Baptiste
Founder, Scholar Lab

LGBTQ Initiatives

Karlene Williams Clarke
519 Community Centre

Women In Leadership

Maya Eventov
Artist

Youth

Lilian Guilombo
Youth Human Rights Activist, CHRIO

Access to Literacy and Information

Loly Rico and Francisco Rico –Martinez
Founders, FCJ Refugee Centre

Pioneers for Change 2013

For over 20 years, Pioneers for Change has been acknowledging the remarkable contributions immigrants have made in Canada - realizing our nation's limitless potential as well as their own. This year's event was a true celebration of our Honourees passion and spirit. Taking place at CIBC Head Offices, guests enjoyed an evening of cocktails, hors d'oeuvres and the breathtaking view from the 56th floor as we celebrated our esteemed honourees.

Each of our Pioneers shared personal stories of their journey to success in Canada. Their perseverance and dedication inspired all who attended. It was truly a memorable evening. We thank all of our generous sponsors and attendees for supporting this important event.



Fozia Tanveer is a development professional and TV presenter from Pakistan who moved with her family to Canada from Pakistan in 2011. She has a Master's degree in Development Studies from the University of London and a post-graduate diploma from the University of Toronto in Social Services Administration.

Leaders in Residence Project: Immigrant Women's Information Net (I-WIN) - Through a monthly television series South East Asian immigrant women receive key information they require to succeed in Canada. The series will be broadcast in their own languages ensuring the first barrier impeding immigrant women, language and communication is circumvented. Each episode identifies key services and resources available for these women as they begin their lives in Canada.



Dr. Sunitha Kshatriya is an educator with a PhD in HR and MBA who specializes in program creation, teaching, training and curriculum design. She has an extensive international experience in HR management, policy development and strategic leadership in the public, private and academic sectors.

Leaders in Residence Project: Empowerment – The project provides support for unemployed or underemployed immigrant women in between 30 and 50 years who are unemployed or underemployed and/or at risk of violence. By working on customized goals for each based on their needs assessments the participants move from a situation of dependence to a situation of self-employment or a career path leading to empowerment.



Dindin Villarino first came to Canada in 1989 as an international student and returned to Canada as a Permanent Resident in 2001. She currently works as Immigration Portal Coordinator of Northumberland County. She was previously a school-settlement worker, helping immigrant students and their families.

Leaders in Residence Project: Newcomers Welcome Circle - By organizing and implementing a Newcomers Welcome Circle in Northumberland County, cultural sharing is fostered which in turn eases the transition phase newcomers experience upon settling to Canada. Newly arrived immigrant women are mentor-matched with settled newcomers in the community, providing valuable advice and support. Aside from providing social and settlement support to newcomers, the group also aims to raise the level of community awareness on the value of diversity and immigration.

She Speaks

On November 16th, 2012 our Leaders in Residence and our Executive Director, Surranna Sandy presented at the She Speaks Conference—an event for newcomer women, girls and trans people to hear from inspirational women leaders around working towards economic justice.

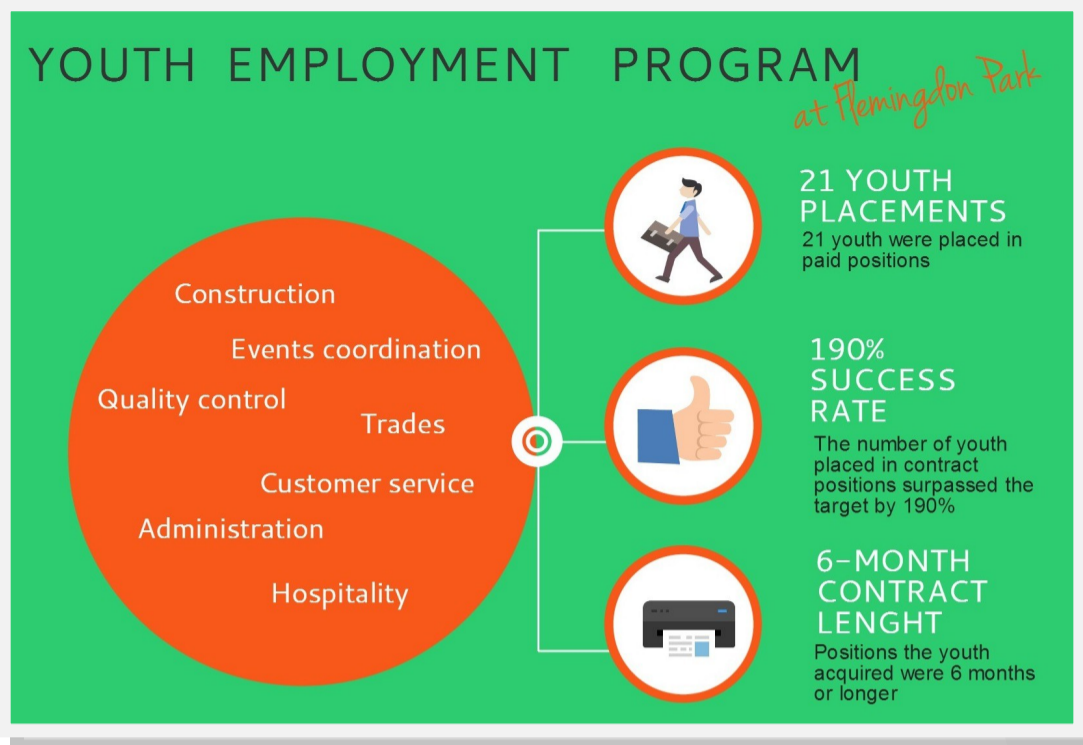


YOUTH



Youth Employment Fund

The Youth Employment Fund is part of the Ontario government's new Youth Jobs Strategy, which is helping 30,000 young people across the province get work experience, start a business or build job skills.



"The helpfulness displayed by the people at Skills for Change was incredible. The councillor I worked with helped me a great deal. She went out of her way to connect me with an employer. In no time at all, an opportunity arised and I was given a shot at an interview with Shoppers Drug Mart where I was soon hired. This opportunity wouldn't have appeared without the help of Skills for Change."

YEF Client



CAREER SKILLS



Career Skills are hands-on courses, lead by top instructors in a small group model. In just five to ten sessions, you can successfully ramp up your business skills, learn accounting software, or upgrade to the latest network certifications.

Course Overviews

Finance: Our finance and accounting courses offer hands-on introductions to some of the most popular accounting software used by Canadian businesses and a detailed overview of the taxation process in Canada.

IT: Courses represent the most sought-after programming software -- including the Cisco network etc.

Microsoft: Far and away the most popular administrative software suite on the market, Microsoft is a must-have skill set for any professional working in an office environment.

Project Management: The ability to understand, articulate and implement the timelines, budgets and deliverables of a project is a valuable skill set in the eyes of employers. Our courses will teach the tools to get the job done on time and on budget.

Quality assurance: This course will teach key methodologies, techniques and statistical tools while exploring the ethics of Quality Assurance. This course will develop skills in quality assurance and control and prepare clients to write the certification exam with the American Society for Quality (ASQ).

French: This accelerated course in French language for beginners will open participants to new horizons both in employment and business world.

Business Writing: In this course, participants will learn business writing techniques by creating different kinds of memos, business letters and reports. Grammar, spelling, punctuation, word order, sentences, transitions, paragraphs, proper tone and style will be emphasized. Participants will apply this knowledge using Microsoft Word.

CAREER SKILLS

A quick and affordable way to upgrade skills through courses led by top instructors in a small group model

	FINANCE AND ACCOUNTING
	INFORMATION TECHNOLOGY
	PROJECT MANAGEMENT
	QUALITY ASSURANCE
	BUSINESS WRITING
	MICROSOFT OFFICE
	FRENCH FOR BEGINNERS

311

Clients enrolled in Career Skills courses

30

Classes in various disciplines

Monthly

Open Houses for wide public and new clients