

Skills for Change Annual Report

2020
2021



Leading in Uncertain Times -
Recovery and Resilient Growth.

Introduction

Skills for Change is known for pioneering programs that respond to shifting immigration and workplace trends and lead to employment. The first program, in 1982, was an office training program that successfully led all its first graduates, a group of women from Southeast Asia, into full-time employment. We take pride in our track record and the recognition of our agency within and outside the Greater Toronto Area and the province as a leader in services to internationally trained immigrants.

Vision Statement

We envision a Canada where every immigrant succeeds.

Mission Statement

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

Core Values

Client-Centered

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

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.

Engagement

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

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.

Results

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

Excellence

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

A Look Back at Our 2020-2021



Executive Message

Stakeholders and Community,

We are pleased to present to you the 2020-2021 Annual Report for Skills for Change.

As with most companies across the world, this year was like no other for Skills for Change. With the COVID-19 pandemic, Skills for Change had to pivot to remote work and virtual services of delivery. It was a challenging and exciting year in our 3rd year of implementing our strategic plan, with a spotlight on Leading in Uncertain Times, Recovery and Resilient Growth—focusing on ensuring stability for our clients, growth of our programs and investing in our staff.

We are pleased to report that through strong management and the launch of new programs, we are in a surplus state for this fiscal year.

Below are some key highlights of the year:

Organizational Capacity:

With the COVID-19 pandemic raging across the world, and people experiencing increased feelings of isolation, high job loss, and more reports on gender-based violence, it was critical for Skills for Change to focus on program and service enhancement to meet the urgent needs of our clients. We developed ongoing mental health support, virtual one-on-one crisis counseling, and enhanced job supports and our change management strategy was swift to be able to support employers and clients who were facing a downward turn due to lockdowns.

We developed interesting content for our community workshops, focused on bringing to light social justice issues that our clients face, every day. We launched our Spotlight Series in response to the George Floyd killing and held discussions with the Black community on facing Anti-Black Racism and subsequently held conversations on the impact of COVID on women's employment.

As a result of our increased online community and client engagement, we were able to increase Facebook engagement by 1000 new likes and hit a milestone of 10,000 followers on LinkedIn.

Review and Expansion of Programs

A key and critical focus for this priority were to ensure effective and comprehensive delivery of programs beyond in-person services. We integrated multiple technology supports to improve program delivery online, using zoom, Pheedloop, and Blackboard tools.

We further developed our research initiatives and labor market information to support our programs in building key information by conducting needs analyses on the challenges employers and clients were facing due to the COVID-19 pandemic, and to inform employment trends during and post-pandemic; we developed an Ontario Jobs and Skills Report to inform our clients on high and low growth sectors.

Funding Diversification

Having a dedicated team for program design and to develop partnerships to support expanding our funding opportunities, we were extremely pleased to have obtained new pieces of funding and launched a number of new programs in 2020-2021. Some key highlights include POES Program COVID-19 Response - Wrap-Around Supports, Canada Post Community Foundation Grant, United Way Greater Toronto Local Love Fund: Emergency Response to Covid-19, United Way ECSF Virtual Newcomer Youth Circle, Diverse Women of Canada - Stories of Resilience, and we build strategic partnerships to develop multi-agency projects including the Sister's Prosper Immigrant Women Project and the Immigrant Women Social Enterprise Project.

People Management

The Agency worked extremely hard on getting prepared to deliver remote services by investing in the right technologies, training, and development for staff, and creating a comprehensive employee engagement plan to ensure the staff remain connected and supported throughout the crisis. Some initiatives included the weekly all-staff "Sip n Chat" meetings to come together and discuss key happenings across the Agency, learn from one another, and have an opportunity to share ideas and projects with each other. Virtual lunchrooms were created for staff to connect socially, fun staff events held throughout the year filled with virtual games, weekly staff wellness activities including yoga, meditation, cooking demonstrations, and much more.

With such a life-changing year, our Board of Directors recognizes the immense work done by the staff and management team to continue to provide our clients with the high level of service and supports they have always done and building new programs. Thank you to the staff and management team for your incredible dedication to the work we do and the people we serve. We want to also recognize our funders, donors, sponsors, and community partners for recognizing the challenges in navigating this "new world" and putting your continued trust in the Agency. Thank you to our mentors and volunteers for continuing to provide the right resources to our clients to succeed in Canada.

As we near our 40th year together, we stay committed to building welcoming and equitable communities, where every immigrant succeeds in Canada.

Sincerely,



Alex Petrovic
Chair of Board, Skills for Change



Surranna Sandy
CEO, Skills for Change

Immigrant, Refugee, and Settlement Hub

The Immigrant, Refugee, and Settlement (IRS) hub - The Hub@791 - is a new coordinated suite of programs and services to support the social, civic, and economic integration of newcomers to Canada.

IRS programs operate like a "hub," delivering a hybrid model of classroom and online learning, as well as itinerant programs and services to meet the needs of immigrants and refugees in the various communities within the Greater Toronto Area (GTA).

Settlement Services			
IRCC		NSP	
978	613	2462	2079
Eligible clients received needs assessment and referral	Eligible clients participated in one of the settlement information & orientation or related workshops	Clients received needs assessment and referral	Clients participated in one of the settlement information & orientation or related workshops

IRCC (PRs, Conventional Refugees)

- 192 settlement information & orientation or related workshops were delivered

NSP (all status):

- 101 settlement information & orientation or related workshops were delivered



Immigration, Refugees and Citizenship Canada



Immigration, Réfugiés et Citoyenneté Canada



Ministry of Children, Community & Social Services



Ministry of Labour, Training and Skills Development

Mentoring for Change

Skills for Change developed specific mentoring in 1993, to assist internationally educated engineers through the job search process. The Mentoring for Change program acknowledges the vital role volunteer Mentors play in ensuring that immigrants/refugees not only settle but succeed in Canada. Over the years, mentors not only expanded their reach to all sectors, but currently include mentoring for varied populations and interests (youth, women, seniors, entrepreneurs, and diversity specific goals).

Statistics				
41	19	10	54	46
Employment matches	Settlement matches	Language Matches	Women specific matches	Youth specific matches

Newcomer Settlement Program

9

Clients had access to mentoring supports and matches with a mentor

Intake and assessment were conducted with over 271 individuals to determine eligibility. Those that were not eligible were referred to other services and supports.

Events

- Resilience During Crisis
- Strategic Positioning for Success
- Positive Influencers Engagement
- Career Advancement for Professional Progress
- Positive Influencers-Mentor Recognition Event
- FutureWise Career Advancement for Professionals



Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada



LINC (Language Instruction for Newcomers to Canada)

LINC (Language Instruction for Newcomers to Canada) is an intermediate to advanced language and settlement program funded by Immigration, Refugees, and Citizenship Canada. In these classes,

- You will learn high intermediate to advanced language skills needed to access higher levels of education and employment, including advanced conversation skills, Canadian culture, writing, and grammar.

Clients Served

150

Clients participated in Language instruction For Newcomer to Canada 4/5 or 6/7



5

Clients participated in one of the settlement information & orientation or related workshops

Through the collaborative efforts of our Settlement Services, our LINC clients accessed important settlement-related information, field trips, and workshops that help them make informed decisions, for themselves and their family, to reach their settlement goals, and successfully integrate in Canada.

Youth Leadership Programs

At Skills for Change, we promote meaningful participation and sustainable involvement of young people in shared decisions in matters which affect their lives and those of their community, including planning, decision-making, and program delivery.

Statistics

46

Eligible youth clients (ages 16-29) participated in the Youth Leadership Program "Lead On".

24

Youth participate in the Youth Greening Program

Workshops Held

11 Lead On training sessions were delivered
5 weeks of sessions for Youth Greening Program participants included the following topics:

- Climate Change
- Urban Beekeeping/Importance of Pollination
- Green Cities
- Zero Waste
- Wellness, Health, and Nature



Customer Testimonials

"Thank you for creating a program like this! I learned so much and I got to meet many great people and hear their great stories. I hope to join another one of your programs! Take care!"

-Youth Greening Participant

"I enjoyed the guests who presented how their work or their lives benefit the environment. It made making environmental changes feel very attainable."

- Youth Greening Participant

Key Successes

Youth Leaders from the Lead On Program ran two virtual sessions for seniors at the North York Seniors Centre.

Key Events

Due to the COVID-19 pandemic, the annual Youth Expo was held virtually on August 26, 2020. The Youth Expo theme for 2020 was STEM. We engaged 15 volunteers and 43 youth participated in the virtual Youth Expo.



TD Friends of the
Environment
Foundation



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Jane Finch Collaborative Bridging Education to Employment

The Jane-Finch Collaborative Bridging Education to Employment project seeks to bring together youth and a diversity of community partners to better understand, and collaboratively address systemic barriers to post-secondary education and training, for the overarching goal of obtaining secure and decent employment.

Clients Served

4 community / collaborative partners and 4 youth participated in the Social Impact coaching to develop the proposal for the Laidlaw Foundation Launch Grant.

Due to COVID-19, no sessions were held in-person

Summary report of research findings was drafted and presented to the collective and community.

Key Successes

Finalized proposal and submitted to Laidlaw Foundation for the Launch Grant.



United Way
Greater Toronto



Trades Win Support Program

Statistics

335

Clients Intake

80

Clients completed
the bridging program

72 Women attended our info sessions. In addition to the weekly workplace preparation sessions, Skills for Change incorporated Mentoring Networking events.

The first mentoring session was on December 3, 2020, where sector employers and alumni were able to present and connect with the participants to discuss their experiences in the sector, both the challenges and the progressions, as well as provide career advice.

The second session was held on March 3, 2020. This included a panelist discussion with 3 former pre-apprenticeship students and 1 diploma student. Mentors shared their career pathways in the sector, what attracted them to a green career and future aspirations.

Skills for Change also discussed the shared benefits of mentoring receiving and giving back, to introduce the idea of peer mentoring with the current and future 2020-20201 pre-apprenticeship students. Both of these events were educational, empowering, and inspiring for women.

24 Started the Program

17 Completed the class component



Women had the opportunity to attend Landscape Ontario Congress on January 9, 2020. The Congress is an annual trade show and Conference for Canada's horticulture and landscape professionals.

It has over 600 vendors, 45 presenters and approximately 15,000 industry professionals attend the two-day event. Women were able to explore career pathways and build their networks.

In addition, Skills for Change was one of the presenters on January 8, 2020 - "Be Outside the Box - develop a toolbox for Training, Incentives, and Recruitment Strategies; Upskill your Workforce!".

The session explored the dynamics of hiring and retaining a diverse workforce. Providing information on how to build and maintain an inclusive workplace.

Employers were informed about Skills for Change's full suite of services including training/placement incentives and recruitment assistance.

Workshops and Events

25 Workshops held in partnerships with different employers and other NGOs, such as TTC, EllisDon, TCBN, Welcome Centre, FGF Brands, Access Employment, YMCA, and Skills Ontario

20 Employment preparation and mentoring sessions were held to get the clients ready for the job market.

Key Successes

The project exceeded almost all the target numbers.



Client Testimonials

"Thanks to Skills For Change Employees in TWSP office. They offered me support to get my 309A license."

- *BASIM GHANIM AL-AZZAWI*

"I would like to thank the SFC staff and my instructors at Humber College for the support they provided so I achieved my goal and got my 309A license. Now I work as a licensed electrician in Ontario."

- *Gokhan Omur*

Key Events

Trades Expo: Over 800 participants participated at this virtual expo.



Ministry of Labour,
Training and Skills
Development



Welding and Employment Skills Training Program

Rapid Skills training is a 13-week program offered by Skills for Change, for individuals who are interested in developing their career in a skilled trades sector.

Statistics		
105	24	8
Conducted Intake for 105 applicants	Eligible clients accessed the training	Participants secured employment from cohort 1

Workshops and Events Held

2 in-person technical training was delivered by CWB. Due to COVID-19, the participants had to be split into two separate classes and additional safety measures were put into place.

2 virtual employment preparation sessions were delivered by SFC.

Program was extended till September 30, 2021 to support the participants to secure employment.



Client Testimonials

I would definitely recommend this program to everyone, especially women who have a passion for welding. It is an incredible opportunity to meet amazing people that are so supportive and take the time to help and teach you."

- CWB participant: Jamie Devereaux

"It feels like I'm learning from a family that's passing down secrets and creating a strong learning environment."

-CWB Participant: Brett Kaiser



Ministry of Labour,
Training and Skills
Development



Employment Ontario

Employment services programs consist of career counselling, workshops, information sessions, job preparation and training, as well as job placement for local job seekers and underserved community members. Skills for Change provides these services at two different locations in East and West Toronto.

Statistics			
86	4,674	205	78
Number of Workshops Held by EO	Number of Clients Served	Number of Clients Employed	Number of Clients in Training

Key Events

On January 15th, Skills for Change’s Employment Ontario program, in collaboration with internal programs hosted a recruitment event with the City of Toronto for 474 Administrative Assistant positions for the COVID vaccination initiative. We screened approximately 700 applicants in 6 hours. All hands were on deck to support the event. Zoom was used to screen clients using breakout rooms. We used a 3-tiered system to categorize applicants. In total approximately 300 clients were put forward. 50% confirmed they were successful in making it to the second phase for assessment. As a result of the job fair, 92 clients obtained employment.



Client Testimonials

"To upgrade my knowledge and resume I undertook a course at Centennial College in 2019 and again got the opportunity to work with SFC as a student volunteer until COVID struck. I enjoyed my time as a student volunteer learning and improving on my skill set and updating my knowledge on current trends in the job market. The team I joined at EO was always inclusive, helpful and supportive of my endeavours. I was actively looking for work after the pandemic struck and I am glad to get a work from home opportunity in 2020.

The one thing I like about being in this country is that if you have a vision to make it big you will always find work at your table and that this city of Toronto always has equal work opportunities for everyone. And there are people and institutions who can push you to bring the best in you and I can proudly say SFC is one of them."

- Nurin

"I'm very grateful to have been able to count with the assistance of the program and very fortunate to have had Michele Raposo as my Employment Counsellor. Michele not only helped me by sharing job and training opportunities but she also gave me the resources to be able to prepare my resume and cover letter more effectively. Michele was also key for me to apply to my current job. She encouraged and supported me every step of the way. That support gave me the encouragement I needed to complete the application process because I was feeling low due to being unemployed for almost a year due to the pandemic, enduring a very challenging year.

I'm grateful for having an employment program that helps people in my situation get ahead and for having Michele by my side. I cannot express how grateful I am to her and to SFC. Thank you for all your help!!!! I highly recommend your services.

Have a good day. Thank you very much!!!!"

- Evangelina

"Skills for Change has been given me much hope at a very difficult time. It has given me a life changing opportunity to better myself and create a more stable future for myself. The staff of this organization really want to help and are with you every step of the way from crafting an effective resume to the second careers application process. From the receptionist that answered my initial phone inquiry to my career counsellor Barbara I was met only with helpfulness and insight. Without the experience of my career counsellor, I do not think winning this funding for my education in software design would have been possible. The people of this organization are truly great and do very important work very well! A year from today after my graduation I will be developing mobile apps for android and iPhone, no more commercial laundry for me! Thank you Skills for Change!"

- Zane



Health Informatics Bridging Program

A program designed for Ontario Residents who have education and work experience in Accounting/Bookkeeping and Finance from their home countries, and want to become familiar with the Canadian Accounting and Financial systems in Canada

Statistics

111

Clients Screened

58

Clients served

Workshops and Events Held

- Challenges Faced by Newcomers in Canada
- Design and Clinical Decision Making: Improving Patient Safety with Medication Reconciliation
- Driving Access to Care

Key Successes



Employment rate achieved.



Client Testimonials

" The Health Informatics program session was conducted by many wonderful, amazing and incredible guest speakers. All along this journey, I learned many skills from IT language to Canadian Health systems to business analytics. Do not hesitate to enroll in this program, you will get the best from each participant and instructor"

- Akram Ben-Aissa (Graduate)

" It was great to hear from speakers from all walks of life who have experience in the field and who brought with them a great wealth of knowledge that I could learn from. I found the afternoon module regarding future employment possibilities, in particular, to be very useful and very helpful for my job hunt. Of course, because we were in a cyber classroom due to the COVID pandemic it was challenging, however, the instructors were engaging and it exceeded my expectations. I would encourage any newcomer to Canada to enroll in this course to get an idea of what the possibilities might be for them in this particular field."

- Ala Redwan (Graduate)

"There were many speakers that touched on very useful subjects like Health, Employment, Law, Networking and etc. It was a really good chance to get more valuable knowledge. I want to thank this amazing organization for learning new skills, especially in the new circumstances during the lockdown."

- Julia Gorbatceвич (Graduate)



Immigration, Refugees
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Occupational Bridging Program: Accounting/Finance

A program designed for Ontario Residents who have education and work experience in Accounting/Bookkeeping and Finance from their home countries, and want to become familiar with the Canadian Accounting and Financial systems in Canada

Statistics

91

Clients Screened

33

Clients served

Workshops and Events Held

- Workshop by RBC bank on 'Role discovery: An introduction to Retail Banking Roles at RBC. '
- Workshop by RBC on 'Job search: Understanding RBC Royal Bank perspective of recruiting, hiring, resume selection and interviewing'
- Workshop by RBC on 'Your Brand Matters: Understanding how to build a personal brand that is meaningful to you. '
- Workshop by RBC on 'Financial Literacy: Getting and building good credit with good credit habits'
- Workshop by RBC on 'Financial Literacy: Saving for your Future'
- Skills to Employment workshops
- Workshop on Being Diverse and Successful
- Workshop on Cross-cultural communication



Client Testimonials

"I got the offer letter today. I am so happy right now to get this opportunity. I would like to say a huge thanks to the Bridge2Work Specialist. She always answered all my questions and helped me to prepare resumes and interviews. I am so grateful! Also, thanks to your community's course, I was able to connect my education and knowledge from my backcountry to Canada. Thanks a lot to you and your community for your all support!"

- Client A

It was quite good, considering the Covid-19 situation. I appreciate what you did for this program. In this short amount of time, I learned more than a term in a College. Thanks to all instructors and special thanks to Bridge2Work Specialist and Manager of the program. Thanks a lot.

- Client B

"Overall, I really liked the program and how it is structured. I learned a lot in a short span of time. I would like to thank the Manager, Bridge2Work Specialist, Employment Counsellor, and all the instructors and staff for their hard work in these unprecedented times and making this happen."

- Client C

Key Successes

100% Virtual training completion

Key Events

- CPA Info Session
- CPA Symposium



Career Skills Program

Career Skills are hands-on courses, led by top instructors in a small group model. In just two to ten sessions, you can successfully ramp up your business skills, learn accounting software, or upgrade to the latest network certifications. Most courses are conveniently located at 791 St. Clair Avenue West

Statistics

190+ Clients Served

Workshops and Events Held

Information session on Settlement and Mental Health services

Key Successes



Increase in SAP course registrations

- Repeat Clientele
- Increase in a pool of Subject Matter Experts

Key Events

- CPA Info Session
- CPA Symposium



Career Skills Program

Client Testimonials

According to me, Payroll Instructor was outstanding and the course is well designed enough to get the basic details about this program and it will provide enough assistance to the one who wants to pursue their career in this field.

- Client A

The Accounting Instructor encouraged online engagement and support to understand the subject. The course overall met my expectation.

- Client B



Newcomer Entrepreneurship Hub

The Newcomer Entrepreneurship Hub focuses on the entrepreneurial spirit of newcomers and assists in breaking down barriers by helping them to successfully establish a business and/or obtain employment. Additionally, the Entrepreneurship Hub (eHub) is available to all participants as a free co-working space for start-ups that require the space to establish and/or work on their businesses.

Statistics				
260	75	15	20	15
Eligible clients received needs assessment and referral	Eligible clients participated in NEH training	Eligible clients received mentoring supports	Eligible clients secured employment	Eligible clients registered their business

4 Training cohorts were delivered.

Key Successes
<ul style="list-style-type: none">• After each cohort graduates, we organize a "Pitch Night".• NEH graduates prepare a pitch and present it to a group of judges who provide feedback and decide on the winner.• Exceeded our client targets by 56% allowing more access to the program for newcomer entrepreneurs. We also continue to have a waiting list to register for future cohorts.



Client Testimonials

"Thank you very much for this very helpful and interesting program. I have learned a lot though I consider myself as someone with more than the basic knowledge to start a business."

"To me as a newcomer, the first three modules gave me a great understanding of the responsibilities I would have to take on as an entrepreneur in Canada. Given the current economic climate and my own personal situation, I believe it is prudent for me to hold off on kick-starting my entrepreneurship journey."

"Now I think of myself as an entrepreneur. I didn't before."

"Business Planning 1 and 2 allowed me to get a better grasp of what I am trying to achieve with my business and I was then able to visualize a clearer path toward success."

"If I hadn't joined the program, I wouldn't have learned about online events and connected with people."

"The dedication of the staff was outstanding."



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Horticulture Technician Pre-Apprenticeship Program

The Horticulture Technician Pre-Apprenticeship Training Program for Women prepares women who have a keen interest in the skilled trades for employment in the landscape sector. Typical jobs in this industry include landscape construction, grounds and golf course maintenance, parks operations, and garden care. The 27-week program provides both academic and practical training to assist with obtaining employment.

Statistics

29

Clients Intake

24

Clients accessed
the program

Workshops and Events Held

- Pre-app Orientation & Career Pathways in Horticulture: August 27th
- Job Search & Branding Yourself: September 10th
- Resume' & Cover Letter: September 17th
- Time Management & Workplace culture that attracts, retains and promotes women: September 24th
- Laws & Practices Governing the Workplace: October 1st (Guest speaker)
- Careers Presentation: October 8th (Landscape Ontario)
- Money Management & Budgeting: October 15th (Guest speaker, Credit Canada)
- Self-Confidence: October 22nd (Guest speaker)
- Self-Care: October 29th (Guest speaker)



- Apprenticeship Grants, EI, other benefits: November 5th (Guest speaker, Service Canada)
- Workplace Readiness: Health & Safety: November 12th (Landscape Ontario)
- Skills for employment: an interview with confidence: November 19th
- Skills for employment: resume' review & tips: November 26th
- Training Standards (Manual): December 10th (Landscape Ontario)
- Mentoring event: January 14, 2021.
- Job Fairs: January 26-28 and February 24-26, 2021(arranged by Humber College Job Developer)

Client Testimonials

"I want to sincerely thank the team at Skills for Change and Humber College for being so supportive during the application process and the duration of the Horticulture Program. Having the opportunity to go back to school for such an interesting program and be a student amidst the covid-19 pandemic was a complete pivot from my career as a marketing communications professional. Upon completing this program with honors, I have progressed to a lead gardener, a native propagator, and thoroughly enjoy working on creating and maintaining beautiful residential and commercial gardens."

- Sheila Clarke

"I am so happy to have found out about the women's pre-apprenticeship program. Last summer I attended an online lecture about racial bias in the workplace that was facilitated by Skills for Change. After interacting with their social media profiles, a post popped up on my feed for an info session about the women's pre-app program which I forwarded to a friend whom I thought would be interested in it. Following up with this friend a week later revealed she did not open the link, but I got curious. After reading through the information, I thought it sounded like a great opportunity and attended a session."



Everything moved quickly after that, I decided to apply and was accepted! I had been struggling to figure out a career move for a few years and the sudden, drastic changes of the last year forced me to consider what I wanted my work to look like and more importantly what I wanted my work to align with. I wanted to work outside, be more mobile but still interact with people and work as part of a team.

I also wanted to position myself in a field that helps me to create a greener, more sustainable, and more enjoyable future for myself and my community. This program has opened the door for that and working in landscaping this summer has been exactly what I was hoping for. This opportunity has also helped me look farther forward in my working career and I am exploring the possibility of pursuing an ecological restoration diploma. The women's horticultural technician pre-apprenticeship is an excellent springboard for this. I'm so grateful for the chance to be involved with something like this and am grateful for all the help Skills for Change (especially from Tania Lewis!) provided."

- Claire Viccari

Key Successes

17 students successfully completed the training.

To date, 8 are employed in the sector, 3 are employed outside of the sector, 2 are registered apprentices and enrolled in the level 2 training due to start in January 2022.

Key Event

Mentoring event: January 14, 2021 (4 former students and 3 employers) participated to share hiring practices and industry experiences.



Ministry of Labour,
Training and Skills
Development



Employer Engagement

Skills for Change employment programs and professional development courses are designed to address the specific needs of job seekers and working professionals who want to improve their career prospects. If you bring experience and education from outside Canada, you will benefit from specialized employment bridging, skills training, and language programs that can accelerate your move to employment and transfer your experience to work in Canada. We can also connect you with a mentor who will help you develop a resumé that employers are looking for. You can start your job search with our Employment Ontario services, for an appointment contact one of our offices.

Statistics

480

NET NEW
employer partners

654

NEW
Job postings

Employer Testimonials

"At Accenture, we are committed to inclusion and diversity and we support the Black community through initiatives like the Skills for Change Black Leadership Institute on Social Action for Change (BLISC). We will continue to take actions that advance equality and justice for all, with zero tolerance for racism, bigotry, and hate of any kind—within our company and in our communities."

- Jeffrey Russell, President, Accenture Canada



Key Successes

In March 2020 as the world came to a standstill due to the COVID-19 pandemic, many employers were forced to close their businesses and/or place a hold on hiring. Despite this major challenge, the Employer Engagement team was able to gain many big successes in 2020-2021.

The Employer Engagement Program was re-designed on the website to have built more engaging content to attract new employers

The Employer Engagement team supported new projects such as the Immigrant Women Social Enterprise Project, placing 15 clients with employers and developing a new strategy to pitch the clients and facilitate interviews.

Key Events

The Employer Engagement team held many successful recruitment fairs, information sessions, and mentoring events. We held mentoring events with Softchoice, PwC, CIBC; Information sessions held with FIIX Software, Apotex, FGF Brands, Muslim Moms of Canada, CPA Ontario, Amazon, and Canadian Welding Bureau, with an average of 50 attendees per event and Recruitment Fairs held with Adecco, Apotex, as well as internal jobs fairs, promoting all available jobs.

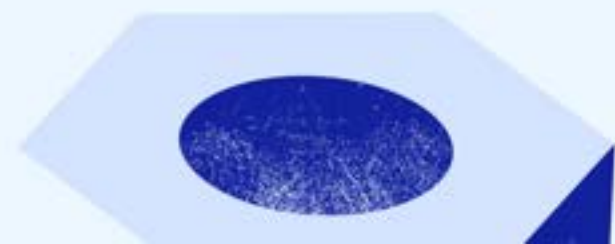
HIGHLIGHT: City of Toronto Job Fair

In early January, the City of Toronto approached Skills for Change on a number of Clerical positions coming up with their Toronto Public Health Division focused on and working in the Covid immunization clinics. They requested Skills for Change to hold a large-scale job fair to engage our clients and community with the various positions, with a focus on racialized persons and youth.

The job fair took place on Friday, January 15, 2021, and was a large collaborative effort of the Agency, with the leads as Employment Services and Employer Engagement staff, and engaged 36 SFC staff in conducting pre-screening, on-site interviews, and manage all the technical aspects of the event.

As a result, approximately 1800 registered for the event, and based on qualifying questions, 800 interviews were conducted; 70 registered through EO, 296 were put through to the City of Toronto, and 50% of those invited in assessment/next step of hiring.

This year, the Employer Engagement team launched a new employer breakfast series to engage new employers in Skills for Change's work.



Employer Innovation for Newcomer Employment

The Employer Innovation for Newcomer Employment (EINE) Project, funded by the Greater Toronto Airports Authority's Propeller Project, is a multi-year project that engages in evidence-based research with employers and newcomers about their regionally specific needs relating to hiring and successfully retaining newcomer employees. Through this project, Skills for Change aims to develop strategies, resources and tools that would help employers build growth opportunities for their businesses and newcomer employees.

Statistics

140

Employers across GTHA registered to participate at different levels of the project via survey; 84% are new clients

26

Peel region employers' needs assessed via survey

Workshops and Events Held

- 7 employers needs were assessed and requirements were gathered for employer services via zoom interviews
- 8 new jobs posted for newcomer employment in trades
- All employers assessed were in the transport and warehousing, construction, and manufacturing sector (skilled trades)
- 5 employers showed interest in financial support services and have asked to be followed up in the next fiscal year since they preferred 8 weeks training to 4 weeks training for various reasons



Client Testimonials

"The GTAA is proud to be supporting Skills for Change deliver their Employer Innovation for Newcomer Employment program. The project will help bridge the gap in information regarding the specific needs of employers and newcomers in the Peel region. This multi-year research will help guide the development of important resources to address the underemployment challenges surrounding the airport and in the Peel region overall. As a major employer in the region, we are committed to investing in great initiatives and being a leader in tackling the complex issue of underemployment by building strong partnerships such as the one we have with Skills for Change."

- GTAA

Key Successes

Skills for Change developed a full report called Thematic Analysis of Peel Region Employers' Training Needs for Diversity and Inclusion, Meaningful Newcomer Recruitment and Newcomer Retention

The Employer Needs Assessment report fills the knowledge gaps in remote engagement, newcomer recruitment, newcomer retention, training, and financial support needs facing employers in the Greater Toronto and Hamilton Area, especially the Peel region.

The objectives of the needs assessment are to:

- Gather in-depth information about context-specific issues; and
- Identify current vital information to guide the development of resources to support employers in addressing the newcomer underemployment challenges in the Peel region.

Key Events

The Employer Engagement team presented the Employer Innovation for Newcomer Employment project findings at the 2021 Cannexus Conference on February 15, 2021.

120 employer participants attended the session from all across Canada



Employment Preparation

Skills for Change provides 5-day comprehensive and intensive employment preparation workshops. Topics include strategic job search, targeted resume building, labor marketing information, cross-cultural communication, and individual employment counseling.

Statistics

249

Clients Served

24

Employment preparation workshop

Key Successes

Exceeded the program target by 48% allowing more newcomers to access employment workshops and supports. In addition, since we provide itinerant delivery of our employment workshops more newcomers access our workshops from other communities.

Client Testimonials

"It was my pleasure to meet you and lucky to receive guidance from you. The session was very informative and very useful.

*- Employment Preparation Workshop Participant
Hired as Health and Safety Professional*

"Through the workshop I learned how to create an ATS compliant Canadian style resume also learned about job scan website that helped me in customizing my resume to job requirements and increase my odds of selection. The mock-interview exercise I had with the Employment Services Specialist helped me practice answering questions and this boosted my confidence greatly."

*- Employment Preparation Workshop Participant
Hired as Junior Accountant*

Local Love Fund - United Way Greater Toronto

Clients Served

LOCAL LOVE FUND UWGT's EMERGENCY FUND FOR COVID-19

25 refurbished laptops were purchased and the lending program commences in June 2020.

10 Occupational Bridging Program (OW recipients, low income) participants receive laptops; 15 laptops were loaned to LINC program clients. We will continue to offer laptops to all our program participants.

Key Successes

Client from the various programs had access to laptops to continue to participate in programs and continue their job search during the COVID-19 Pandemic.



Communication for the Canadian Workplace

CCW (previously Enhanced Language Training or ELT) is an intensive five-week program that helps raise your English proficiency and assists you in finding work in your field.

Statistics

94

Clients participated in the 5-week CCW program.

10

Workshops were delivered with 88 clients participating

Client Testimonials

"I am very fortunate to have attended Canadian Workplace Communication training at Skills for Change and that is especially because I got thoughtful guidance on how to create a better resume as well as live training for job interviews. The training made me feel more confident. I recognize that the guidance provided by Skills for Change instructors is really important since real-life unfolds as they told us it would be. Thank you to all the CCW team!!"

*- CCW Client
Hired as VBA Developer*

The CCW program definitely helped me in making myself familiar with the Canadian job market and the techniques to land a job here in Canada. The most important take from the program is the network (and connections) with fellow participants. When you know that

*- CCW Client
Hired as Customer Service Consultant*

Diverse Women of Canada - Stories of Resilience

The Diverse Women of Canada: Stories of Resilience event is a testament to the resilience of racialized women and aims to celebrate racialized newcomer, immigrant, and refugee women who form an integral demographic in Canada's population. The event organized by Skills for Change and supported by the Government of Canada will bring together 20 women from diverse backgrounds to acknowledge their remarkable journeys highlighting thematic topics on empowerment, leadership, equality, employment, education, entrepreneurship, and mental health and wellbeing.

Statistics

650+ Clients served

Client Testimonials

"This was truly a wonderful event. I have never before been privileged to learn of like experiences as empowerment as I have today."

-Alicia Noreiga-Mundaroy, PhD Candidate - University of New Brunswick, Fredericton

"Just want to say a big "THANK YOU" to the Skills for Change Team for this Powerful event. I am so encouraged and inspired for what's next for women worldwide"

- Sandra Witter, YMCA of Greater Toronto, Ontario

"What an honor to be part of such a great event. I am so inspired and EMPOWERED!"

- Cassandra Nimira, Nurse, Intensive Care Unit, St. Bonafice Hospital, Winnipeg, Manitoba

Key Successes

The event addressed systematic inequalities like racism and in particular Anti-Black Racism with various speakers providing lifelong learning lessons on Anti-Racism, collaborative learning, and reflection that fosters building new knowledge and informing action. Through spotlighting Anti-racism and particularly Anti-Black Racism, a discussion on national holistic inclusive recovery was kickstarted across the Ten Canadian Provinces and through the discussions, there was a lot of healing and reconciliation, with participants calling out these systematic inequalities and people from various intercultural groups empathizing and acknowledging the stories and lived experiences of other cultural and ethnic groups. There was an intense mood of solidarity and sisterhood to support and uplift each other from the hurdles and blockades caused by systematic inequalities. This platform in so many ways helped to foster better citizenship, unity, civic engagement, and a healthy democracy devoid of unconscious biases. The summarized event film reflects some of these key points and messages

<https://youtu.be/CVXJ3ucSoBM>

Throughout the event, many participants from different cultural and faith communities were actively engaged in the discussions and with the speakers who were also from different cultural and faith communities. The speakers after their presentation joined the pheedloop virtual networking sessions and engaged in one-on-one discussions with participants. The feedback received from both the speakers and the participants reaffirmed the many opportunities that were created for interaction among cultural and faith communities. To further these discussions and from the request of both the speakers and participants, Skills for Change rolled out the Diverse Women of Canada Discussion that provides a safe place for women to engage in ongoing dialogue about systematic inequalities like racism, but also a safe platform to promote collaborative learning and reflection to build new knowledge and inform action for instance on mental health and wellbeing. This forum is open to everyone.

Forum available at:

<https://diversewomenofcanada.discussion.community>



Due to the impact of the event, 15 community partners from across Canada came on board to support and promote the event across different communities. These partners - <http://www.diversewomenofcanada.com/community-partners.html> collaborated in engaging with different cultural and faith communities and increased the event's reach to over 650 registrations from these communities.

The event was presented on a reliable and safe knowledge-sharing platform that shone a spotlight on the lived experiences of Black women and women of color. Hearing first-hand from the Black women and women of color themselves provided a chance to build bridges to promote intercultural understanding, it helped to create a community of women with deeper connections who uplift each other and share lessons on self-care and triumphs when faced with adversity and the different struggles that women of color are bound to face. These stories and deeper connections have been amplified through photo essays, visual stories spotlighting women's cultures and lived experiences - <http://www.diversewomenofcanada.com/photo-essays.html> and continued connection and conversation through the discussion forum - <https://diversewomenofcanada.discussion.community>.

The event provided a unique platform where women from different walks of life across Alberta, British Columbia, Manitoba, New Brunswick, Newfoundland and Labrador, Nova Scotia, Ontario, Prince Edward Island, Quebec, and Saskatchewan shared their lived experiences as Black women and women of color. They spoke passionately and authentically because of the unbiased platform and as result, we're able to really connect and engage with participants and share lessons and best practices with them. The event turned into a great educational resource with personal testimonies and perspectives from the different Black women and women of color. The speakers' feedback clearly summarizes this impact and because of this, the conversation has been continued on the Diverse Women of Canada Discussion Forum - <https://diversewomenofcanada.discussion.community>.



Canadian
Heritage

Patrimoine
canadien



Immigrant Women's Social Enterprise Program

This program helps Immigrant women that are seeking meaningful employment by providing them with a 9-week program to learn job skills and gain work experience in a 7-week paid job placement in an organization or a small and medium-sized enterprise.

Statistics

56

Clients Screened

15

Clients served

Workshops and Events Held

- Workshop on 'Diversity and Life Skills'
- Entrepreneurship Workshops on 'Validating a business idea (business canvas)', 'Business Networking'
- Wellness workshops on 'Building self-confidence', 'Workplace Wellness'
- Workshop on 'Cross-cultural Communication & Workplace Professionalism'
- Workshop by RBC on 'Financial Literacy: Getting and building good credit with good credit habits'
- Workshop by RBC on 'Your Brand Matters: Understanding how to build a personal brand that is meaningful to you.'

Key Events

'Financial Literacy: starting your first business in Canada' by RBC

- Starting your first business in Canada
- Top 5 challenges most newcomer business owners face
- Developing and Creating a Business Plan
- How RBC can help



Client Testimonials

"I deeply appreciate the opportunity to attend this program and the knowledge I gained contributed greatly to my success in the interview process. I am very glad I attended the courses and request to be allowed to complete the training. Please accept my deepest gratitude to Skills for Change and I look forward to collaborating with you in the future."

- Client A

"This program helped in gaining insight into workplace culture. It brought awareness to my emotional well-being"

-Client B

"I successfully completed my internship program last Friday. I want to thank the Skills for Change team for giving me this opportunity, it really means a lot to me. Also, I am open to job opportunities and would welcome any leads for my career as a Medical Writer or in Clinical Research. Thank you to the Manager of the program for being so responsive and patient to all my queries!"

-Client C

Key Successes

100% Paid Placement



Mental Health and Wellness

We are proud to launch a new department to support the mental health and wellbeing of our clients. Skills for Change launched mental health and wellness supports in 2018 with our Women Connecting with Women program. With this growing need for support for mental health and counseling for immigrant and refugee families, we have launched this department expanding our counseling and wellness supports to all clients to address the systemic barriers of newcomers and mental health challenges of unemployed persons, to provide them with the tools needed to assist with their economic integration.

Statistics

360

Eligible clients received needs assessment and referral

168

Eligible clients received Crisis Counselling

209

Eligible clients participated in one of the mental health and wellness information & orientation or related workshops

OW, UW & non-IRCC projects

- Wrap Around Supports Program: 34 clients received needs assessment and referral
- UW Crisis counseling: 410 clients participated in one of the mental health and wellness information & orientation or related workshop
- Crisis counseling: 718 clients received crisis counseling



Workshops and Events Held

- Wellness during difficult times
- Self-confidence
- Reducing stress and anxiety
- Wellness for employment
- Happiness
- Mindfulness
- Art for wellness (Creative expression of emotions)
- Goal setting and Time management

Client Testimonials

"Thank you so much for the session today. I found the presentation clear and helpful. There are a few ideas that helped and I am going to try the others. Thank you for the reminder of peaceful music. Also, I was wondering if I could get the links/notes you mentioned in the presentation. Many thanks for your time and help."

- Client A

"The workshop was good and practical. Not an overwhelming amount of information but just enough to understand the basics. I learned some new techniques (i.e. Grounding)."

- Client B

"I was able to join the workshop on Reducing Stress and anxiety. The content was very excellent. The presentation method was clearly outlined and as always you explained it in a more simple way."

-Client C



Key Successes

We exceeded our workshops/support groups by

280%

OW, UW & non-IRCC projects:
We exceeded crisis counseling by

359%

Key Events

- Seasonal Depression
- Parenting Talk series
- Mental Illness Awareness series
- Mental Health Awareness series
- Well-being and Empowerment



Women in IT Pathways

A 20-week program for women with education and/or experience in the technology sector that provides training in Tech Sales and Accounting Management. The program provides knowledge of professional workplace practices, communications training, mentorship and connects women to employment opportunities.

Statistics

20

Clients Screened

13

Clients Served

Workshops and Events Held

- Diverse Women of Canada: Stories of Resilience
- Workplace Culture that Attracts, Retains, and Promotes Women
- Best Practices for a Winning Online Job Application and ATS-Friendly resume

Key Successes

75% Unpaid placement



Client Testimonials

"The program met and exceeded my expectations in the Project Management and Agile Methodologies training segment. Excellent and selfless dissemination of knowledge by the trainer. Highly commendable. Got insights on the Canadian workplace culture and workforce integration techniques, particularly mentorship."

- Client A

"Very helpful and well organized. Good interaction with instructors and students. Great experience and we know how to be better from their experience and challenges."

- Client B

"The training provided by Skills for Change met my expectations. It was phenomenal. Enjoyed all aspects of the program. The workshops on career management, life skills, mental health, and wellness workshops provided by Skills for Change staff were beneficial to our learning. It made me conscious of my mental health and how to manage stress."

- Client C



Mentors

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Mohamad Kassem



Volunteers

Juliet Rennick

Racquel Peters

Simone Smith

Joseph Post

Kenzo Kamimura

Anne Lopez

Vaishali Dassani

Juliet Rennick

Carshini Sathanantharajah

Adriana Espinosa

Shalini Sivanesan

Shweta Iyer



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Lambda - Medical Lab
Landmark Bus Lines
Landscape Ontario
Lansing Retirement
LB Heating & Air Conditioning
LCI Laserroom Clinics
Leader Manufacturing Inc.,
Learning Enrichment Foundation
Legend 3D
Legend Kitchen Gallery
Leisure World
Leisure World- O'Connor Gate
LEN STAR WELDING & FABRICATORS
LTD & UTECH SCAFFOLD & STEEL
FORMS INC
Leo & Co.
Let's Get Together
LifeLab
Lightenco
Lighting Solutions
Lina Ludmilla
Linea Design Furniture Inc.
Lineman's Testing Laboratories
Link-up
Little Party Shoppe
Living Assistance Services
Livingston Lodge
LOFT Community Services
Logogram A Ltd
Longo's
Love n' Learn Childcare Inc.
LS travel retail North America
Lush: Fresh Handmade Cosmetics
LUSH FRESH HANDMADE COSMETICS
M.A.G Lighting Ltd. Electrical Contractor
M. Matejuna Legal Office
Macrodyne Technologies Inc.
Macroproducts Ltd.
Mainstay Housing
MakeLab Inc.
Malcolm's Choice
Maple Leaf Foods
Maple Leaf Painting
Maracop Chartered Accountants
Marbro
Marigolds and Onions Ltd.
Markham Stouffville Hospital
Mary Centre
MaxSys
Mayana Geneviere

Our Employer Partners

Mbaye Sow
Mcaiphait Industries Limited
MEA Forensic Engineers & Scientists Ltd.
MEC Electric Incorporated
Medation corporation
Med-Health Laboratories
MediResource Inc.
Medisys
Medix College of Healthcare
Megacity HVAC
Merge Inc
Meta Centre
Metrix Group
Met-Scan Canada Ltd.
Michael H. Keltz, CA
Michaels
Mid-Toronto Community Services
Miller, Saperia & Company
Milman Company Chartered Accountant
(a Professional Corporation)
Ministry of Health and Long Term Care
MOBB Healthcare
Modern Niagara
Momiji Healthcare Society
Mondelēz Canada Inc.
Moneris Solutions
Mortgage Support Services
MonteCassino Hotel&Event Centre
Montessori Education Centre
Mopped Up
Morneau Shepell
Morzaria Law
Mosaic
Moshin Kamalia Professional Corporation
Mothercraft ECE Training College
Mr Lube
MS Society Of Canada-National Office
MTD Metro Tool & Die Ltd
MTE Consultants Inc
MTR Michael Roseman CA Professional Corporation
Mt Sinai Hospital
Muki Baum Accessibility Foundation
Multicultural Inter Agency Group of Peel
Mutview
N49
Nanda Law Office
Nanowave Technologies Inc.
Napsagards
Narat Inc
National Event Management
Nazhimiddin Apsatarov
NCommunications
Neighbourhood Link
Nestle
New Era HR
New Tech Pioneer
Newton Israelitam LLP
New World Insurance
NHI Nursing & Homemakers Inc.
NIA Architects Inc.
Niagara Street Consulting
Nightingale Health Care Inc.
Niren and Associates
NLT Global - Northern Light Technologies
Noble Construction
Noramtech
Norsem
Northbridge
North York Community House
Nertool
NRK Mechanical
NRT Technology Corp.
N-Two
Nutemp
Nutemp Mechanical System
Oakhill Distribution Inc.
Oak Ridges Aesthetic Centre
Obsidian Group Inc
OECM

Old Navy
One Voice Canada
Ontario Agency for Health Protection & Promotion
Ontario Centres of Excellence
Ontario Council for Int'l Cooperation
Ontario March of Dimes
Ontario Nurses' Association
Ontario Science Centre
Ontario Translational Research Network
OPG: Ontario Power Generation
Organic Garage
Osborne Recruitment
Osborn-Group
Outotec
Ovarian Canada
OZZ Electric
PACE Consulting Benefits & Pensions Ltd
Padgett Business Services Toronto
PALS Staffing Services
Pancon Engineering Ltd
Panda Express
Panorama Internet Publishing
Paragon Security
Para Med Home Health Care
Parent Action on Drugs
Par-Pak Ltd
Parts Avatar
Patheon
Payworks Payroll Services
Peace Law Firm
Peel Halton Local Employment Planning Council
Peel Plastic Products Ltd
Pegasus
Penguin Random House Canada
Penmar Automation Inc
Perfect Accounting & Tax Services
Perfect Choice Employment Inc
Philly Steak
Picadilly Fashions
Pier 1
Pigeons & Thread Manufacturing Inc.
pigeons and Thread manufacturing
Pillow Architect
Plan Group
PL Energy
Plexaus
Pleteq
Point Architect
Polar Pak Company
Polyclinic Family and Specialty Medicine Facility
Pomerleau Inc.
Potential Client
Preferred Health Care Inc.
Premier Homecare
Premier Homecare Services Toronto
Preston Shorey Standard Mechanical
Preston Willis Group- PWG
Pride at Work Canada
Prime Enclosures
Prince Plastic Manufacturing Ltd
Print Three Graphics
Prit Pal Sidana CGA
Private Practice
Procom Consultants Group Ltd.
Professional Communications Inc
Professional Selection Inc.
Profit Accounting
Pro Home Health Services
Pro Insulation Contracting
Provident Energy Management Inc.
PS Pharmasave
PUISSANT INC
Pure Staffing Solutions
Pyramid Properties
QA Consultants
Quality Health Services
Quark Expeditions
Queen West Community Health Centre
Queue IT

Quiet Nature Limited
Ralph Lando Orvitz Chartered Accountants
Randstad work solutions - Mississauga
Ratech Electronics
Raves Accounting Inc.
RBC: Royal Bank of Canada
RCT
Recovery Garment Centre- RCG
Recruiting in Motion
Red Cross Society(Canadian)
Red Door Family Shelter
Regent Park Employment Centre
Rehoboth Electrical Services Inc
Reltec Inc.
Resourceful Recruiting
Respiron Care Plus
Restoration
Revive supervisions
Rexdale Financial Services
Rexdale Women's Centre
RGB Accounting
Right Angle Metal Fabricators
Riverdale Immigrant Women's Centre
Riverdale Immigrant Women Enterprises
Robert Gore & Associates CA
Robert Half Canada
Robert Klaman CA, CPA
Robotech Institute
Robin Islam Century 21 Titans Realty Inc.
Roevin A Division of The Adecco Group
Rosenberg Smith & Partners
Rosenthal Zaretsky Niman & Co., LLP
Rotman School of Management
Rouge Media Group Inc.
Rowie Walker Accounting Services ,Inc
R Pasacci Refrigeration Co. Ltd.
Rumley & Chaggares, Chartered Accountant Professional Corporation
Rupali Dalvi
RUSH Accounting & Tax Services Inc.
Rusty Halo Productions Inc
S. R. T Med. Staff
Sabet Immigration & Legal Services Inc
Safety First Security Services Inc.
Safeway Community Solutions
Saffa Engineering
Sage Software ProvideX Technologies
Sail
Salleja Yaniya
Saint Elizabeth Health care
Salesgrowth
Sandeep S-Trip Company
Santa Maria Foods ULC
SAS
SAS Canada
SC360 (Markham) Inc.
ScaleUp42
Scarborough Centre for Healthy Communities
Scarborough Women's Centre
scotiabank
Scotiabank Group
SCS Consulting Group Ltd.
Seabreeze Electric Corporation
Sean-Lee Community Nursing
Search Smart
Sears Canada Inc.
Second Cup
Seferian Design Architect
Segal LLP
Self
Sensibill
Service Plus Aquatics Inc
SF Partnership, LLP
Shandiz Trading Inc.

Sharma Law Office
Sharp Group of Companies
Sherbourne Health Centre
Sherritt International
Sherway Immigration Consultancy
Shoeless Joes
Shoppers Drug Mart Head Office
Shout Clinic
Sigma Process Inc.
Signature Aluminum Canada, Inc.
SILCOTECH NORTH AMERICA INC
Sibtech Corporation
Simplistica.ca
Site Technologies Inc.
Siva Care Car Ltd.
SJ Chartered Accountant
Skilled Cleaners Inc.
Skills for Change
Skills for change EO East
Skin Medx Inc.
Skywater
Sky Window Tech
Smart & Biggar/Fetherstonhaugh
Smart Grid Tech Inc.
Smileton Dental
Smith, Sykes, Leeper & Tunstall
Smith Nixon LLP
Smith Williams & Bateman Insurance Brokers Ltd.
SNL Techlink
Socan
Social Investment Organization
Soft Choice
SoftCom Group Inc
Solid Line Defence paralegal
Soul Restaurant
Southern Currents
South Point Properties
Specialized Metal Fabricators Inc.
Spectralab Scientific Inc
St. Andrew's Club & Conference
St. Clair West Rehab Centre
St. Elizabeth Health Care
St. Elizabeth Health Care
St. Helen's Meat Packers Limited
St. Michael Hospital
State Farm Investor Services
State Street Global Services
Steam Whistle Brewing/The Roundhouse
Stella's Place
Stephenson's Rental Services
Stoakley-Dudley Consultants Ltd.
Strasly
Strategic Mapping Inc.
StreamingEdge
subway Catering
Subway Restaurant
Success BC
Suite Collections Canada
Sumit Vats
Summit Search Group
Sun Life Financial
Sunmed Walk-in Clinic
Sunnybrook Health Sciences
Sunny- Thompson Electric
SunRise Caribbean Restaurant
Supercoffee

Our Employer Partners

Surinder Suri CA,CGA
Surrey Place Centre
Sury Jacqueline DeFrank Goris
Sutton, Bowen & Brimley (SBB) Solutions
TabacTucker LLP
Tag Build
TalentMinded
Tarra Engineering Structural consultant
Task dummy
TDCNet
TD Insurance
TD Insurance- Meloche Monnex
Technodyne Canada
Teleperformance
Telies Contractors
Teranet
Terminix Canada
Terrapex Environmental Ltd.
Terraprobe Inc.
TES IT and Engineering Staffing Agency
TESS- York Humber
Thales
The Badminton & Racquet Club
The Bluff's Advocate
The Canadian Depository for Securities Limited
ICD
The Corporation of Masseyhall and Roy Thomas Hall
The corporation of the Town of Markham
The Downview Advocate
The Edge Screen Studio Inc.
The Financial Search Group
The Goldie Company (GI)
The Kangaroo Group
The Lakhani Group
The Learning Partnership
Thelia Sanders (Celia)
The Massey Centre for Women
The Midwives Clinic
The Mobile Shop
The Printing Press
The Profit Line Inc
Thermo Cool
Thermond Engineering
The Scarborough Hospital
The Tech Effect
The Toronto BareBones Bartending School
The Toronto Lawn Tennis Club
The University of Western Ontario
The WORKS Craft Burgers & Beer
Thomson Electric Inc
Thornstons LLP
THREE60 Legal
Three Towers Flooring
Times Change Women's Employment Service
Tim Hortons
Tip Top
Tiro College
TMF Group
TMP Consulting Engineers
Toddgen Construction
TopNatch Employment Services Inc
Topper Tean Uniform service
Torcom Construction Inc
Toronto Airways Ltd.
Toronto Artscap Inc
Toronto Business Development Center
Toronto College of Technology
Toronto Cosmetic Clinic
Toronto Dermatology Centre
Toronto Don Valley Hotel & Suites
Toronto Grace Health Centre Salvation Army
Toronto Hydro
Toronto Institute of Pharmaceutical Technology
Toronto Mental Health Association
Toronto Public Library - Adult Literacy Services
Toronto Public Library - Annette Street
Toronto Rehab
Toronto Research Chemicals Inc.

Toitodo Cafe Inc.
Total security Management- TSM
You & Associates Ltd.
Town&Country Home Inspections
Town of Markham
Town of Richmond Hill
Town Planner
Track Office Furniture
Traincan
Transamerica Life Canada
Transition Therapeutics
Transamerica Life Canada
Trans-United Consultants Ltd.
Travel Professionals International
Treibacher Industrie Inc.
Trican Corporation
Trigan
Trillium Health Centre- West Toronto
Trillium Talent Resource Group
Trinity Tech Inc. (Canada)
Triple Metal Products
Trustwell Investigative Limited
TTC
Turner Fleischer Architects Inc
Tyco
UC Baby
UHN
Ultratech Solution
Unilever Canada Inc
United Association - Union for Plumbers & Pipe Fitting Industry - UA Local 45
University of Toronto
University of Waterloo
University Settlement
University Settlement Services
Upper Canada Property Management
UPS
Uptown Healthcare Centre
URBAN FELLOWS PROGRAM
Urban Garden
Vacufo Ontario - Div of Cyclonicvacs.com
Value Village
Vector Professional Services Ltd.
Ventura Foods
VHA Home Healthcare
VHA Home Health Care
viGlobal
Viking Recycling
Villa Colombo
Vincent Zaffino Chartered Accountants
Violence Against Women, Service Elgin County
Vivaline Inc.
Visco Industrial Inc. (TRACTION / NAPA)
VON Canada
VPC Group Inc.
W. David Fullford CA
Walker & Company Chartered Accountants
Professional Corporation
Walters Inc.
Warner Levy and Company Limited
Watermark Plumbing
Watt Work Electrical Corp
WD Millwrights
We care Health Services
Wells Fargo
Wellspring Odette House & The Clach House
Wesley Urban Ministries
Weston Foods Canada
West Park Healthcare Centre
West Star Printing Ltd.
White and Greer
White Shark Window Cleaning
Who Does Your Garden
Wholesale Club
Wii Employment Connection
Williams & Partners
Wilson Massage Physio Ltd
Wing's Food Products
Winpak
Winters Technical Staffing

WJT Distributing Inc.
Women's College Hospital
Women's Habitat of Etobicoke
Women's Health in Women's Hands
Wondwossen Fekybelu
Woodgreen Community Services
World Financial Group
World Service Cargo
World Star Tech
Worley Parsons Canada-Toronto
WSA Accounting & Financial Services
WVRST
Xela Enterprises LTD
XWAVE Healthcare
Ya Ya Foods Corp
YM Inc
Yoga Without Borders
Yonge-Dundas Square
Yorkdale Cafe Ltd (Tim Hortons)
York Region
York Region District School Board
York Rental Management
Yorktown Family Services
York University
Yummy Market Inc.
Zelus Communications
Z-Modular
Zuchter Berk Creative Caterers Inc.
Zum Industries Ltd

Signature Events and Series

Diversity@Work 2020

Moving from inclusion policies to practice is more relevant today than ever, and leads to the question, what are organizations doing to address the specific and distinct challenges to inclusion faced by vulnerable groups? Automation, COVID-19, the global Black Lives Matter movement have shaped 2020 and challenged all organizations to act. COVID-19 has exacerbated the labor market vulnerabilities faced by vulnerable groups: newcomers, immigrants, and individuals from BIPOC communities. Black Lives Matter has shone a light on the historical systemic racism that exists within institutions that continues to disenfranchise black people. As such, this conference will focus on what opportunities exist for organizations and institutions to drive meaningful change?

Our 11th annual Diversity@Work conference held on November 20th, 2020, delved into the future of inclusion in the workplace and how specific populations' needs must be met for businesses to thrive and succeed in a global economy.

Over 600 registered across the country for our first-ever virtual conference.

Workshops topics included:

- Anti-black racism at work: Beyond D&I what should companies do to respond to systemic workplace discrimination?
- Discrimination in the Workplace - What are my rights?
- Remote Work for Who? How to be an inclusive employer through a crisis
- Data-Driven Diversity and Inclusion
- Future of Work: What does the advent of automation mean for newcomers and senior workers?
- Employment and Equity-Seeking Youth

And a panel discussion was held on Diversity with Inclusion- reframing D&I post-pandemic.

We had guest speakers from CPA Ontario, Toronto Region Board of Trade, Ryerson's Diversity Institute, Accenture Canada, CivicAction, TD, and more.

Signature Events and Series

Diversity@Work 2020 Event

Agenda

8:30 - 9:00am
Registration and Networking

9:00am - 9:10am
Land Acknowledgement & Welcome Address
Simenna Sandy, CEO, Skills for Change


9:15am - 10:15am Workshops I

10:15am - 10:30am Break and Switch to the next Workshop

10:30am - 11:30am Workshops II

11:30am - 11:45am Break and Switch to the main Zoom Line

11:45am - 1:00pm Luncheon Panel



Signature Events and Series

Annual General Meeting (AGM)

Skills for Change held a virtual AGM on September 24, 2020.

Surranna Sandy and the Board of Directors presented the 2019-2020 Annual Report and conducted the annual business meeting. Skills for Change's AGM also recognized staff members for their years of dedicated service. Awards were presented to:

5 years of service - Sampada Kukade & Grace Ryu

10 years of service - Ruben Garcia

20 years of service - Rosaline Graham

In addition, a memorial video was shown of long-standing staff member Roland Rhooms, who passed away in March of 2020.

Signature Events and Series

Connect Series

Connect Series Podcast launched in April of 2020 to bring guests and experts from across Canada to discuss a wide range of topics related to the COVID-19 pandemic, diversity, and inclusion, and issues impacting immigrants and refugee communities during these challenging times.

16 episodes of the podcast were recorded, with topics including gender-based violence, diversity in the workplace, mentoring, and mental health.



Signature Events and Series

Trades Expo 2021

On March 26, 2021, over 800+ registrants had the opportunity to learn about the trades sector, had one-on-one interviews with some of Ontario's top careers in trades, and got to know more about Skills for Change's Trades Win Support Program and Horticulture Technician Program. Our goal with this event was to connect attendees with employers and training providers and we are looking forward to having you as a partner.

Our audience for the event were job seekers, nationally and internationally trained tradespersons, and high school and college students across Canada

The Expo featured 20+ interactive exhibits, live demos, and recruitment opportunities

Information sessions with Honda Canada, CELPIP, Bell Tech Solutions, Toronto Transit Commission, and an engaging panel discussion on workplace health and safety.

Skills for Change
Building Resilient and Equitable Communities

TRADES WIN SUPPORT PROGRAM

- A Career you wouldn't TRADE!!!
- A skilled trade requires hands-on work and specialty knowledge.
- Build and maintain homes, schools, hospitals, roads, farms, and parks – just to name a few
- Keep industries running and perform many services we rely on a daily basis

Skilled Trades

Skills for Change
Building Resilient and Equitable Communities

Program Benefits

- Free Tuition
- Skilled industry instruction
- Level 1 Apprenticeship training for the trade of Horticulture Technician in Ontario
- Registration as a Horticulture Technician Apprentice
- Health and Safety training including WHMIS, worker safety and First Aid
- Introduction to related Trade
- Employment preparation training
- 2 weeks paid work placement in the horticulture industry
- Work-ready learning environment
- Individual coaching & support services, mentoring

Program Start Date: May 3 - Nov 5, 2021
(27 weeks in total)

Summer Job, just got better

- Our Resilient student activities help you achieve your educational goals
- Gain industry, leading horticulture and customer service skills
- Gain hands-on experience with industry leading horticulture

Signature Events and Series

Spotlight Series

On May 25th, 2020, the world witnessed a global uproar against racism, systematic racial inequities, and racial injustice. Since then, we started having more meaningful conversations and actions about race and combating Anti-Black Racism. Different initiatives have been developed and efforts were undertaken to make and take the long-overdue changes to address systematic racism.

This was the catalyst to launch Skills for Change's Spotlight Series with our CEO Surranna Sandy; these workshops provide an in-depth look at relevant issues of today, featuring expert guest speakers and thought leaders.

In 2020-2021, we held five workshops on Anti-Black Racism, two workshops on Covid-19's impact on women, and one workshop on COVID-19 and its impact on immigration, with a total of over 2000 people registered.

Skills for Change
Building Welcoming and Equitable Communities

SKILLS FOR CHANGE'S SPOTLIGHT SERIES
Breaking the COVID-19 Pandemic Stigma:
Addressing Anti-Asian Racism

June 25, 2021 | 11:00 AM - 12:00 PM

Julie Kim
Founder,
In It For It

Surranna Sandy
CEO,
Skills for Change

Victor Tung
U.S. Chief Technology and Operations
Officer
and Chief Operating Officer,
Technology and Operations,
BMO Financial Group

Mohammed Hashim,
Executive Director,
Canadian Race Relations Foundation and
Founding Advisor,
Canadian Anti-Hate Network

Dr. Kenneth Fung
Staff Psychiatrist and Clinical Director,
Asian Initiative in Mental Health Program,
Toronto Western Hospital,
University Health Network,
and Associate Professor,
Department of Psychiatry,
University of Toronto

Staff Engagement

When working remotely it is so easy for work and life to blend together. Sometimes it may even appear difficult to keep up with the many and varied demands of our time. It could also become a struggle to maintain focus. The agency has made it a goal to focus on wellness. For one hour a week, we launched a number of initiatives and activities to help create a sustainable balance across the many dimensions of wellness. We call these sessions Balance for Better. Below is a graphic that provides some insight on the dimensions of wellness:



Throughout this year we have covered a number of topics that include:

- Daily Meditation
- Dial-in Session
- Disability Pride Month
- Documentaries
- Eating Disorder Awareness Week
- Environmental Sustainability
- Family Feud
- Gardening Workshop
- Healthy Recipes
- Indigenous Heritage Month Workshop
- Live Yoga Session
- Live Zumba Class
- Meditation
- Pictionary
- Pride at Work Workshop
- RBC Financial Workshop
- Relationship Building
- Self-Compassion Workshop
- Sleep Hygiene
- Surviving Breast Cancer Workshop
- The Breathing Room Workshop
- Trivia
- Virtual Walking Tour
- Walking Workout
- Yearly Goal Setting

Staff Engagement



ALLY

Ally: (n.) An ally is a member of a privileged group who advocates against oppression. An ally works to create social change rather than participate in oppressive actions.

An Ally is someone who accepts and supports LGBT+ colleagues and advocates for equal rights and fair treatment.
According to GLAAD - Gay And Lesbian Alliance Against Defamation



Jill Andrew
Member of Staff

Bill 61: Eating Disorders Awareness Week Act

PASSES INTO LAW



Rome, Italy - 4K Virtual Walking Tour around the City - Travel Guide



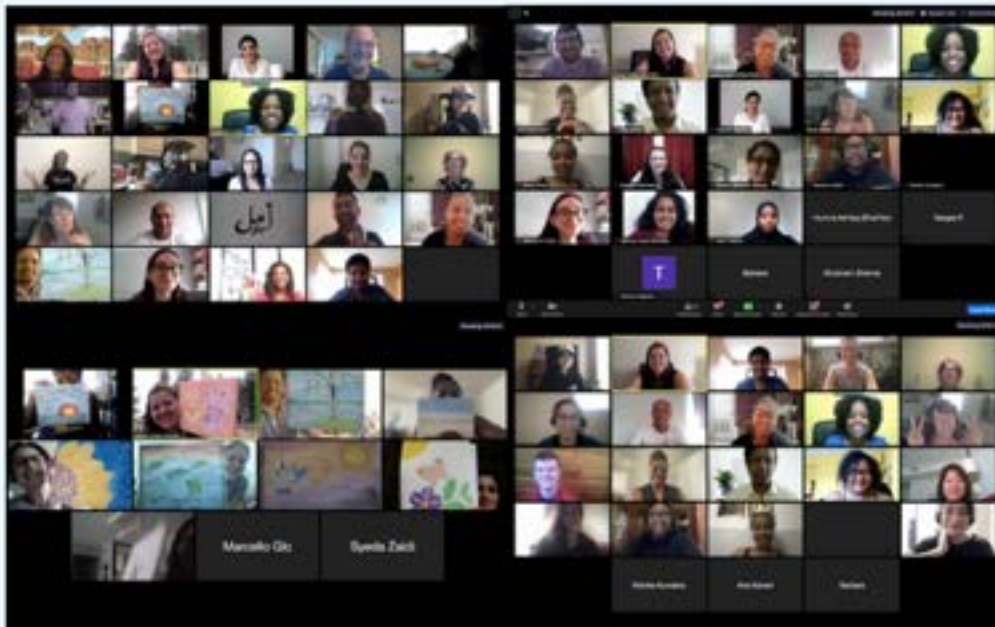
POW WOW PUMP
SANTEESMITH



Staff Engagement

Along with wellness we have a number of virtual events planned throughout the year:

Virtual Staff Retreat



Creativity Challenge

Staff submitted their artwork (photos, paintings, drawings, poems etc.)



Staff Engagement

Step Challenge

- Staff were divided into 3 teams of 6 members and together we have walked over 2 million steps
- We've covered 789.5 miles/ 1,444.1 km (if we consider a slow walk of minutes/mile)
- We've covered 917.7 miles/ 1,465.7 km (if we consider a brisk walk of 15 minutes/mile)

20



Skills for Change's Birthday

On October 27, 2020, Skills for Change turned 38 years old. In order to celebrate all month long, we shared videos. We held a virtual birthday party where we staff shared their favorite memories about their time at Skills for Change.



Financials

SKILLS FOR CHANGE OF METRO TORONTO


Statement of Financial Position

March 31, 2021

	Operating Fund	Capital Fund	Total 2021	Total 2020
Assets				
Current				
Cash	\$ 406,676	\$ 293,025	\$ 699,701	\$ 766,147
Term deposit (Note 3)	-	150,000	150,000	-
Grants and subsidies receivable	647,758	2,938	650,696	440,980
Interfund balances (Note 4)	307,099	(307,099)	-	-
Prepays and other	79,750	8,044	87,794	52,638
	1,441,283	146,908	1,588,191	1,259,765
Prepays and other	-	-	-	18,822
Capital assets (Note 5)	-	1,821,223	1,821,223	1,851,039
	\$ 1,441,283	\$ 1,968,131	\$ 3,409,414	\$ 3,129,626
Liabilities				
Current liabilities				
Bank loan (Note 6)	\$ 255,000	\$ -	\$ 255,000	\$ 465,000
Accounts payable and accrued liabilities	733,720	1,094	734,814	540,242
Current portion of deferred revenue (Note 7)	519,020	9,208	528,228	369,108
	1,507,740	10,302	1,518,042	1,374,350
Deferred revenue (Note 7)	-	154,491	154,491	163,699
	1,507,740	164,793	1,672,533	1,538,049
Fund balances	(66,457)	1,803,338	1,736,881	1,591,577
	\$ 1,441,283	\$ 1,968,131	\$ 3,409,414	\$ 3,129,626

Approved on behalf of the Board:

 Director

 Director

Financials

SKILLS FOR CHANGE OF METRO TORONTO

Statement of Operations

Year ended March 31, 2021

	Operating Fund	Capital Fund	Total 2021	Total 2020
Revenue				
Programs revenue				
Government programs (Note 8)	\$ 6,191,040	\$ 6,956	\$ 6,197,996	\$ 5,613,122
Enterprise programs and foundations	246,361	3,078	249,439	312,446
	6,437,401	10,034	6,447,435	5,925,568
United Way of Greater Toronto grants	86,540	-	86,540	63,942
Rental income	-	43,127	43,127	42,815
Other service and miscellaneous income	19,929	-	19,929	18,810
Fundraising	14,776	-	14,776	32,333
Interest income	3	185	188	3,855
	6,558,649	53,346	6,611,995	6,087,323
Expenditures				
Salaries and benefits	3,751,503	3,797	3,755,300	3,721,160
Purchased services	1,410,432	4,347	1,414,779	834,054
Programs - client costs	447,745	-	447,745	435,438
Occupancy cost	363,800	56,108	419,908	492,197
Office and general	261,146	30,022	291,168	253,201
Marketing and outreach	96,960	-	96,960	199,269
Amortization	-	29,816	29,816	31,143
Fundraising	9,318	-	9,318	43,009
Interest on debt (Note 6)	1,697	-	1,697	5,379
	6,342,601	124,090	6,466,691	6,014,850
Excess (deficiency) of revenue over expenditures before interfund rent usage allocation	216,048	(70,744)	145,304	72,473
Interfund rent usage allocation	(244,260)	244,260	-	-
Excess (deficiency) of revenue over expenditures	\$ (28,212)	\$ 173,516	\$ 145,304	\$ 72,473

Financials

SKILLS FOR CHANGE OF METRO TORONTO

Statement of Cash Flows

Year ended March 31, 2021

	2021	2020
Cash provided by (used in)		
Operating activities		
Excess of revenue over expenditures	\$ 145,304	\$ 72,473
Amortization	29,816	31,143
	175,120	103,616
Change in non-cash working capital items		
Grants and subsidies receivable	(209,716)	(160,195)
Prepays and other	(16,334)	(22,403)
Accounts payable and accrued liabilities	194,572	116,253
Deferred revenue	149,912	126,845
	293,554	164,116
Financing activities		
Increase in term deposit	(150,000)	-
Increase (decrease) in bank loan	(210,000)	255,000
Decrease in term loan	-	(28,572)
	(360,000)	226,428
Change in cash position	(66,446)	390,544
Cash, beginning of year	766,147	375,603
Cash, end of year	\$ 699,701	\$ 766,147

Contact

Toronto Central | St. Clair
791 St. Clair Avenue West, Toronto, ON
(416) 658-3101
<https://skillsforchange.org/>

Other Locations:

- Toronto
- Peel Region
- York Region
- Southwest Ontario



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