



annual report

2022
2023



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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.

Our Vision

Our Vision is for a Canada where everyone has equal opportunities to succeed.

We are committed to striving for a Canada where newcomers and other underserved individuals have access to opportunities that empower them to succeed personally and professionally. Our approach to achieving this is supporting clients through strong partnerships, employment and sector relevant programs, and amplifying our voice in sector dialogue on immigration.

Our Mission

We work with newcomers and underserved groups providing holistic solutions that bridge the gap between potential and opportunity for success in Canada.

Our mission is to enhance skill sets, opportunities, and access to good work for newcomers and underserved groups across Canada

Our Values

Skills for Change's work is guided by a set of values that reflect our strong commitment to providing holistic support to a growing community of newcomers and underserved clients. These values inform our work and ensure that our methods that are empathetic, inclusive, and respectful. We lean on the interconnectedness of the communities in which we work and value the strength that comes from meaningful collaboration. Skills for Change's work is intrinsically informed by the following set of behavioural values:

Excellence

We deliver quality and excellence in all that we do. Through a commitment to delivering measurable results and accountability to our work, clients, employees, employers, and funders, we create positive, powerful, and sustainable impact

Empathy

We treat all individuals with empathy, compassion, and understanding to ensure that clients are supported holistically and feel respected through their journey.

Transparency

We hold ourselves accountable to transparently communicating and demonstrating our progress and outcomes. Transparency is essential to us in holding and maintaining the trust we have earned with our clients, employees, employers, and funders.

Inclusivity and Diversity

We recognize the value of inclusivity and diversity as essential for creating an effective and supportive environment where everyone can feel comfortable to express their whole selves. As an organization dedicated to supporting newcomers and underserved communities, Skills for Change is especially concerned with being representative of the communities it serves.

Our Foundational Principles

Skills for Change's Foundational Principles underpin our intended outcomes. Our values inform how we work, and our Foundational Principles inform why we do what we do. These are the Principles we embed in our programs and our motivations. At Skills for Change, our foundational principles are:

Client-Centered

Our primary focus is on our clients, the newcomers and underserved groups who have come to our communities to create a life for themselves and their families. We strive to serve the underserved and engage the unengaged.

Optimism

We approach our work with the belief that we can work through the complexities of the sector and our clients' realities to meet their needs and facilitate positive experiences within our programs as well as society at large. Our optimism stems from our organization's collective belief that our work will have positive outcomes and impacts at the micro and macro levels.

Engagement

We believe that meaningful engagement must be both internal to our own organization as well as focused externally on our clients. Skills for Change emphasizes engaging those we serve and work alongside to produce meaningful results. Our staff reflects the clients we serve and all staff play a critical role in serving as catalysts for the success of our clients.

Our Alignment with the Sustainable Development Goals

The United Nations (UN) Agenda 2030 and the Sustainable Development Goals (SDGs) aims to transform our world. The Goals are a call to action to end poverty and inequality, protect the planet, and ensure that all people enjoy health, justice and prosperity. However, progress is a shared responsibility; the government of Canada's National Strategy seeks to advance the SDGs through dialogue, participation and collaboration.

At Skills for Change, our strategic goals are aligned with the Sustainable Development Goals as well as the government of Canada's commitment to build stronger, safer, and more inclusive communities that leaves no one behind. Our programs target immigrants, refugees and underrepresented groups to provide skills training and secure employment, promotes wellbeing, builds confidence and creativity, and promotes productive employment and decent work opportunities for all. This has translated in large measure to underscore the following:

1. **Reduce Poverty through Decent Jobs**
2. **Settle newcomers to build a life in Canada.**
3. **Build skills to promote increased labour market freedom.**
4. **Improve Mental Health and Wellbeing.**
5. **Advocate for environmentally sustainable and healthy communities.**
6. **Combat social and professional isolation through mentorship and networking.**
7. **Help underserved seniors to make friends and be digitally safe.**
8. **Empower entire communities to work towards eradicating systemic racism.**
9. **Provide youth with equal access to opportunities.**
10. **Promote gender equality.**

Specifically, our programs are targeted at the following Sustainable Development Goals:

SDG 1: No Poverty – Global statistics reveals that more than 700 million people live in extreme poverty on less than \$1.90 a day and an estimated 71 million additional people around the world will be pushed into extreme poverty due to COVID-19. At Skills for Change, our programs provide various forms of support for clients, building their resilience, reducing their exposure and vulnerability to extreme conditions and building their economic power to earn above the poverty line of \$1.25 per day.

SDG 3: Good Health and Wellbeing – Our programs focus on ensuring healthy living and promoting mental health and well-being of clients by providing mental health & wellness workshops, counselling by certified counsellors and referrals to other community interventions and support groups. We provide tools, resources and wrap around support to reduce social isolation and increase self-esteem, networking as well as build confidence.

SDG 4: Quality Education – Through our programs, we ensure inclusive, equitable, quality education and promote lifelong learning opportunities for individuals and groups by focussing on providing mentoring and skills development trainings and workshops while ensuring diversity, equity, and inclusion as well as eliminating all forms of discrimination. Our learners also acquire the knowledge and skills they need to promote sustainable development.

SDG 5: Gender Equality – Achieving gender equality and empowering women and girls, is a global goal to reduce barriers for vulnerable populations. Therefore, addressing systematic barriers facing women and other groups, is a key strength of programming at Skills for Change. Our programs ensure participation, representation, leadership, information and communications to promote the empowerment of women and all groups.

SDG 8: Decent Work and Economic Growth – Our skills training and other development focused programs promote inclusive and sustainable economic growth through productive employment and decent work opportunities for all clients. This contributes to reducing the number of individuals and youth, not in employment, education or training by providing them access to employment and continuous training

SDG 11: Sustainable Cities and Communities – Sustainable development cannot be achieved without significantly transforming the way urban spaces are built and managed. Through continuous education and advocacy with key stakeholders and groups, our programs seek to ensure inclusive, safe resilient and sustainable cities and settlements for all.

SDG 13: Climate Action – Climate change is a global challenge and taking urgent action to combat its impacts is a key sustainability indicator across the SDGs. Our climate action initiative, seeks to mitigate the effects of climate change through holistic youth-led interventions. Through education and engagements, our programs will increase awareness of sustainability and contribute to building environmental sustainability championed by community change agents.

Executive Message

Stakeholders and Community,

I am honoured and delighted to introduce you all to this year's annual report, a momentous occasion where we reflect on our achievements, and the impact we've made on our community.

First and foremost, I want to highlight the profound alignment between Skills for Change's programs and the United Nations Sustainable Development Goals (SDGs). Our commitment to making a difference in the lives of individuals and communities is deeply rooted in these global objectives. Today, I would like to draw your attention to how our work contributes to several key SDGs:

SDG 1: No Poverty

We firmly believe that access to education and job training can break the cycle of poverty. Our programs empower individuals to lift themselves and their families out of poverty by gaining essential skills and finding meaningful employment.

SDG 3: Good Health and Well-being

Health and well-being are not just physical but also mental and emotional. Our holistic approach to education ensures that our participants are not only professionally skilled but also equipped with the resilience and well-being tools necessary to thrive.

SDG 4: Quality Education

Skills for Change provides quality education and training opportunities to all, regardless of background. We strive to bridge educational gaps and promote lifelong learning for personal and professional growth.

SDG 5: Gender Equality

We are committed to promoting gender equality in all aspects of our work. Through our programs and initiatives, we aim to empower women and create a more inclusive society where everyone has equal opportunities to succeed.

SDG 8: Decent Work and Economic Growth

Our core mission is to prepare individuals for the workforce and wider community. By doing so, we contribute to the growth of local economies and help create a world where decent work and economic opportunities are accessible to all.

SDG 11: Sustainable Cities and Communities

As we successfully conclude our 2018–2023 strategic plan, we are proud to have played a role in building stronger, more inclusive communities. Our work fosters diversity and inclusion, making our cities more sustainable and vibrant.

SDG 13: Climate Action

Skills for Change recognizes the importance of addressing climate change. We incorporate sustainability practices into our operations and encourage our participants to be environmentally conscious, contributing to global efforts to combat climate change. Driving these SDGs forward is not just a matter of responsibility; it is a moral imperative.

As we celebrate the completion of our 2018–2023 strategic plan, we recognize the immense importance of our work in realizing these global goals and highlight where we were to how far we've come in delivering our strategic priorities.

Enhanced Organizational Capacity

We are incredibly proud of the strides made in enhancing organizational capacity in 2022–2023. One of our most remarkable achievements was the successful transition back into the office environment after two years of remote work during the challenging times of the COVID-19 pandemic. This transition required adaptability, resilience, and a deep commitment to ensuring the safety and well-being of our staff and participants. We not only met this challenge head-on but also used it as an opportunity to reimagine the way we work. Our return to the office has not only strengthened our sense of community but also reaffirmed our dedication to providing in-person support and resources, ultimately enhancing our ability to fulfill our mission and serve our community effectively.

Recognizing the growing complexity of our organization, we identified the need for an operations department to oversee critical areas such as facilities management, building compliance, and digital transformation, ensuring a seamless and efficient operation for the benefit of our community.

Review and Expansion of Programs

Our return to the office in April 2022 not only strengthened our commitment to in-person support but also empowered us to expand our program offerings. We were able to provide a dynamic hybrid model of services, combining the best of both worlds – in-person and remote. This innovative approach allowed us to reach even more individuals and communities, offering greater flexibility and accessibility while maintaining the quality and impact of our programs. In addition, we increased our evaluation and research capacities with a key research project funded by the Future Skills Centre to examine the working conditions of migrant workers in the hospitality sector. We also enhanced our government relations, with a highlight of Canadian Senator Andrew Cardozo visiting our offices and learn more about our work. We continued to strengthen our employer engagement model, building key partnerships with corporate and employment partners, offering over 500 job opportunities to our clients this year.

One of our key highlights for 2022–2023 was the creation of our Sustainability department. This department was created to formalize our commitment to environmental responsibility and social impact, ensuring that sustainability becomes an integral part of our organizational culture and programming.

Funding Diversification

We continued to make investments in our program design process and team to effectively diversify our sources of fundraising and sustainability of our organization. We implemented a new fundraising plan and established key partnerships with corporations, including Laurentian Bank and Kinross Gold, who in addition to the Ministry of Labour, Immigration, Training and Skills Development, invested in our Black Youth in STEM program; following a competitive process across North American organizations, TD granted us \$1,000,000 to develop a Youth Climate Action Initiative through their Ready Challenge. In addition to new funding opportunities, we received funding for the first time to deliver two Skills Development Fund projects in Cybersecurity and Skilled Trades Pathways (commenced in April 2023) through the Ministry of Labour, Immigration, Training and Skills Development and renewals for programs including Pre-Apprenticeship training (commenced in April 2023), Data Analytics with TD and Women and Girls Circle Project, funded by the Canadian Women’s Foundation, to name a few.

People Management

In our relentless pursuit of excellence, we have made significant strides in advancing people management within our organization. This year, we have invested in top-tier talent, expanding our teams to bolster our capacity to deliver programs effectively. The creation of a dedicated department to support our agency's growth has been a pivotal step, ensuring that our operations remain efficient, and our services continually improve. Furthermore, our commitment to our staff's well-being and engagement has never been stronger. We have introduced a vibrant social committee, fostering camaraderie and a positive workplace culture through exciting events and activities. The launch of a weekly CEO update keeps our team informed, engaged, and aligned with our vision, while our ongoing wellness initiatives underscore our dedication to nurturing the holistic health and happiness of our valuable staff members. These collective efforts underscore our belief that our people are our greatest asset, and by investing in them, we amplify our potential for success.

We would like to thank our management team for leading the continued growth of the Agency. We'd like to thank our Board of Directors for their oversight and engagement in ensuring we are delivering our strategic plan effectively. We would like to thank our staff for their commitment to the work and to our clients and delivering excellence in programming. In addition, we'd like to thank our funders, donors, sponsors and community partners for their incredible support and trust in our organization to deliver. We'd also like to thank our many volunteers and mentors for supporting the journey of our clients. Thank you all for being a part of our journey. Together, we will continue to make a difference and shape a better future for all.

Thank you



Alex Petrovic
Chair of Board, Skills for Change



Surranna Sandy
CEO, Skills for Change

Newcomer Services

Experienced Settlement Outreach Workers assist newcomers to Toronto in their settlement journey through supportive one-to-one counselling, information, orientation and workshops on a range of topics related to settlement such as housing, government services, language training and accessing financial support, and provide referrals to relevant programs and services.

Through the IRS Hub (funded by IRCC), we serve Permanent Residents, Convention Refugees and Ukrainians through CAUET.

Through the Newcomer Settlement and Labour Market Orientation (NSLMO) Program (funded by the MLITSD), we support naturalized citizens, permanent residents, refugee claimants, temporary foreign workers, international students and Ontario provincial nominees and their dependents.

IRS Hub		
1099	172	916
clients served	workshops on settlement topics	workshop participants

Newcomer Settlement Program	
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835 clients **83** workshops on settlement and labour market orientation

Through settlement services, clients had their settlement needs assessed, received referrals to appropriate services and gained knowledge and skills to help them to overcome barriers specific to the newcomer experience, so that they can participate in social, cultural, civic and economic life in Toronto.



Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada



Client Testimonials

With support from the Settlement Outreach Worker, the client found a volunteer position in a food bank, obtained her work permit and secured a position as a shelter relief staff.

NSLMO client

The client found a full-time position as a legal secretary at SMC Versatil

NSLMO client

The client was able to start ESL classes to improve her language skills in order to secure employment.

NSLMO client

A female refugee came to Canada. She was a Judge in Afghanistan. She was facing trauma and was feeling hopeless because she was interested in applying for a scholarship to start afresh in Canada to support her family and the deadline was approaching. She came to know about Skills for Change through an information session at a community agency. Settlement Staff not only assisted her in applying for the scholarship but also with the mental health and wellness referral. She was provided information about the language classes for smoother integration and was supported to secure affordable housing.

IRS Hub Client

Workplace Career Connections Program (WCCP)

The Workplace Career Connections Program (WCCP) is a 5-week hybrid program designed to assist internationally-educated professionals (Permanent Residents, Convention Refugees or Ukrainians under the CUAET program) in Ontario to enhance their knowledge of Canadian workplace culture, utilize interpersonal skills as a job search strategy, and develop job search techniques so they can find and keep a job in their field or in a related field.

Statistics	
61	10
clients served	courses delivered

Through the WCCP program, clients were able to improve their workplace verbal and written communication skills, learn about their profession in the Canadian labour market and strengthen their job search tools and skills. Clients completed the program better-able to navigate the Canadian job market, demonstrate their competitive edge and in many cases were able to secure employment.

Client Testimonials

"Josee was a great instructor. The inputs she provided were definitely valuable as this is my first Canadian job."

-Lakshmi

(She secured a job as a Business Tech Analyst at Deloitte)

"I was the student of teacher Henry (Henry Drake)'s class. I enjoyed his class very much for his humor, helpful training and sharing."

-Xiaoyun (Susan)

"I found it so helpful. All my teachers in Skills for change helped me to boost my self esteem and confidence. Skills for changes had a great impact on my job search journey."

-Farinaz

(Secured position with medical company as QA & Regulatory Affairs Assistant)

"I have attended many sessions offered by Skills for Change like resume writing, LinkedIn update, workplace career program which helped me to achieve my end goals. Thanks to the team!"

-Client with an IT background

(Secured employment as a Net Api Developer at Tata Consultancy Services.)

Newcomer Employment Preparation Workshop

The Employment Preparation Workshop is a focused 3-day program for people looking urgently for a job. It's especially good for newcomers and those who want to polish their resume and cover letter to apply for a job. The program features a combination of group workshops and personalized guidance, empowering clients to quickly enhance their professional portfolio. Whether new to the job market or seeking quick job placement, this program equips clients with essential skills for success. Topics covered in the program include strategic job searched, targeted cover letters and resumes, interviewing for success, labour market information and one-on-one resume review. While the program is targeted towards Permanent Residents, Convention Refugees and Ukrainians under the Canada-Ukraine Authorization for Emergency Travel (CUAET), others are welcome to join the sessions.

Statistics

71

clients served

17

clients secured
employment

19

workshops

Through the employment preparation workshop, our clients were able to gain essential skills and knowledge to build and refine their job search tools to enable them to be competitive in their job search journey. Many clients successfully secured employment in their fields. Examples of positions secured include Project Coordinator, Mechanical Designer, Drafter (Architecture), Accounts Receivable Clerk, Civil Engineering.

Client Testimonials

"Thank you Skills for Change for all of your assistance and thank you to (the employment preparation workshop instructor) for all of his help"

-Sanjay (who found a position in civil engineering)

Mentoring for Change

The Mentoring for Change program has a 30-year positive track record of assisting skilled internationally educated professionals in their settlement process, language skills development, entrepreneurship guidance and search for employment.

Mentoring is a core service offered to internationally trained professionals, as post-program support for clients who have completed employment preparation programs at SfC. The objective of the program is to assist internationally educated professionals in their search for suitable employment. This is done by matching them with volunteer mentors who provide support and guidance in the job search process. The program recruits Mentors from a wide range of sectors, industries, and diverse populations. Mentors commit time and resources to ensure that mentees receive the guidance and support needed to achieve their professional goals.

Statistics

128 total mentoring matches

34	23	15	32	32
under employment	under settlement	under language	group mentoring for women	group mentoring for youth

Through the mentoring program mentees were able to build their confidence, expand their networks, and discover new opportunities to advance on their career path. In many cases the mentoring program was instrumental in helping job seekers to find suitable employment.



Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada

Client Testimonials

"I have a PhD and work experience of 12 years in research and management before coming to Canada. I was searching for volunteering opportunities online and came across Skills for Change. As I was a newcomer, I had not known much about the organization. Through the information gathered online, I learned that SfC worked with immigrants and newcomers and applied for a volunteering position. I also applied for mentoring and was matched with a mentor who guided me through my search for employment. My experience in mentoring provided me with practical and relevant information from a mentor whose background in Human Resources and lived experience as a newcomer in Canada, made me feel comfortable and confident as I went through the process. She worked with me in preparing resume and cover letter while applying for jobs. She also helped me to prepare for job interviews. She was very kind, and she motivated me to keep applying until I find a good position. After a period of one month, I received a job offer with a startup as their General Manager. The most valuable outcome of the mentoring process is the confidence I gathered because of my mentor's support. I was becoming frustrated with the job search process in Canada, and she supported me and motivated me to search for new ways of searching and applying for jobs. I really thank my mentor and SfC for helping me to land my first Canadian experience."

-Mentee 1 - Researcher and Program Management

"My Mentor got me a job with his company. I'm going to start my Canadian career in (his) team tomorrow. I'm so happy and lucky to have this opportunity. I know I would not have had this opportunity or met with (the mentor) without your help. Very much appreciate your help on this."

-Mentee 2 - Accountant

Client Testimonials (contd.)

"This is to inform you that after 6 weekly sessions with (my mentor) I got Hired ! YES, YOU READ IT CORRECTLY! My first job interview, after starting mentoring sessions with (my mentor), it was a different feeling! She gave me all the confidence/energy after going through her magical mentorship! If someone wants their desired job badly and doesn't know how! connect them with (this mentor). Thank you for connecting me with (my mentor)!"

-Mentee 3

"I am expressing my sincere thanks for your advice in terms of the right attitude and approach to communicate with colleagues, professionally etc. You guided me patiently throughout the whole communication process and now I feel more confident in my conversations. I had a great experience in mentoring. Thank you so much for your dedication in helping newcomers! I had a good job as an IT; however, I was not able to communicate well with others at work. I have good IT skills, and perform my technical tasks very well; however, I was uncomfortable during meetings and so I decided to seek help to improve my English conversation, that's when I reached out to Skills for Change and asked for language mentoring. My mentor, an English teacher, helped me to communicate better. She taught me how to speak clearly and how to take time to listen. I can say that mentoring was a big help to me. I had a great experience in mentoring, and I am thankful to my mentor."

-Mentee 4

LINC (Language Instruction for Newcomers to Canada)

SfC offers LINC programs at the intermediate and advanced level for newcomers to Canada seeking to improve their English reading, writing, speaking and listening skills. The program offers a supportive environment in which students learn about life in Canada, Canadian culture, becoming a citizen, living and working in Canada and other useful information while also strengthening their English. For LINC students who are parents or guardians, childcare for children aged 19 months to five years old is also provided. Language testing using the Canadian Language Benchmark (CLB) is conducted, and the Portfolio-Based Language Assessment Model (PBLA) is applied throughout the program.

The program serves Permanent residents, Convention Refugees and Ukrainians under CAUET.

Clients Served

180

clients were registered in the LINC program.



10

classes were held (each 8-10 weeks), five at the intermediate level and 5 at the advanced level.

Key Successes

Through the LINC program our clients were able to improve their English reading, writing, listening and speaking skills, build their confidence in using English and develop a greater understanding of Canada and Canadian culture through language instruction tailored to the individual needs of students and virtual and in-person field trips.



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Client Testimonials

"I missed Tetyana and Richard so much, really appreciate they taught me a lot about English knowledge and the history of Canada, even the way of life here. Literally, they make me love this country."

-LINC student

"I would like to thank you from the bottom of my heart about the unforgettable journey with SFC it was a great pleasure for me to have you such an amazing instructor i had ever seen. From my experience with SFC Agency I will be very proud to recommend it to every newcomer. Thank you SFC for the great opportunity to learn new helpful and interesting information about Canada."

Yesterday i was between mixed up of emotions as you said bittersweet exactly, from one hand i was upset and sad that i have to leave the school and from the other hand was happy for my new status in Canada after 7 years, whoever it is never too late."

I send you my virtual sincere hugs and to all my classmates as well i really miss you and for sure i will pass by once i will have a chance. I can't thank you enough Tetyana for all the support, assistance, motivations you gave me, you're such an angel, down to earth person, humble, sense of humor all the times, positive energetic good advisor..."

-LINC 4-5 student (she received her Canadian citizenship and therefore was no longer eligible to participate in the program. Her language level supported her application for Canadian citizenship)



Youth Leadership Programs – Lead On!

Lead On! Is a 10-week youth leadership program that was created to support youth to develop their skills, networks, experiences, and better integrate into the Canadian environment.

Through the program, youth are introduced to the concept of youth leadership, build life skills to lead and put their skills into action. They also received one-to-one support from the youth worker to address their settlement needs, whether it was coaching on educational pathways, job search preparation or general information about services available to newcomers to Toronto.

The program serves youth who are Permanent Residents, Convention Refugees or Ukrainians under the CUAET program

Statistics

66 Eligible youth clients (ages 16–29) participated in in three cycles of the 10-week youth leadership program and a 3-day boot camp summer session.

Youth new to Canada was unsure about how to obtain financial support (OSAP) to pursue academic studies. The Youth Outreach Worker assessed the newcomer youth's needs and was able to help them with understanding the available financial supports and where/how to apply. This resulted in the newcomer youth successfully completing the application, their first step to meeting their education goals in Canada.

A young client received one-to-one mentorship from the youth outreach settlement worker on developing their resume, preparing for their job interview, and securing a job position. As part of the mentoring process, they explored the different academic and professional pathways that could be taken.



Refugee Integration Services for LGBTQ+ and Female Afghan Refugees

The program provided resettlement services to Afghan refugees with focus on engaging Afghan refugees who are women and/or members of the LGBTQ+ community through one-on-one and family supportive counselling.

Statistics

165 unique clients served

Workshops Held

- Series of workshops on Life Skills
- Stress Management
- Navigating Resources in the community

Through this program the clients learned how to navigate resources in the community, access mental health services, mentorship, career planning and meaningful engagement.



Community Partners:

Lifeline Afghanistan
Afghan Women's Organization
Rainbow Railroad
ASAAP (Alliance for South Asian Aids Prevention)

Client Testimonials

"I was not sure what to do in this country, and my eyes were looking at everyone for help. I was feeling isolated, depressed and had no hope. I spent several months at home and did everything to secure a decent job, but all my efforts didn't yield any result. After months, I convinced myself to reach out to the community services, to get a suitable job for myself. I was introduced to SfC's program and services by a Settlement worker in Toronto and it changed my life.

I received training on how to improve my resume, cover letter, prepare for interview skills and job search techniques. It helped me bridge the gap and build confidence. I started reapplying for jobs and in about just a month, I was invited for an interview with the Global TV, one of my favourite employers. My dream came true. I got the job offer. I was thrilled beyond words can explain when I got the offer letter.

*I am now working as a full time employee with the Global TV and enjoy the work in my field of journalism.
A big Thanks to the SfC team for your help!"*

Client A

Client Testimonials

"I felt rejected by the Afghan community in Toronto. Being gay is considered dirty, sinful, and haram. I was having a hard time adapting to a new life in Canada and like other immigrants, finding a house was extremely challenging. I was forced to live in shelter or streets for days and was at high risk of becoming homeless and abused as gay Afghan. I had applied for the Toronto community housing but due to significant demand of housing need, the process was taking forever.

I was introduced to Skills for Change by another community organization and it is the best thing that ever happened to me. SfC's settlement outreach worker helped me in following up with the Toronto community housing team, and finally my housing application got approved.

I have finally moved into my house and it would not have happened without the intervention of the SfC team.

I have been living with HIV and was finding extremely difficult to interact with the medical doctors as well. Skills for Change helped me in this too. I was able to receive regular interpretation services with my doctor and other agencies. I am very happy and relieved by receiving support and services from SfC.

Thanks for all the support. This is an amazing organization. The future finally looks bright. SfC makes you stronger!"

Client B

Youth Climate Action Initiative

Our mission is to empower youth to be active drivers of sustainability in their communities. We achieve this goal by providing education and training on climate change, sustainability, leadership, and team building to young people across the Greater Toronto Area. Through various sessions and workshops, we equip participants with the skills, knowledge, and hands-on experience needed to spearhead their own climate action projects and create tangible positive changes in their communities.

This 10-Week Program Consists of:

- Weekly sustainability and leadership-focused learning sessions
- Educational tours, events, and workshops in the community
- Nature-based activities such as urban gardening, tree planting, and forest therapy walks
- The opportunity to develop your own Community Climate Action Project

Eligibility:

- Youth ages 16-29
- Resides in or around the GTA, particularly in the Jane and Finch, Weston, Thorncliffe Park, Flemington Park, and Black Creek areas (but all are welcome to join!)
- Has an interest in sustainability and community climate action

Statistics

33 sign-ups

24 actively engaged participants

Workshops Held

3 workshops delivered **20** participants (on average) per workshop

- Defining Sustainability: Learn about sustainability, the UN SDGs, and why more actions are needed to solve the planet's most pressing challenge of climate change.
- Identity, Environmental Justice & Equity: Learn about the intersection of identity, environmental justice, and equity. Gain insight on the environmental justice movement and the impacts of policy and advocacy in promoting justice and equity.
- Identifying Sustainability Needs in Your Community: Listen to Project Pitch Presentations from Community Project Leaders and select a project team! Explore community needs and assets related to your selected project.

TD READY
COMMITMENT

Mental Health and Wellness Services

The Mental Health and Wellness Services is a SfC support program that provides readily accessible culturally safe and responsive mental health counselling for newcomers, refugees, and underserved groups including youth and seniors from diverse culture, ethnicity, gender and sexual expression. With the understanding that there is no linear way to access mental health and wellness services, the program is broken down into accessible components that support clients to engage in ways that are appropriate and responsive to their individual needs using a range of interventions. The interventions are grounded in trauma-informed, anti-oppressive and anti-Black racist practices and the social determinants of health.

The information sessions are designed to help prospective clients to learn about the different ways to access the service including the confidential and hybrid methods of delivery and about how the information gathered will be used. The skill-building workshops are designed with the clients in mind and they usually offer psychoeducational and other resources that clients can integrate in their daily lives to support their physical and mental health growth and recovery. Clients learn new and adaptive skills and strategies to either improve or manage their mental health and wellness needs by participating in individual counselling. In groups, clients get to learn from each about healthy self-care practices and other ways to improve their overall mental health and wellness. Those clients who are not ready to participate in any of the other components can participate in regular wellness checks while staying connected with a mental health counsellor.



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada



Employment and
Social Development Canada

Emploi et
Développement social Canada



Community Partners

- Woman Abuse Council of Toronto
- METRAC Action on Violence
- Canadian Centre for Women's Empowerment
- WomenatthecentrE
- Newcomer Women's Services of Toronto
- Rexdale Women's Centre
- Rainbow Railroad

Clients Served

The Mental Health and Wellness Services team was very instrumental in serving over 2,500 clients across the different components of the program including intake and assessment, individual counselling and skill-building workshops. The team served over 240 seniors across the GTA including Burlington, Halton Hill, Milton, Oakville and Toronto supported by a 4-members senior's advisory committee of Irene Kantha Wilfred, Marc Seeman, Swarn Lata and Victor Stanley Rajasekaran. The team also collaborated with the senior management, marketing and some of the other programs to successfully host its second annual Together Against Violence Symposium with a focus on gender-based violence and gender inequality under the theme *Healing Communities One Conversation at a Time* with direct funding from the Canadian Women's Foundation. Gender-based violence and gender inequality mostly impact women, girls, 2-spirit, trans, and gender diverse people.

Statistics

698

intake and
assessed
clients

241

individual
counselling
clients

186

workshops
completed

1631

workshop
attendees

242

senior
attendees

No one is immune when it comes to impair mental health and wellness. Our clients including newcomers, refugees, underserved groups and women survivors of gender-based violence were able to learn new and adaptive skills and strategies to either improve and manage their mental health and wellness needs and to access a range of psychoeducational and other resources for themselves and their families either through individual counselling and skill-building workshops sessions.

Talk therapy remains one of the gold standards for addressing mental health and wellness concerns in youth and adult populations. By combining talk therapy with different modalities such as trauma-informed and client-centered approaches, the team was able to create multiple opportunities in the form of skill-building workshops for the clients to learn from and to share self-care practices with each other throughout the year. The team also offered some mentoring opportunities where clients were able to gain leadership skills to support their settlement journey.

Client Testimonials

"I am beginning to reconnect with family and friends after years of feeling alone and isolated out of fear of feeling unsafe and undeserving of love and respect. I know it will take some time for me to get there, but this counselling support has helped me to make the necessary steps towards healing."

-Client A

"I am beginning to feel like I want to seek out gainful employment after learning how to better manage my trauma and mistrust of others. Thanks for the support you offered me during this challenging time. I was struggling to do it on my own."

-Client B

"Working through my trauma was difficult to the point that I contemplated suicide many times. Today, I am less suicidal and I am learning to work through my traumatic experiences on day at a time with grace, compassion and self-care; things I learnt from working with you."

-Client C

Black Community Access & Programming

Black communities in Canada have diverse experiences and backgrounds which contribute in many ways to the growth, diversity, and development of the country. However, Anti-Black racism and systemic racism have made it more difficult for Black people to gain access to certain resources more easily available to other non-racialized members of the Canadian Society. At Skills for Change, our Black Community Access and Programming (BCAP) department, provide access to resources and program offerings for the continue economic and leadership empowerment for Black communities in Canada.



Community Partners

- York University
- Imhotep Legacy Academy
- Centennial College
- East Scarborough Storefront

Black Leadership Institute (BLI)

The Black Leadership Institute (BLI) is a training program for Black professionals interested in leadership development, theory and experiential learning to gain transferable skills required to drive change in their local communities. Through the Canadian Women's Foundation Investment Readiness Program, Skills for Change is testing long term, sustainable models of program delivery for individuals and organizations.

Skills for Change's inaugural Scholar in Residence, Professor Wesley Crichlow leads the curriculum development, facilitation and research for the BLI . Professor Crichlow is an African/Black Canadian Critical Race Theorist Intersectional Decolonial Scholar whose work critically connects Theories of Enslavism Anti-Blackness, Intersectionality and Decoloniality as the signature praxis and framing for his research, teaching and service.

72 clients served

Black Youth Action Plan (BYAP)

41 clients served

The Black Youth Action Plan STEM Project, is an afterschool program designed to empower and support Black youth aged 14–18 in underserved communities who are interested in pursuing careers in science, technology, engineering, and math (STEM).

In this unique program includes interactive learning, mentoring, career pathway development and mental health support. The program explores 3 streams, Aerospace & Aviation, Biomedical Sustainability and Technology Software Design.

The project is part of the Ministry of Citizenship and Multiculturalism’s Black Youth Action Plan (BYAP), which aims to increase opportunities and reduce barriers for Black youth in the Greater Toronto Area.



Jane and Finch Bridging from Education to Employment (JFBEE)

The Jane–Finch Bridging Education to Employment is a collective initiative that aims to bridge the gap between education and employment, by connecting and empowering youth to influence service providers in the Jane–Finch community in a way that provides sufficient youth voice, representation and influence. 8 youth leaders served as members of the youth leadership table and 2 youth fellows exercised their leadership skills in addressing local youth problems.



Black Youth Entrepreneurship Initiative (BYE)

BYE offers free Entrepreneurship training program to assist Black Youth in the Greater Toronto and Hamilton (GTHA) region to enhance their entrepreneurial skills, knowledge, and mental well-being. The BYE program is supported by MONAT Gratitude through a 10-week virtual program for Black youth aged 16–29.



Black Advisory Hub (BAH)

The Black Advisory Hub is a national program across Canada to support Black Canadian entrepreneurs to launch and grow their business through business fundamentals training, mentorship, entrepreneurial programming, webinars, and workshops.

Statistics					
61	1	3	10	4	2
entrepreneurs supported	new internal job	new businesses supported	new collaborations	external jobs	new partnerships created



Bridging the Gap: Seniors' Tech Training

Bridging the Gap is an intergenerational learning project that supports isolated/vulnerable seniors residing in GTHA through technology training. Staff and trained volunteers provide workshops and one-on-one coaching to promote connection to family, friends, and community through technology and community referrals. With a focus on safe online navigation and avoiding scams/illegal activity, staff and volunteers develop learning goals in collaboration with participants' needs.



Women on The Rise: Data Analytics and Leadership for Black Women

Through funding received by TD Bank, Women on the Rise equips underemployed or unemployed, internationally educated Black women with data analytics and leadership skills to bridge into employment. The program is framed in the lens of anti-Black racism and women empowerment and provides participants with the opportunities to build networks and mentorship through curated workshops, speaking events and panel discussions.

Statistics				
200	65	210	8	3
applicants	registered participants	leadership panel attendees	employment workshops with EO	panel discussions on Black women leadership



Black Solidarity: Black History Month Events

Skills for Change celebrated the achievements of Black Canadians and their communities with dedicated events to explore the legacy, history, heritage, traditions and culture of African Canadians. Through the exploration of the theme: “Black Solidarity: Recognizing Historical and Cultural Richness”, Skills for Change hosted 2 panel discussion and performance events in February 2022 to celebrate Black Excellence across multiple sectors.



Employer Engagement and Partnerships

Skills for Change is a pioneer in implementing the Collaborative Workforce Development model for supporting the employers with a high-quality talent pipeline. We have evolved this model over years but the last couple of years have been instrumental as we collaborated with employers across sectors to understand their take on the prevalent issue of “skills gap” that has created a vacuum for both job seekers and employers in the Canadian Labour Market, which escalated further during the pandemic.

The focus of our employer engagement services is to take a holistic approach to workforce development.

Through the support of our employment programs, we equip the job seekers with skills development training and creating meaningful employment opportunities for them so that they could not only prepare themselves to get a job but also to perform it well and eventually get retained for a career progression.

We also work to understand the specific recruitment and training needs of employers and provide them access to a talent pipeline in advance so that they could collaborate in helping these talents nurture their employees in the near future. Access to this talent pipeline enables employers to implement best practices at their workplace and strengthen their work-culture to accommodate diverse talent, which eventually leads to high productivity and less churn.

With this model, not only the hiring and placement numbers have seen a qualitative rise but with increased our touch-points with employers, including on other collaborative initiatives, including Speaker Series, Industry Work Insights Series, Sector-specific Recruitment Events, Mentoring and Networking Events

Statistics				
1500+	283	520	24	23
Total ongoing Employer Partnerships	Partnerships Established in 2022-2023	Jobs Shared with Skills for Change clients	Employers supported through government financial incentives	23 industry events organized (including mentoring, industry insights)

Employer Testimonials

"Skills for Change provided us the training that not only helped us achieve our goals but set us up for future success."

-Yorkdale Toyota

"Our company was looking for new employees who were looking to change career paths and get experience in the trades. Skills for Change quickly paired us with potential candidates and assisted with training and safety related costs. They made the process quick and easy while providing valuable resources to our company"

-Spalding Construction Inc.

"For now, I can say that "Skills for Change has been very professional and reliable regarding their assistance with providing candidates. Oriole Landscaping is grateful that they reached out to us."

-Oriole Landscaping

"We are glad that our recruitment team gained the incentive from Skills for Change, it reduces our financial pressure significantly and higher the efficiency of the recruitment process."

-City Rangers

Employer Testimonials (contd.)

"We have partnered with Skills for Change for approximately two years and have very much enjoyed the relationship we have built together. As believers in diversity and equal opportunity within the workforce, it was great to know that there was an organization with similar beliefs and standards. Skills for change was able to assist us in our hiring process and encourage our new hires to develop their knowledge further and garner any skills they would need within the landscape industry. We highly encourage anyone seeking assistance with their career path to reach out to Skills for Change. They are a wonderful organization that will help lay the proper foundation to pave the way for your future."

-Gardenzilla Lawn and Gardens

"The trainees are all doing exceptionally well, are well trained and portioned for long-term success and most importantly long-term retention which is important to both of us. Everyone internally is raving about this and it could have happened without your support and the support of the COJG program. I am not involved with the trainees once they are hired, but I also asked so I thought I would share with you the feedback I received. So we are 100% pleased with the success of this program and the training the team received. Hopefully, in 7-9 months from now we can revisit a second round of new hires and possible training as a tier 2 application but that is obviously premature right now. We will follow up with you when we get closer to that date.

We appreciate your continued help and guidance. I plan on writing a 5-star google review, to express our gratitude and share both our success and our experience...all of which is exceptional. Please thank whoever was involved with the approval progress on your end and we look forward to working with you again in the future."

-Barber Industry Specialists

Employment Services - Employment Ontario

Employment Ontario 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. Services include: Information & Referral, Job Search, Job Matching, Placement and Incentives, mentoring.

Employment Ontario serves: Canadian citizens, Permanent Residents, Protected Person/ Convention Refugee, Refugee claimant on work permit currently unemployed or working less than 20 hours per week.

EO West Statistics

269

completed our Assisted Services by the end of the fiscal year

144

clients found employment/ career path

49

clients pursued training/education

Exceeded Customer Satisfaction targets at **106%**
Exceeded Service Coordination targets at **210%**

EO East Statistics

247

completed our Assisted Services by the end of the fiscal year

142

clients found employment/ career path

31

clients pursued training/education

Exceeded Customer Satisfaction targets at **106%**
Exceeded Service Coordination targets at **230%**

Workshops and Events Held

The EO West office held workshops and events monthly ranging from job search skills, Better Jobs Ontario, Diversity & Cross Cultural Communication, multi-employer career days and special guest speakers series. Overall 2536 clients attended our workshops.

Work Insights with CPAs

Company Insights with Waste Management.

Employer Ontario cohosted a session with the TTC to discuss opportunities for women as transit operators.

Hiring event information by Canadian Coast Guard for permanent and temporary positions.

Through this program clients were able to build their employability skills, secure decent employment and/or further education and Training in the sector best suited to address their needs and priorities.



Ministry of Labour, Training
and Skills Development

Community Partners:

Mount Dennis library, Ability Learning Network, Salvation Army, Eva's Initiative, FJC Refugee Centre, Culture Link Settlement & Community Services, the Centre for Spanish Speaking People (CSSP), Toronto West EO Service Partners Network, Parkdale Employment Roundtable, Rockcliffe-Smythe Neighbourhood Action Partnership (NAP) and WES Gateway program, FYI, North York Women's centre and YWLCA

Client Testimonials

"My experience with Employment Counsellor has been great. She is very kind, warm, and reliable. She reviewed my resume and desired job position. I applied for the position and we had a mock interview. Practiced several most common interview questions. She was very honest all the time. Her feedback, support and positivity made me confident in my capabilities. My Employment counsellor also shared useful links and tips to prepare for my real interview. She also explained to me about employment support and sent LICO information and forms, which I did not know existed. I am so grateful for the opportunity."

EO West Client

"I'm happy to report that little by little things are starting to fall into place; all thanks to you and everyone at Skills For Change that took their time to help me prepare for my job interviews and provided me with guidance about how to find a good company to work for. It was via your Job Board that I had the opportunity to connect with High Tech Genesis which in turn helped me to land my first job with this company called Cisco. If it weren't for you I'm not sure where I would be at this point... maybe back in Mexico? Who knows! The good thing is that now I'm part of the Canadian work force and from here on it all depends on how things progress as time goes by. I can't find the word to thank you enough for all the help and support you gave me during my trying times; it really helped me to overcome a few personal and professional challenges; I'm really honored to have been assigned under your care."

EO East Client

Employment Services - Accounting and Finance

Accounting and Finance is a 26 week program specifically designed for individuals 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, in order to find employment in their field.

This program is open to all suitable candidates on social assistance living in Toronto

Statistics		
56	31	100%
Clients screened	Clients served	Completed Training

Workshops:

Financial survival for entrepreneur by CPA Banking and Roles in Banking by RBC Credit History and Loans by RBC CPA Ontario's Own Your Future Conference Your Financial Readiness Kit: How to Plan for Uncertain Times by Credit Canada

Through this program clients were able to enhance their foundational skills set, interpersonal skills, career awareness and experience including securing employment through employer connections and mentorship.



Client Testimonials

The program was very helpful and covered all the essential subjects required for finding a job in the accounting sector. Additionally, all the Instructors have excellent subject knowledge, which made the learning experience enjoyable. "Finance, Sage ERP, Income tax subject instructors were awesome. Their teaching methodology was excellent, and they tried to give 100% of their knowledge. I am really impressed and thankful to them." Thank you for the opportunity."

-Client A

The client conveyed her regards and thanks to all SFC team members. She expressed that the knowledge, education, and skills received from the instructors is extraordinary. She wished to have more classes as the instructors were remarkable.

"I would say that I am the luckiest girl among thousand of migrants to get this opportunity and I am sure this will help me to be one of the best employee /Accountant in the country. Thank you all for your support in helping me accomplish this program. You all deserve ★★★★★ "

-Client B

"Thanks to this program. I gained knowledge and even experience. It is beneficial for professionals who are new to Canada. It is a valuable program for finding a job in Canada. And yes, I found an accounting job. I want to express my sincere thanks to the Skills for Change organization, its staff and the trainers for providing this opportunity."

-Client C

Employment Services - Health Informatics

The 8-week Health Informatics Bridging Program provides internationally trained newcomers with a background in healthcare or the IT sector, the knowledge, and experience they need for a rewarding career in the field of Health Informatics. This program is for Permanent Residents and Conventional Refugees with Post-secondary degree and work experience in healthcare or IT.

Statistics		
100	66	112%
Clients screened	Clients served	Completed Training

Workshops:

Collaborating to provide Health Information and Digital Tools

Consumer health informatics

Research In Health Informatics

Through this program the clients from the Health care and IT background got the opportunity to learn and develop their skills to navigate career pathway in the Health Informatics sector by securing internship, employment, further education and/or training



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Community Partners:

Canada Health Infoway

Women's College Hospital

OntarioMD

Client Testimonials

"This is Sana Zaka an attendee of Cohort 13 Health Informatics bridging program offered at Skills for Change from Feb 6- Mar 31, 2023. I arrived in Canada in November 2019. After I came to Canada, my greatest barrier was not being able to work in the health sector with my foreign education and experience. It's been a while since I have been trying to start working towards alternate career paths. While searching for any career opportunity in the healthcare sector, I came to know about Skills for Change through TRIEC. I signed up with them and kept a close eye on the programs they offered. I attended the information session, applied, passed the screening processes, and got selected to participate in the Cohort 13 Health Informatics Bridging program. Participating in this program has helped me choose my career plan with so much clarity in my mind and helped me clear my doubts to opt for this career path as an alternate career.

The mentoring program was helpful, and I was lucky to get a mentor with the same educational background as me. This gave me a clear understanding of how my previous educational background would help me in this discipline. I am enrolled in Sheridan College for my Graduate Certificate in Pharmaceutical Regulatory Affairs. In addition to this, I'm also enrolled in Google Career Certificate of Data Analytics. Currently, I am a full-time student"

*-Sana Zaka,
Health Informatics Client*

"I highly recommend the Health Informatics Program by Skills for Change to anyone looking to advance their career in the healthcare industry. The program offers a comprehensive curriculum that covers a wide range of topics related to health informatics, and the instructors are knowledgeable and experienced. The program provides an excellent opportunity for individuals looking to gain the knowledge and skills needed to excel in the healthcare industry. Overall, this program is well-structured, engaging, and provides students and professionals with the tools they need to succeed in this growing field."

-Client B

Client Testimonials (contd.)

"I am grateful for the opportunity, and all the valuable support that the Skills for Change team provided to people including me. Their assistance in creating resumes, developing networking skills, interviewing skills, learning how to apply transferable skills, and navigating various job search platforms has been invaluable. I gained a great knowledge in health informatics from instructors. Skills for change also helped me by creating an educational environment where everyone can get a chance to ask questions. They have also aided me in enhancing my presentation skills. The guest speakers from different fields expanded my knowledge of the work environment."

-Client C

Women in IT Pathways Program

Women in IT Pathways is a 20-week program that empowers women with education and/or experience in the technology sector by providing them training in IT Sales /Account Management, Salesforce, Agile Methodologies and Project Management. The goal is to support women in obtaining employment and/or further training in technical sales and IT project management.

This program is open to all suitable candidates who identify as Women and are living in Toronto on social assistance.

Statistics		
14	13	80%
Clients screened	Clients served	Completed Training

Workshops:

- Building Resilience and Setting Achievable Goals for Mental Wellness
- Life Skills
- The Power of Goal Setting
- Healing Communities One Conversation at a Time
- Workplace Professionalism

Through this program women upgraded and gained new skills sets to pursue further education and/ or employment through employer connections and mentorship in the areas such as Project Management, IT Sales, Salesforce



Client Testimonials

The client felt more confident in being introduced as an "IT Person". The client expressed that the instructors were very cooperative and patient. She thanked SFC staff for being cooperative and supportive all the time. According to her, workshops were helpful and meaningful for learning skills for life.

-Client A

The client was happy to share that her time at Skills for Change was truly exceptional. According to her, the program was not only enjoyable but also incredibly educational which equipped her with a plethora of valuable tools that have effectively paved the way for her exciting new venture into the world of IT. This experience has instilled a newfound confidence and enthusiasm within her to pursue a career in this dynamic field. She mentioned that the kindness and patience of the SFC staffs were unwavering, and they went above and beyond in supporting the students in various capacities. She thanked Skills for Change, for this empowering journey.

-Client B

Pre-Apprenticeship and Skilled Trades Programs

Skills for Change pre-apprenticeship programs served 119 people across the GTHA through six programs in Carpentry, Welding, Automotive, and Horticulture. Through our long-standing partnerships with Humber College, Mohawk College, and the Canadian Welding Bureau, participants across the Greater Toronto and Hamilton Area were able to access these valuable programs.

(HAM) Horticulture Technician Pre-Apprenticeship Training Program for Women - Primary - Horticultural Technician; Secondary - Arborist

The Horticulture Technician Pre-Apprenticeship Training Program for Women prepared people who have a keen interest in the skilled trades for employment in the landscape sector. Over the course of 21 weeks, the program provided primary training for horticulture technician and the secondary trade of arborist and was delivered in partnership with Mohawk College and Landscape Ontario.

Statistics			
287	9	4	68
Clients expressed interest in the program	Participants Registered	Info Sessions conducted	1-on-1 Info sessions were conducted
Key Outcomes and Successes			
6	4	1	
Participants successfully completed Level 1 training	Participants gained employment in primary or secondary trade	Participant secured an Apprenticeship	

The Horticulture Technician Pre-Apprenticeship Training Program for Women has made a significant impact by empowering individuals with a genuine passion for the skilled trades, particularly within the landscape sector. Equipping individuals with the knowledge, skills, and practical experience needed for careers in horticulture and arboriculture, has not only enriched the lives of its participants but has also contributed to the growth of a diverse and skilled workforce in the landscape sector.

The Horticulture Technician Pre-Apprenticeship Training Program for Women stands as a testament to our commitment to promoting inclusivity, skill development, and career opportunities in traditionally male-dominated industries. It has played a pivotal role in shaping the future of our participants and the landscape sector as a whole.



Corporate Sponsors and Community Partners

- Mohawk College
- CWB Group

(HAM) -Automotive Service Technician Pre-Apprenticeship - Primary - Automotive Service Technician, Secondary - Auto Body Repairer

The Automotive Service Technician trade introduced 24 students to the requirements and skills needed in the automotive industry in both automotive repair and manufacturing. Over the course of 21 weeks, students developed craftsmanship, problem-solving skills, and a keen sense of responsibility for public and personal safety. In partnership with Mohawk College, this program is meant to encourage entry into the skilled trades automotive industry.

Statistics

89	18	9	26	5	30
Clients expressed interest in the program	Participants Registered	Graduates	Workshops conducted	Info sessions	1-on-1 Info sessions

Key Outcomes and Successes

18	7	8	1
Participants successfully completed Level 1 training	Participants completed a work placement	Participants gained employment in primary or secondary trade	Participant secured an Apprenticeship

The Automotive Service Technician trade program has been instrumental in inspiring and facilitating entry into the skilled trades automotive industry. Bridging the gap between aspiration and accomplishment, has served as a vital stepping stone for individuals seeking rewarding careers in this dynamic field. The Automotive Service Technician trade program embodies our commitment to fostering excellence, and innovation. Its impact extends not only to the students it has empowered but also to the industry itself, ensuring a skilled and proficient workforce for the future.

(HAM) -Pre-Apprenticeship Welding Program - Primary Trade- Welding, Secondary Trade - Automotive Service Technician

The Welding Try-a-trade program introduced 24 students to the requirements and skills needed in the welding and automotive service technician industry. Over the course of 21 weeks, students developed craftsmanship, problem-solving skills, and a keen sense of responsibility for public and personal safety. In partnership with Mohawk College, this program is meant to encourage entry into the skilled trades welding industry.

Statistics

85	20	15	10	34
Clients expressed interest in the program	Participants Registered	Graduates	Workshops conducted	1-on-1 Info sessions

Key Outcomes and Successes

15	5	5	1
Participants successfully completed Level 1 training	Participants completed a work placement	Participants gained employment in primary or secondary trade	Participant secured an Apprenticeship

The Welding Try-a-trade program has made a positive impact by providing them with invaluable insights into the requirements and skills essential for success in both the welding and automotive service technician industry. The Welding Try-a-trade program is a testament to our commitment to nurturing talent and excellence in the welding and automotive service technician fields. Its impact extends beyond the classroom, as it empowers individuals to embark on meaningful and rewarding careers, thereby contributing to the growth and vibrancy of these vital industries.

(TOR) -Welding Pre-Apprenticeship - Primary - Welding, Secondary - Automotive Service Technician

Skills for Change Pre-Apprenticeship Welding Program introduced students to the requirements and skills needed in the welding industry. Students developed craftsmanship, problem-solving skills, and a keen sense of responsibility for public and personal safety. In partnership with Humber College and CWB Group, this program is meant to encourage entry into the skilled trades welding industry. Delivered over 22 weeks, the program introduced students to the primary trade of welding and the secondary trade of automotive service technician.

Statistics			
188	26	18	20
Clients expressed interest in the program	Participants Registered	Graduates	Info sessions
Key Outcomes and Successes			
18	2	2	
Participants successfully completed Level 1 training	Participants completed a work placement	Participants gained employment in primary or secondary trade	

The Skills for Change Pre-Apprenticeship Welding Program has had a positive impact on its participants, equipping them with essential skills and knowledge for the welding industry. Over the course of 22 weeks, students not only gained expertise in welding but also had the opportunity to explore the secondary trade of automotive service technician. It not only provided valuable training but also opened doors to a promising career path. Through this initiative, Skills for Change is actively contributing to the growth and development of the workforce in the welding industry, preparing individuals for successful and fulfilling careers in this essential field.



Corporate Sponsors and Community Partners

- Humber College
- CWB Group

Client Testimonials

"My onboarding experience was efficient. I was able to get my questions answered and my forms completed very easily. Having Skills for Change assistance really made registering for Humber easy. Without the assistance, I do not think I would have completed it, as there were so many steps.

Tramar did a great job preparing me for the program. Specifically helping me understand what I would be getting out of the program. He was available to answer questions regarding Welding from his first-hand knowledge and help me see the possibilities that would be available to me.

I didn't have an idea of what welding was really like, however, I was able to learn how to weld. I enjoyed it and I learned a lot in the program and plan to continue a career in welding through one of the trade unions. I would highly recommend this program to others. It was concise and educational and gave good insight into the world of welding"

*-Michelle Greenman
Welding Program Client*

(TOR) - Pre-Apprenticeship General Carpentry Program- Primary Trade - Carpentry, Secondary Trade - Cabinet Making

The Pre-Apprenticeship General Carpentry program was designed to address the pressing issue of skilled labor shortages within the profession. Together with Humber College, this 22-week program assisted participants in learning the primary trade of Carpentry and the secondary trade of Cabinet Making. This innovative program for Women, marginalized youth, and individuals facing multiple barriers to employment was designed to enable us to support the decrease in labourers in carpentry across the province.

Statistics					
67	24	22	26	15	30
Clients expressed interest in the program	Participants Registered	Graduates	Workshops conducted	Info sessions	1-on-1 Info sessions

Key Outcomes and Successes			
22	7	7	2
Participants successfully completed Level 1 training	Participants completed a work placement	Participants gained employment in primary or secondary trade	Participant secured an Apprenticeship

This program has provided a unique opportunity for individuals, including women, marginalized youth, and those facing multiple employment barriers, to gain expertise in both the primary trade of Carpentry and the secondary trade of Cabinet Making. By offering a tailored approach that is inclusive and accessible, it has contributed to a more diverse and skilled workforce within the carpentry profession. The Pre-Apprenticeship General Carpentry program stands as a testament to our commitment to inclusivity and addressing labor shortages in critical trades. Its impact extends beyond the individual participants, as it bolsters the carpentry profession and helps pave the way for a brighter future for those who have traditionally faced barriers to employment in this field.



Corporate Sponsors and Community Partners

- Humber College

(TOR) - Horticulture Technician Pre-Apprenticeship Training Program for Women - Primary - Horticultural Technician; Secondary - Arborist

The Horticulture Technician Pre-Apprenticeship Training Program for Women prepared women who have a keen interest in the skilled trades for employment in the landscape sector. Over the course of 37 weeks, the program was delivered in partnership with Humber College and Landscape Ontario and offered paid work placement in the landscape industry, employment preparation training, and individual counseling and support services.

Statistics				
278	22	18	16	104
Clients expressed interest in the program	Participants Registered	Workshops conducted	Info sessions	Info sessions attendees
Key Outcomes and Successes				
10	3	7	5	
Participants successfully completed Level 1 training	Participants completed a work placement	Participants gained employment	Participants gained employment within sector	

Through this program, participants were able to gain access to free training toward a meaningful career in horticulture, offering various employment opportunities for positions such as Arborist, Horticultural Technician, Nursery Worker, Landscaping Designer, Pest Management Specialist, or even the exciting prospect of establishing one's own horticultural business.



Corporate Sponsors and Community Partners

- Humber College
- Landscape Ontario Horticultural Trades Association

Our Employer & Community Partners

\$70,900

Raised in Individual
and Corporate
Donations

We continue to engage new corporate partners to support our client journey into employment.

In 2022-2023, we have also made progress in implementing our new strategic plan for fundraising. and have established partnerships with Laurentian Bank and Kinross Gold.

5

New funded
programs
announced

We are thrilled to also announce the launch of many new programs, including:

Black Youth in STEM – an afterschool program designed to empower and support Black youth in underserved communities in Toronto, funded by the Ministry of Citizenship and Multiculturalism.

Youth Climate Action Initiative – developed to promote environmentalism and community involvement and focuses on leadership, health and wellness, social justice, advocacy, and climate action in neighbourhoods across Toronto, funded by TD.

\$5,371,000

In new program
funding

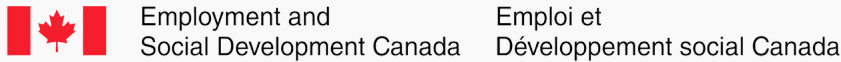
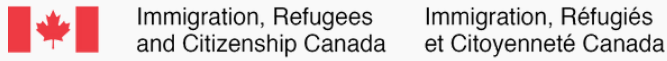
Pre-Apprenticeship Training in Welding, Automotive and Carpentry, preparing people who have a keen interest in the skilled trades for employment, funded by the Ministry of Labour, Immigration, Training and Skills Development.

Black Youth in Immigrant STEM – focus on supporting Immigrant Black youth and young adults (aged 18-29) in the Greater Toronto Area (GTA) with skills development training in data analytics and IT, areas that are highly in-demand and transferable across industries, donated by Laurentian Bank and Kinross Gold.

Cybersecurity Program and Skilled Trades Pathways program, funded by the Ministry of Labour, Immigration, Training and Skills Development

We would like to thank our funders and sponsors for your continued support and trust in our organization!

Our Funders, Sponsors and Donors



Our Employer & Community Partners

A.S. ELECTRICAL SERVICES LTD	AVIV restaurant	Canadian Red Cross	Comm-Struction Inc.
A&W	Aviya Aerospace Systems	Canam Group Inc.	Community and Cultur Services Unit
ABC group	Avro Group of Real Estate	Can-Bramar LTD.	Community and Prevention Services
ABC Group Inc	Axon Engineering	Cancer Care Ontario	Community Living Mississauga
Ability Learning Network	AyA Kitchens and Baths Ltd	Candec Engineering Consultants Inc.	Community Resource Connections of Toronto
AC Contracting Inc	Ayza Vardar Okur	Canpages	Compass Insurance
Accountemps Robert Half	Azadeh Vosoughian	Carefirst Seniors & Community Services Assoc.	Computation Ltd.
Accounting Advantage	Azertech	Care Staff Services	Conavi Medical Inc.
Accounting Plus Financial Services Inc.	Azmon Accounting	Carnot Refrigeration	Condor Security
Accounting Solutions	B2B Bank	Carpio Strength and Conditioning	Condrain
ACE Bakery	B2BeeMatch	CARQUEST Auto Parts Canada	Consensys
AC Electrical Contractors Ltd.	Baghai Development Limited	CARTEL INC	Consilium Canada Brand
Acme Accounting Solutions	Bahman Accounting Inc	Casa Toronto	Constitution Place/ Revera Living
Across Boundaries	Balmoral Marketing	Caseware International Inc	CONTEX Canada
Active Accounting Bookkeeping	Bamfords	Catch Advisory Group	Cooper, Margel and Bick, LLP
ACTIVE Exhaust Corp	Banana Republic	CBRE Limited	Cooper Equipment Rentals
Adecco Employment Services Limited	Barrister & Solicitor	CBRE Ltd	Cooper Standard
Adecco Employment Services Ltd	Bateman Graham Look Hong	CB Richard Ellis (CBRE)	Copland Chartered Accountant
Adecco Staffing Agency	Chartered Accountants	CDI Computer Dealers Inc	Professional Corporation
Advanced Healthcare Inc	Bath Depot	Cedar Brook Lodge	cora
Advanced Precast Inc	Batryn and Clark Chartered Accountants	CEHPEA: Centre for the Evaluation of Health Professionals Educated Abroad	Corbrook
Aecon	Baycrest	Cen--Ta Technology	Cosmetica
AEGON Capital Management Inc.	Bayshore Health Care	Central Health Services	Councillor Michael Ford
Aerrotek Scientific LLC (Allegis Group)	Bayshore Home Health	Central Neighbourhood House	Court Yard Toronto
AFA Systems Inc	Bayshore Specialty Rx	Association	CPBC- Canada Pakistan Business Council - Conseil Commercial
African Caribbean Council on HIV Aids	BDO	Centre corp	CPL
AGAT Laboratories	BDO Dunwoody LLP	Centric Health	Crane Payment Solutions
Agta Home Health Care Inc.	Beanfield Metro Connect	CFA Communications LTD.	Creatu Inc
Agueci & Calabretta	Bell Technical Solution	CGI	Crepe Street
Ainsworth	Ben Engineering	CGI Group Inc.	Cristopher Carrido
Akhal Tile	BEnny Chu Professional Corporation	Chalk Son & Associates Ltd	Crosslinx Transit Solutions
Alan I. Stern, Chartered Accountant	Best Bargains (Jewels4ever)	Chalmers Suspensions Internaitonal Inc.	Crown Accounting Services
Alarm Guard Security Inc.	Bilingual Source	Charanjit Aneja Chartered Accountant	CSI Consulting Group
Alfa Job Agency	BizServ	Chartwell Seniors Housing REIT	CY - GC Accounting
Algal engineering Ltd.	Black & McDonald Ltd.	Chauhan Food Services Inc. (O/A Tim Hortons)	D&V Electronics Ltd
Ali Multilingual Embroidery	Black Creek Health Centre	Chih S Huang Associates inc	DAAS AFRICA
ALL Canada Crane Rental Corp.	Blinds to go	Chlidren's Mental Health Ontario	Daily Bread Food Bank
Allegro Residences	Bloorview Kids Rehab	Choirs Ontario	Danby Parcel Guard
All Health Services	Blue Butterfly Montessori School Inc.	Choy Foong International Trading Co. Inc	Daniel Adelstein Chartered Accountant
Allianze Power Corp	Boba Sesum	Christie Gardens	Daniel Johnson Architect Inc.
Allied CPAs	Body Shop	CIBC Mellon	David F. McCarroll, CA
Allstate Insurance Co.	Boguslaw Szymanski	CIBC Retail Distribution	David Youngson & Associates
Allweather Landscape Co Ltd.	Bomza Law Group	CILT	DECC Electrical Inc
Ambutrans	Bonconnections	Cintas Canada	Delph & Jenkins Limited
Amcor	Book4Time Inc	Cirrus Tech Ltd	Delta Trading & Contracting
AME	Bookfield Place	Cisem Coruh	Denikings Insurance and Investment Broker
AMG Group inc.	Brand Meats	Citadel	Denis Paganelli, CA
Amico	Bridgepoint Health	Citigroup	Dependable Care & Support Services INC. (DCSS)
AMREF: The African Medical & Research Foundation	BridgingFactor Inc.	City of Toronto	Detailing Knights
Antech Diagnostics	Brightmark IT	City of Vaughan	Developer Media
AON Canada	Brigusgroup	City Rangers	Diana's Seafood Delight
Apollo Health & Beauty Care	Brokerlink	Civic Autos	Digitcom
Apotex	Bronson Electric Co. Ltd	Civil ArSa	Dixie Medical Group
AppleOne Canada	Brookfield Office Property	Clarendon Foundation (Cheshire Homes) Inc.	Doctor's Clinic
Apple one recruiter	Broughtons	Clark Business Solutions Inc.	Dollarama
Aquabond	Brown's Animal Hospital	Clearexult	Don Mills Family Health Team
Aquareal Water Systems Inc.	Bruce Alexander CA	Climate Expert	Dortec Industries
Aquatech Dewatering Company	BTM Financial	Cloud Care Clinics	Downsview
Aquazen Services	Building UP	Clover Tool Mftg. Ltd.	DRA Americas Inc
Arbor Memorial Inc	Build Max Ltd.	CMG Marketing	Dragodos
Arc-craft	Business Development Centre	CML HealthCare Inc.	Drake International
Argentus Supply Chain Recruiting	Buton, Armstrong & Ness	CNC GLOBALS	DRS Plumbing & Heating
Armoclan	CAA	CNIB	Duckyoung Um
Armstrong Pumps	CALEA	Cold Ad	Dufferin construction
Arrow Heating & Air Conditioning	CAMH	Collaborative ventures	
Arrow Professional	Campo Equipment Co. Ltd	Collect Cents	
Arz Bakery and Fine Foods	Canada Accenture Recruiting	Collectcorp	
Asigra Inc.	Canada Bread	College of Midwives of Ontario	
Association of Ontario Health Centres	Canada Computers	College of Physiotherapists of Ontario	
Athena Automation Ltd.	Canada Engineering Services	Combined Metal Industires	
Atlantic Packaging Products Ltd.	Canadian Automation and Tool International Inc	Com Care	
Atlas International Freight Fwd. Inc.	Canadian Breast Cancer Foundation	Commercial Bakeries Corp	
ATS Academy Travel Service	Canadian corporate Legal Services	Commercial Spring	
At Work/Au travail Program	Canadian Cystic Fibrosis Foundation	Commonwealth of Dominica	
August Restoration Building	Canadian Diabetes Association		
Av construction	Canadian Liquids Processors Limited		
Aversan	Canadian Outback		
Aviation GSE	Canadian Partnership Against Cancer		
	Canadian Publisher Inc.		

Our Employer & Community Partners

Duke Heights
 Duke Heights BIA
 Dundas Contracting
 DYLOTT
 Easton's Group
 East York Phsiotherapy
 Eaux Vives Water Inc.
 Ecko Jay Realty LTD.
 eCycle Solutions
 EDGE Mechanical INC.
 EDSS Sanitation Solutions Inc.
 Ehsan Poursina
 EHUB
 Ehvert
 EKsystems
 Electrosource
 Electro Source Inc.
 Element By Idea
 Element International Trade Inc.
 Elite Staffing Solutions Inc.
 Empire Insurance
 Empress Eye Clinic
 Endpoint Research
 Enduraenergy
 Energy Network Services
 Energy Savings Group
 Engineered Air
 Engin Gokyildiz
 Entera Utility Contractor
 Enterprise Rent-a-car
 Entertainment One Ltd.
 Entrepreneurs Point
 Epic Interlock & Landscape
 Equitek Employment Equity Solutions
 EraFeat
 ESG solutions
 E-T-A Circuit Breakers Ltd.
 Ethnic Marketing
 Etratech
 ETS WAN Services Canada Corp.
 Europ Assistance – Global Corporate Solutions
 European Quality Meat & Sausages
 Europe Assistance
 Evans Martin LLP
 Everest Management Network Inc
 Evergreen Brick Works
 Everison International Group Inc
 Evertz Microsystems Ltd.
 Exhale Wellness Spa
 Expect Clean
 Express Employment Professionals
 Express Fence
 Express Pro
 Extendingcare
 F.R.A. Consulting Ltd.
 FaceTime Presentations
 Fairview Community Health
 Family Education Centre
 Family Service Ontario
 Family Service Toronto
 Fazzari & Partners
 FCJ Refugee Centre
 FGF Brands
 Fieldchem
 Fife House
 Fiix
 Finch Flyers Daycare
 Firehouse Sub
 FIREMEN MOVERS
 Fire Services Credit Union
 First Narayever Congregation
 First Service Residence
 Five Guys
 Flemingdon Community Legal Service
 Flemingdon Park Golf Club
 Flourish Garden Services Inc
 Fluidigm
 Foamco
 Food Share
 FoodShare Toronto

Foresters
 Forman & Forman, CA
 Forough Hosseini Rahdar
 Four Brothers Auto Service
 Four Seasons Centre for the Performing Arts
 FRASER MILNER CASGRAIN (LLP)
 Freedom Mobile
 Freedom Support Services
 Free the Children
 Fresh Restaurants
 Friends of Ruby
 FroggaBio
 frontline technologies
 Frontop Engineering
 Future Possibilities for Kids
 G4S security company
 Galloway Consulting Group Inc.
 Gamma-Dynacre
 Gardenzilla Lawn and Gardens
 Gary Booth CA Profession Corp
 Gate Gourmet
 Gatestone
 GateWay Day Care Centre
 GE Canada
 Genenews
 Geoff Crewe, CA
 Georgetown Kia
 Gera & Nirula LLP
 Gerdau
 Ghulam Ghous
 Gilian Horenfeldt-Pomer
 Girls Guides of Canada
 Girls Who Fight Inc.
 Give and Go Food Corporation
 Givex Corporation
 Gladys Plada
 Glaxosmithkline Inc gsk
 Global Aerospace Underwriting Managers
 (Canada) Limited
 Global Financial Associates Inc
 Global Village English Centre
 Gold Star Dental
 Good Shepherd Ministries
 Good Will
 GP Custom Inc
 Grand & Toy
 Grant Martin
 Green Chencinski Starkman Eles LLP
 Greenlifewater
 Green Lotus – Online Marketing
 GreenMotion
 Green Projects Electric Team
 Greenway and Associates
 Grey Group Canada
 Grey Island Systems International Inc.
 Griffin Centre
 Griffith Foods
 GuestLogix
 Gupta Accounting office
 Guru Studio
 H&R Block
 Haddad Bakery
 Halcon Corporation
 Halton Healthcare
 Hamari LTAS technologist
 Hammerheads
 Handi Foods Ltd
 Hassle Free Clinic
 Hays
 Hazel Burns Hospice
 Hazelridge Electrical Solutions
 HCM Staffing Solutions
 Healthcare
 Healthcare of Ontario Pension Plan
 Health Nexus
 Health Recovery group
 Healthy Environments
 Healthy Planet
 Heart & Stroke Foundation

Heart to Home Meals
 Hedy 2000Tech
 Help Me Settle
 HGI Immigration
 HH Angus
 Higher Education Strategy Associates
 High Tech Genesis
 Hi-Lite Electric Inc
 Hi Power Mechanics
 Hire Power Inc
 Hoffman & Associates
 Holley Electric
 Hollyburn
 Home Depot Canada
 Home Instead Senior Care
 Home Services Energy
 Homestead Land Holdings Limited
 Honeyb Hives Restaurant
 Hong Fook Mental Health Assc.
 Hooper Holmes
 HouseLink Community Homes
 HR Transformation
 Hunters
 Hyundai Auto Canada Corp
 I.C.I Electrical Services Inc
 Ibarra & Wharton Marketing and
 Communications
 IBM Canada Ltd
 ICA systems
 ICI Electrical Services Inc
 IKEA
 Ilionize Management
 Immigrant Women's Health Care
 Imperial Energy
 In-Common Laboratories
 INC Research
 InField Marketing Group
 Infinite Outsourcing Solutions
 Institute of Technical Trades
 Insufin
 Intel
 Intelligarde International
 International Cheese
 International Shipping Lines
 Invis
 IONICS
 iQ Food Co.
 Irish Canadian Development Institute
 (ICDI)
 ITCH Computer INC.
 ITEX
 J. S. Bookkeeping Services
 J&J CGA Accounting
 J+B Engineering Inc.
 J2 Products
 Jacobson & Associates
 Jangho Curtain Wall Canada Co. Ltd.
 Jannatec Technologies
 Jaswal & Associates
 JC Medical Management Inc.
 Jeffrey D. Milgram, CA
 Jeffrey Sugar, CA
 JET Accounting Services
 Joe Nemni Financial Services
 JOEY Sherway Gardens
 John Scura, CA
 Johnson Inc.
 JRK tech
 Kavin Group
 KCI-Kinetic Concepts
 Keek
 Keilhauer
 Kenjam Logistics Transport
 Kensington Health Centre
 Kensington Midwifery Practices
 Kerry's Place

Kersi Bhesania Income Tax and
 Accounting Services
 KIK Costume Products
 KIK Holdco Company
 Kingsway Retirement Residences
 Kitchen Stuff Plus
 Klick
 KNT Electric
 Kobian Canada
 Korean- Canadian Cultural Association
 of Metropolitan Toronto
 Kre Electric
 Kriger International
 Kwart & Company Chartered
 Accountants
 L & M Fasteners
 Lafarge North America
 LA Fitness
 Lakeshore Accounting Inc.
 Lambda – Medical Lab
 Landmark Bus Lines
 Landscape Ontario
 Lansing Retirement
 LB Heating & Air Conditioning
 LCI Lasercom 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
 Lifelabs
 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. Mateluna Legal Office
 Macrodyne Technologies Inc.
 Macroproducts Ltd.
 Mainstay Housing
 MakeLab Inc.
 Malcolm's Choice
 Maple Leaf Foods
 Maple Leaf Painting
 Maracap Chartered Accountants
 Marbro
 Marigolds and Onions Ltd.
 Markham Stouffville Hospital
 Mary Centre
 MaxSys
 Mayana Geneviere

Our Employer & Community Partners

Mbaye Sow	Old Navy	Quiet Nature Limited	Sharma Law Office
Mcasphalt Industries Limited	One Voice Canada	Ralph Lando Orvitz Chartered Accountants	Sharp Group of Companies
MEA Forensic Engineers & Scientists Ltd.	Ontario Agency for Health Protection & Promotion	Randstad work solutions – Mississauga	Sherbourne Health Centre
MEC Electric Incorporated	Ontario Centres of Excellence	Ratech Electronics	Sherritt International
Medallion corporation	Ontario Council for Int'l Cooperation	Raves Accounting Inc.	Sherway Immigration Consultancy
Med-Health Laboratories	Ontario March of Dimes	RBC: Royal Bank of Canada	Shoeless Joes
MediResource Inc.	Ontario Nurses' Association	RCT	Shoppers Drug Mart Head Office
Medisys	Ontario Science Centre	Recovery Garment Centre– RGC	Shout Clinic
Medix College of Healthcare	Ontario Translational Research Network	Recruiting in Motion	Sigma Process Inc.
Megacity HVAC	OPG: Ontario Power Generation	Red Cross Society(Canadian)	Signature Aluminum Canada, Inc.
Merge Inc	Organic Garage	Red Door Family Shelter	SILCOTECH NORTH AMERICA INC
Meta Centre	Osborne Recruitment	Regent Park Employment Centre	Siltech Corporation
Metrix Group	Osborne-Group	Rehoboth Electrical Services Inc	Simplistics.ca
Met-Scan Canada Ltd.	Outotec	Relec Inc.	Site Technologies Inc.
Michael H. Keltz, CA	Ovarian Canada	Resourceful Recruiting	Siva Care Car Ltd.
Michaels	OZZ Electric	Respiron Care Plus	SJ Chartered Accountant
Mid-Toronto Community Services	PACE Consulting Benefits & Pensions Ltd	Restoration	Skilled Cleaners Inc.
Miller, Saperia & Company	Padgett Business Services Toronto	Revive supervisions	Skills for Change
Milman Company Chartered Accountant (a Professional Corporation)	PALS Staffing Services	Rexdale Financial Services	Skills for change EO East
Ministry of Health and Long Term Care	Pancon Engineering Ltd	Rexdale Women's Centre	Skin Medx Inc.
MOBB Healthcare	Panda Express	RGB Accounting	Skywater
Modern Niagara	Panorama Internet Publishing	Right Angle Metal Fabricators	Sky Window Tech
Momiji Healthcare Society	Paragon Security	Riverdale Immigrant Women's Centre	Smart & Biggar/Fetherstonhaugh
Mondelez Canada Inc.	Para Med Home Health Care	Riverdale Immigrant Women Enterprises	Smart Grid Tech Inc.
Moneris Solutions	Parent Action on Drugs	Robert Gore & Associates CA	Smileton Dental
Montage Support Services	Par-Pak Ltd	Robert Half Canada	Smith, Sykes, Leeper & Tunstall
MonteCassino Hotel&Event Centre	Parts Avatar	Robert Kliaman CA, CPA	Smith Nixon LLP
Montessori Education Centre	Patheon	Robotech Institute	Smith Williams & Bateman Insurance Brokers Ltd.
Mopped Up	Payworks Payroll Services	Robin Islam Century 21 Titans Reality Inc.	SNL Techlink
Morneau Shepell	Peace Law Firm	Roevin A Division of The Adecco Group	Socan
Morzaria Law	Peel Halton Local Employment Planning Council	Rosenberg Smith & Partners	Social Inverstmnt Organization
Mosaic	Peel Plastic Products Ltd	Rosenthal Zaretsky Niman & Co., LLP	Soft Choice
Moshin Kamalia Professional Corporation	Pegasus	Rotman School of Management	SoftCom Group Inc
Mothercraft ECE Training College	Penguin Random House Canada	Rouge Media Group Inc.	Solid Line Defence paralegal
Mr Lube	Penmar Automation INC	Rowie Walker Accounting Services ,Inc	Soul Restaurant
MS Society Of Canada-National Office	Perfect Accounting & Tax Services	R Panacci Refrigeration Co. Ltd.	Southern Currents
MTD Metro Tool & Die Ltd	Perfect Choice Employment Inc	Rumanek & Company Ltd.	South Point Properties
MTE Consultants Inc	Philly Steak	Rumley & Chaggares, Chartered	Specialized Metal Fabricators Inc.
MTR Michael Roseman CA Professional Corporation	Picadilly Fashions	Accountant Professional Corporation	Spectralab Scientific Inc
Mt Sinai Hospital	Pier 1	Rupali Dalvi	St. Andrew's Club & Conference
Muki Baum Accessibility Foundation	Pigeons & Thread Manufacturing Inc.	RUSH Accounting & Tax Services Inc.	St.Clair West Rehab Centre
Multicultural Inter Agency Group of Peel	pigeons and Thread manufacturing	Rusty Halo Productions Inc	St.Elizabeth Health Care
Multiview	Pillow Architect	S. R. T Med. Staff	St. Elizabeth Health Care
N49	Plan Group	Sabet Immigration & Legal Services Inc	St. Helen's Meat Packers Limited
Nanda Law Office	PL Energy	Safety First Security Services Inc.	St. Michael Hospital
Nanowave Technologies Inc.	Plexxus	Safeway Community Solutions	State Farm Investor Services
Napsguards	Pliteq	Saffa Engineering	State Street Global Services
Narat Inc	Point Architect	Sage Software ProvideX Technologies	Steam Whistle BrewingThe Roundhouse
National Event Management	Polar Pak Company	Sail	Stella's Place
Nazhimiddin Apsatarov	Polyclinic Family and Specialty Medicine Facility	Sailaja Vaniya	Stephenson's Rental Services
NCommunications	Pomerleau Inc.	Saint Elizabeth Health care	Stoakley-Dudley Consultants Ltd.
Neighbourhood Link	Potential Client	Salesgrowth	Strasity
Nestle	Preferred Health Care Inc.	Sandeep S-Trip Company	Strategic Mapping Inc.
New Era HR	Premier Homecare	Santa Maria Foods ULC	StreamingEdge
New Tech Pioneer	Premier Homecare Services Toronto	SAS	subway Catering
Newton Israelstam LLP	Preston Shorey Standard Mechanical	SAS Canada	Subway Restaurant
New World Insurance	Preston Willis Group- PWG	SC360 (Markham) Inc.	Success BC
NHI Nursing & Homemakers Inc.	Pride at Work Canada	ScaleUp42	Suite Collections Canada
NIA Architects Inc.	Prime Enclosures	Scarborough Centre for Healthy Communities	Sumit Vats
Niagara Street Consulting	Prince Plastic Manufacturing Ltd	Scarborough Women's Centre	Summit Search Group
Nightingale Health Care Inc.	Print Three Graphics	scotiabank	Sun Life Financial
Niren and Associates	Prit Pal Sidana CGA	Scotiabank Group	Sunned Walk-in Clinic
NLT Global – Northern Light Technologies	Private Practice	SCS Consulting Group Ltd.	Sunnybrook Health Sciences
Noble Construction	Procom Consultants Group Ltd.	Seabreeze Electric Corporation	Sunny- Thompson Electric
Noramtech	Professional Communications Inc.	Sean-Lee Community Nursing	SunRise Caribbean Restaurant
Nortem	Professional Selection Inc.	Search Smart	Supercoffee
Northbridge	Profit Accounting	Sears Canada Inc.	
North York Community House	Pro Home Health Services	Second Cup	
Nortool	Pro Insulation Contracting	Seferian Design Architect	
NRK Mechanical	Provident Energy Management Inc.	Segal LLP	
NRT Technology Corp.	PS Pharmasave	Self	
N-Two	PUISSANT INC	Sensibill	
Nutemp	Pure Staffing Solutions	Service Plus Aquatics Inc	
Nutemp Mechanical System	Pyramid Properties	SF Partnership, LLP	
Oakhill Distribution Inc.	QA Consultants	Shandiz Trading Inc.	
Oak Ridges Aesthetic Centre	Quality Health Services		
Obsidian Group Inc	Quark Expeditions		
OECEM	Queen West Community Health Centre		
	Queue IT		

Our Employer & Community 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
 Telles 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 (CD)
 The Corporation of Masseyhall and Roy
 Thomas Hall
 The corporation of the Town of Markham
 The Downsview Advocate
 The Edge Screen Studio Inc.
 The Financial Search Group
 The Goldie Company (G)
 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
 Thorsteinssons LLP
 THREE60 Legal
 Three Towers Flooring
 Times Change Women's Employment Service
 Tim Hortons
 Tip Top
 Tiros College
 TMF Group
 TMP Consulting Engineers
 Toddglen Construction
 TopNotch Employment Services Inc
 Topper Tean Uniform service
 Torcom Construction Inc
 Toronto Airways Ltd.
 Toronto Artscape 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.

Tostado Cafe Inc.
 Total security Management- TSM
 Tou & Associates Ltd.
 Town&Cuntry Home Inspections
 Town of Markham
 Town of Richmond Hill
 Town Planner
 Track Office Furniture
 Traincan
 Transamerica Life Canada
 Transition Therapeutics
 Transmaerica 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 46
 University of Toronto
 University of Waterloo
 University Settlement
 University Settlement Services
 Upper Canada Property Management
 UPS
 Uptown Healthcare Centre
 URBAN FELLOWS PROGRAM
 Urban Garden
 Vacuflo Ontario - Div of Cyclonicvac.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
 Visaline Inc.
 Visco Industrial Inc. (TRACTION / NAPA)
 VON Canada
 VPC Group Inc.
 W. David Fulford CA
 Walker & Company Chartered Accountants Professional Corporation
 Walters Inc.
 Warner Levy and Company Limited
 Watermark Plumbing
 Watt Worx Electrical Corp
 WD Millwrights
 We care Health Services
 Wells Fargo
 Wellspring Odette House & The Ciach 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
 Wil 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 Fekyibelu
 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.
 Zelos Communications
 Z-Modular
 Zuchter Berk Creative Caterers Inc.
 Zurn Industries Ltd

Our Mentors

<i>Abu Zahid</i>	<i>Jose Napoleon Montano Cruz</i>	<i>Sharmin Ghasemi</i>
<i>Ahmed Yousif</i>	<i>Justy Thomas</i>	<i>Sheila Doherty</i>
<i>Alexandre Azevedo</i>	<i>Karen Smith</i>	<i>Shepher Hasan</i>
<i>Alireza Ali Khaknia</i>	<i>Kate Viktorovich</i>	<i>Shruti Awasthi</i>
<i>Alireza Ghajani</i>	<i>Kleva Gouda</i>	<i>Silvia Yee</i>
<i>Alok Chitnis</i>	<i>Lynda Davey- Longstreet</i>	<i>Smita Nair</i>
<i>Ana Maksimovic</i>	<i>Mahesh Ram</i>	<i>Sohail Khokhawala</i>
<i>Anshula Ohri</i>	<i>Marc Seeman</i>	<i>Sonia Sequra</i>
<i>Aquib Mir</i>	<i>Maryna Masarik</i>	<i>Sudhakar Pulagam</i>
<i>Ardy Suri</i>	<i>Michael Hassell</i>	<i>Supriya Rajaraman</i>
<i>Audrey Yates</i>	<i>Mira Lima</i>	<i>Tenzing Dorje</i>
<i>Azmeer Hasan</i>	<i>Mohamad Azizi</i>	<i>Tracy Liu</i>
<i>Betty Chung</i>	<i>Mohamed Soliman</i>	<i>Valerie Briffa</i>
<i>Bill Gentles</i>	<i>Mohinder Glover</i>	<i>Vijay Santoshi</i>
<i>Bryan Weeks</i>	<i>Monisha Singh</i>	<i>Vrushalee Nachar</i>
<i>Celia Oliveira</i>	<i>Nabil Sharik</i>	<i>Wayne Haymer</i>
<i>Corina Carvallo</i>	<i>Naimul Hug</i>	<i>Wayne Sun</i>
<i>Denis Venderov</i>	<i>Navid Ahmad</i>	<i>Xiaodong Zhou</i>
<i>Dr. Rekish Kantaria</i>	<i>Nazia Iqbal</i>	<i>Yasser Arredondo</i>
<i>Faiz Qureshi</i>	<i>Nimish Hirawat</i>	
<i>Fareeman Golshan</i>	<i>Nishant Abhinav</i>	
<i>Feisal Peerbaccus</i>	<i>Paula Green</i>	
<i>Gavin Amos</i>	<i>Pooja Chitnis</i>	
<i>Glen Matadeen</i>	<i>Prakrita Singh</i>	
<i>Grubinder Parmar</i>	<i>Rebecca Lewis</i>	
<i>Hannah Austin</i>	<i>Richa Pareek</i>	
<i>Hasan Raihan</i>	<i>Richard Legaspi</i>	
<i>Henry Weinman</i>	<i>Rose Abri</i>	
<i>Himel Khandker</i>	<i>Salisha Mohammed</i>	
<i>Irina Ciurea</i>	<i>Saluo Avelar</i>	
<i>Jack Wu</i>	<i>Saman Samani</i>	
<i>Jade Shortte</i>	<i>Sampada Kukade</i>	
<i>Jaeger Galicha</i>	<i>Sanjay Sharma</i>	
<i>Javier Mena Diep</i>	<i>Sanju Ganglani</i>	
<i>John Penaranda</i>	<i>Santaji Patil</i>	

Operations, Government Relations, Community and Staff Engagement

Operations

Acknowledging the expansion of our organization, it became apparent that an operations department was essential to manage vital sectors including facilities management, building compliance, and digital transformation. In the fiscal year 2022–2023, thanks to the generous support from the Ontario Trillium Foundation, we initiated plans to enhance and improve the accessibility of our building.

Skills for Change was selected as one of 7 agencies for Canada Helps' first cohort of the Charity Growth Academy, supported by Mastercard Changeworks. Charity Growth Academy is a free digital transformation program to help Canadian charities become more digitally enabled. Through the program, Skills for Change was able to build technical skills, improve their operational processes, and develop digital mindsets by leveraging the training, expert support, grants, and tools of the program. As a result of this program, we were able to make a number of upgrades to various technological systems, including our Customer Relationship Management system.

Speaking Engagements

Skills for Change's leadership team was invited to present at a number of workshops and conferences in 2022–2023, including:

- Ontario Chamber of Commerce Tapping Into New Talent Pools – Recruiting and Hiring Immigrants Panel Discussion
- TMU's Diversity Institute's Net Zero Economy Panel Discussion
- Metropolis Calgary – Entrepreneurship Panel
- Metropolis Ottawa – Workshop on Afghan LGBTQ+ Project
- Metropolis Ottawa – The Role of Entrepreneurship in Newcomer Integration
- Cannexus 2023 – Workshop on Skills for Change's Women and Girls Circle Project
- CPA Black History Month – Presentation on Diversity, Equity and Inclusion



Operations, Government Relations, Community and Staff Engagement

Annual General Meeting and 40th Anniversary

On October 27th, 1982 SfC was incorporated as a nonprofit and on May 1, 1983, we were officially designated as a Canadian Charity, then named Toronto Office Skills Training Program, serving 4 newcomer women from South East Asia. The Agency has evolved into what it is today – Skills for Change – serving over 16,000 immigrants, refugees and underserved communities.

This year marked our 40th anniversary and on September 28, 2022, we kicked off our celebrations during an awe-inspiring and humbling event. In attendance were two of our founders, many elected officials, former clients, current and former colleagues, board members, funders, partners and general supporters. From our founders, we were reminded that we started with four (4) clients and a few volunteers, who took an idea and leaned into it. Though we started with a few, now we are many, not only in numbers but also in talents, dedication, integrity and creativity. We held a panel discussion with the senior leadership team who shared insights into our successes over the year.

We also recognized our staff for their milestone years of service. Congratulations Tania Lewis, who celebrates 5 years with Skills for Change, Surranna Sandy who celebrates 10 years with Skills for Change, and Nicoleta Verdes and Sheila Hellier, who each celebrate 15 years with Skills for Change. Congratulations!



Operations, Government Relations, Community and Staff Engagement

Government Relations

In 2022–2023, Skills for Change developed a robust government relations strategy to enhance our organization’s ability to serve our constituents. Our strategy has amplified the voice and impact of our organization, enabling us to better contribute to societal progress and integration.

Skills for Change welcomed a number of government officials to our Annual General Meeting, including MPP David Smith, MPP Jill Andrews, MPP Kristyn Wong–Tam and MPP Mary Margaret McMahon.

In addition, Skills for Change had the pleasure of hosting the US Ambassador David Cohen and Consul General Susan Crystal at our head office, and welcomed a visit from Canadian Senator Andrew Cardozo.



Operations, Government Relations, Community and Staff Engagement

Spotlight Series

This quarter, Skills for Change launched the 2023 Spotlight Series, where we address important topics each month through impactful and engaging conversations. We held 3 events on topics including Canada's Talent Pursuit: Immigration and Economic Growth, The Rise of Digital Economy and Digital Equity Movement, and Advancing Gender Inclusive Growth: Women in Economy. We engaged over 300 attendees and 10 panelists.



Staff Engagement

We held a number of staff initiatives 2022-2023:

- Ongoing Wellness Wednesday events
- Ongoing weekly all staff meetings
- Women's International Day event
- Inclusive Leadership and Anti-Racism Training for leaders of the organization
- Launched a Weekly CEO Update newsletter
- Launch of staff social committee



Financials

SKILLS FOR CHANGE OF METRO TORONTO

Statement of Financial Position

March 31, 2023

	Operating Fund	Capital Fund	Total 2023	Total 2022
Assets				
Current				
Cash (Note 3)	\$ 662,653	\$ 535,313	\$ 1,197,966	\$ 851,960
Term deposits (Note 4)	-	301,755	301,755	150,000
Grants and subsidies receivable	1,193,431	11,472	1,204,903	422,079
Interfund balances (Note 5)	408,796	(408,796)	-	-
Prepays and other	54,331	9,894	64,225	132,072
	2,319,211	449,638	2,768,849	1,556,111
Capital assets (Note 6)	-	2,032,032	2,032,032	1,818,436
	\$ 2,319,211	\$ 2,481,670	\$ 4,800,881	\$ 3,374,547
Liabilities				
Current liabilities				
Accounts payable and accrued liabilities	\$ 582,980	\$ 58,714	\$ 641,694	\$ 688,254
Current portion of deferred revenue (Note 7)	1,694,283	19,833	1,714,116	580,254
	2,277,263	78,547	2,355,810	1,268,508
Deferred revenue (Note 7)	-	365,491	365,491	250,324
	2,277,263	444,038	2,721,301	1,518,832
Fund balances	41,948	2,037,632	2,079,580	1,855,715
	\$ 2,319,211	\$ 2,481,670	\$ 4,800,881	\$ 3,374,547

Approved on behalf of the Board:



Director



Director

Financials

SKILLS FOR CHANGE OF METRO TORONTO

Statement of Fund Balances

Year ended March 31, 2023

	Operating Fund	Capital Fund	Total 2023
Balance, beginning of year	\$ (51,357)	\$ 1,907,072	\$ 1,855,715
Excess of revenue over expenditures	93,305	130,560	223,865
Balance, end of year	\$ 41,948	\$ 2,037,632	\$ 2,079,580

	Operating Fund	Capital Fund	Total 2022
Balance, beginning of year	\$ (66,457)	\$ 1,803,338	\$ 1,736,881
Excess of revenue over expenditures	15,100	103,734	118,834
Balance, end of year	\$ (51,357)	\$ 1,907,072	\$ 1,855,715

Financials

SKILLS FOR CHANGE OF METRO TORONTO

Statement of Operations

Year ended March 31, 2023

	Operating Fund	Capital Fund	Total 2023	Total 2022
Revenue				
Programs revenue				
Government programs (Note 8)	\$ 6,478,651	\$ 5,968	\$ 6,484,619	\$ 5,287,039
Enterprise programs and foundations	741,369	8,660	750,029	596,410
	7,220,020	14,628	7,234,648	5,883,449
Interest income	19,234	11,986	31,220	855
Fundraising	31,131	-	31,131	9,945
United Way of Greater Toronto grants	25,000	-	25,000	22,729
Rental income	-	23,051	23,051	43,889
Other service and miscellaneous income	5,081	-	5,081	24,667
	7,300,466	49,665	7,350,131	5,985,534
Expenditures				
Salaries and benefits	4,228,019	41,009	4,269,028	3,908,427
Purchased services	1,627,603	4,810	1,632,413	930,141
Occupancy cost	251,110	131,811	382,921	308,653
Office and general	281,157	22,619	303,776	270,949
Programs - client costs	300,481	-	300,481	277,201
Marketing and outreach	192,658	-	192,658	134,298
Amortization	-	33,966	33,966	34,818
Fundraising	11,023	-	11,023	200
Interest on debt (Note 3)	-	-	-	2,013
	6,892,051	234,215	7,126,266	5,866,700
Excess (deficiency) of revenue over expenditures before interfund rent usage allocation	408,415	(184,550)	223,865	118,834
Interfund rent usage allocation (Note 2)	(315,110)	315,110	-	-
Excess of revenue over expenditures	\$ 93,305	\$ 130,560	\$ 223,865	\$ 118,834

Financials


SKILLS FOR CHANGE OF METRO TORONTO

Statement of Cash Flows

Year ended March 31, 2023

	2023	2022
Cash provided by (used in)		
Operating activities		
Excess of revenue over expenditures	\$ 223,865	\$ 118,834
Amortization of capital assets	33,966	34,818
Amortization of deferred capital donations	(14,628)	(15,375)
	243,203	138,277
Change in non-cash working capital items		
Grants and subsidies receivable	(782,824)	228,617
Prepays and other	67,847	(44,278)
Accounts payable and accrued liabilities	(46,560)	(46,560)
Deferred revenue	1,263,657	163,234
	745,323	439,290
Investing activities		
Purchase of capital assets	(247,562)	(32,031)
Increase in term deposits	(151,755)	-
	(399,317)	(32,031)
Financing activities		
Decrease in demand operating bank loan	-	(255,000)
Change in cash position	346,006	152,259
Cash, beginning of year	851,960	699,701
Cash, end of year	\$ 1,197,966	\$ 851,960


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