



Annual Report

2006-2007

Ontario Association of Youth Employment Centres



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OAYEC Board Members: Matt Wood, Kerry White, Samantha Teney, Darlene Holowachuk, Joelle Morey, Roy Spiegelberg, Marilyn Duncalf, Jeff Burry, Barb MacDonald-Mcleish

Letter from the Executive Director and the President



Matt Wood

Dear Members,

It has been an exciting year at OAYEC with program enhancements, additions, and plenty of change in the employment field affecting youth.

OAYEC's conference got a new name - Futures - evoking hope for tomorrow (as well as a blast from the past). OAYEC's e-bulletins took a new twist - clarifying OAYEC's positions on policies every month, while the update bulletins became quarterly to keep members up to date.

Hire Prospects initiated its first workplace safety survey, EVIDENCE took on 15 projects assisting non-profits province-wide, and OAYEC's Healthy Workplace Challenge excited participating members to become healthier and more fit.

Our Board, staff and membership have been more involved than ever in communicating our positions and influencing government - meeting MPs, MPPs and civil servants, and representing Youth Employment Centres at numerous advisory and consultative tables. This is keeping us "on the radar" of policy-makers during the critical transitions under the new Labour Market Development Agreement in Ontario and other changes occurring across all levels of government.

Please read our annual report for more indicators of the value we add to our members. Thank you for your support.

Sincerely,

A handwritten signature in cursive script that reads "Roy Spiegelberg".

Roy Spiegelberg, President

A handwritten signature in cursive script that reads "Matt Wood".

Matt Wood, Executive Director



Roy Spiegelberg

Who We Are

OAYEC supports and advocates for a sustainable youth employment delivery network in Ontario.

Through supporting the work of local youth employment centres across Ontario, OAYEC aims to help young people find and maintain meaningful employment that will help improve the quality of their lives.

Since 1988, the Ontario Association of Youth Employment Centres and our network of over 70 youth employment agencies have been



Collingwood hosts Futures 2006

committed to delivering accessible, high quality, outcomes-based employment services to young people to assist them in reaching their employment and life goals.

How does OAYEC support Ontario Youth Employment Centres?

Knowledge Transfer:

OAYEC members benefit from a multidirectional exchange of information and expertise between communities, governments, organizations, academics, and individuals.

Public Policy:

OAYEC members benefit from information and action on provincial and federal policies that affect the youth employment sector.

Professional Development:

OAYEC members benefit from youth employment sector training and networking opportunities, including Canada's largest annual conference for youth employment sector professional development.

Strategic Communications:

OAYEC members benefit from our ability to go beyond simple information dissemination. OAYEC strives to build and maintain strong public relations focused on youth employment.



In November, OAYEC held its largest conference to date! The 18th Annual Futures Conference was held at the spectacular Blue Mountain Resort in Collingwood and attracted 420 delegates and offered 38 diverse workshops. To kick-off the Futures conference,



Teambuilding at its best

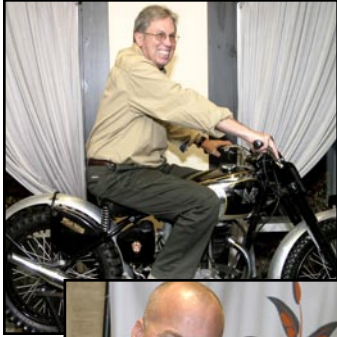
delegates were inspired by a keynote address from Paul Rosen, a Paralympic Gold Medalist. Paul also stayed after his address to participate in the Take 30 Workplace Challenge, which was lots of fun and brought youth employment staff together for a series of activities and brain-teasers!

We recognized four deserving recipients of the 2006 Award of Merit. They were: Eastern Region: Larry Journal (Brockville); Central Region: Megan Thomas (YMCA York Region); South-West Region: Lisa Nunn (Focus, Alliston), and Northern Region: Jeanne Trembly (YES Nippising). Tuesday night at Jozo's saw many of us enjoying the spinning of tunes by D.J. Lenny. We closed the conference on Wednesday with a powerful address about "paying it forward" from Joanne Klauke-LaBelle, whose work with at-risk youth has brought her world-wide recognition.

The on-going success of our conference is due to the contributions of the members of the advisory committee, to the members and individuals who make donations for draws and prizes, and to our sponsors: Ministry of Training Colleges & Universities; Ontario Recreation Vehicle Dealers Association; Macdonald, Sagar, Manis LLP; Pardons Canada, Canada Career Consortium, Konica Minolta; and Group It.



Enjoying the Keynote at Futures 2006



Professional Development

Award of Merit 2006

Congratulations to this year's recipients!



Eastern Region award recipient Larry Journal (Brockville) receives award from Matt Wood (OAYEC) and Jeff Burry (Youth Services Bureau)



Northern Region award recipient Jeanne Tremblay (YES Nippising) receives award from Matt Wood (OAYEC) and Marilyn Duncalf (Red Lake Employment Services)



Central Region award recipient Megan Thomas (YMCA York Region) receives award from Matt Wood (OAYEC) and Garth Neilson (YMCA York Region)



South West Region award recipient Lisa Nunn (Focus, Alliston) receives award from Matt Wood (OAYEC) and Wraychel Horne (Youth Opportunities Unlimited)

To assist with professional development of the Youth Employment Sector, OAYEC lends its conference planning competencies to support Employment Ontario funded initiatives. Last year we supported three important events:

In September, OAYEC administered the "Connecting For Northern Success" forum in Toronto for Northern Region Job Connect deliverers. This two-day forum provided significant information relating to expansion and enhancement of Job Connect services with an overall focus on sole delivery that participants would be able to implement and share with co-workers in their agencies.

In November OAYEC administered a two-day forum in Toronto for managers from the provincial Job Connect delivery network. In addition to the individual sector meetings, there was an update

given by MTCU and participants attended five workshops dealing with IRS services, Apprenticeship, outreach to new Canadians, an overview of LMI, and Job Development challenges and solutions. As well, the annual Minister's Awards dinner was held where Awards of Excellence were presented, recognizing excellence in the Job Connect Program.

In January, with funding from MTCU, OAYEC administered a two-day conference in Toronto for Central Region Job Connect deliverers. This conference provided workshops focused on challenges, best practices, and plans of action related to apprenticeship and internationally trained individuals in the Job Connect program.

These *Employment Ontario* Programs are funded by the Ontario government

EVIDENCE

EVALUATION AND CONSULTING

EVIDENCE spent a busy year assisting over 15 non-profit agencies to improve their operations.

On one assignment, EVIDENCE evaluated the outcomes of a youth entrepreneurship program, generating stories of youth who experienced significant turn-around in their lives, increasing their hope and employability skills, thus proving the program's value to their new funder.

Another project included working with an agency struggling with staff mistreating clients. EVIDENCE worked to assess how the agency reduced suffocating hierarchical decision-making and trained staff to communicate more openly with each other and clients.

EVIDENCE also worked with a youth help-line, developing their success measures and volunteer performance management systems on the way to the agency securing long-term core funding.

In an agency-wide initiative, EVIDENCE helped develop eight unique program evaluation frameworks for an agency serving at-



EVIDENCE: Participatory research builds buy-in

risk youth. EVIDENCE also supported the agency to use a government-mandated assessment tool more effectively and to learn from its implementation.

While helping many agencies make more evidence-based decisions, the staff of EVIDENCE managed to redevelop their website. EVIDENCE's new, independent website illustrates the unique nature of Evidence's program evaluation and consulting work. The site can be viewed at www.evidenceconsulting.org

EVIDENCE remains the only non-profit evaluation and consulting service developed by and for community-based organizations such as members of OAYEC. EVIDENCE's participatory approach is designed to meet the precise needs of this community.



Hire Prospects: Youth declaration for the nation

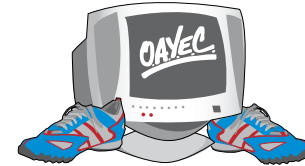


HIRE PROSPECTS

This year has been a busy time for Hire Prospects. The following milestones have occurred:

- There has been an expansion in Hire Prospects outreach services to British Columbia, concentrated in Vancouver and the lower mainland.
- Hire Prospects and Passport to Safety conducted *The Eliminate Your Risk on the Job Safety Survey* in March 2007. The purpose of the survey was to gather youth's experiences and opinions on safety in the workplace and share them with government decision-makers. Matt Wood presented the preliminary survey findings to the Minister of Labour's Action Group: *Vulnerable Workers Under the Age of 25*. The Ministry was interested in the capacity of Hire Prospects to function as a powerful outreach tool. Through engaging in the Hire Prospects online survey process and working in partnership with our member centres, we collected 641 responses in three weeks! This survey was truly successful. Due to the positive response generated from this survey, Hire Prospects is exploring the possibility of making this into an annual signature survey.
- Hire Prospects and D-Code are working in partnership on a Canadian Education and Research Institute for Counselling (CERIC) funded research study entitled the *National Youth Entrepreneur Social Attitude and Innovation Study*. With the guidance of an advisory group made up of various youth serving agencies and stakeholders, this study includes an online youth survey, innovation workshops, and dissemination of findings.

Take 30

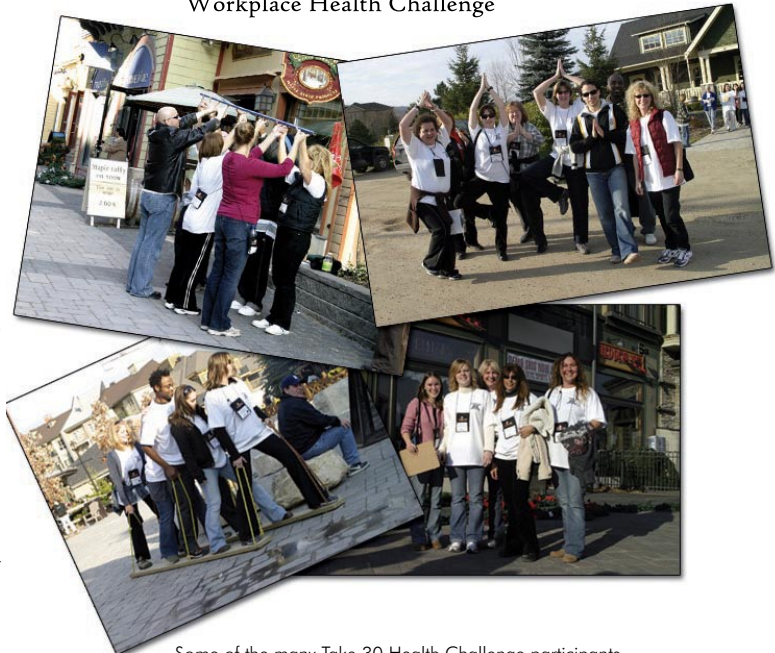


Workplace Health Challenge

OAYEC's first Take 30 Workplace Health Challenge concluded with incredible results for our many hundreds of participating staff across Ontario! Take 30 was an extensive five-month long fitness challenge that resulted in 100% of our agency teams measuring significant overall improvements in health, fitness, and energy levels! The Top 10 examples of numerous successes achieved through the Take 30 Workplace Health Challenge are:

- Innovative Leadership opportunities for all agency staff;*
- Higher personal energy levels at work and at home;*
- Major weight losses;*
- Building a gym inside the workplace;*
- Enhancement of staff cohesion;*
- Continuing to set and reach new health goals for personal and work life success;*
- Joining and regularly attending local Fitness clubs;*
- Joining Run-Clubs / training for marathons;*
- Creating health-conscious cookbooks;*
- Experiencing more fun at work!*

We look forward to our members' ongoing achievements in their health and fitness initiatives throughout 2007!!



Some of the many Take 30 Health Challenge participants

Government Relations

OAYEC's goal in government relations is to influence public policy in support of a sustainable youth employment network. OAYEC has worked tirelessly to represent the interests of youth employment centers to Provincial and Federal Governments throughout the year. We have provided advice and we have been pro-active – identifying issues governments may not be paying enough attention to. Some of the most important examples are included on the next two pages.



House of Commons

Federal Government Relations

- Represented Youth Employment Centres on the Voluntary Sector Advisory Committee for Service Canada. As Vice Chair, Matt Wood provided advice on Service Canada's evolution as it improves its administrative procedures, and its Calls for Proposals process, as well as other strategic initiatives.
- Wrote a position paper on the cuts to youth employment programs, advocating an alteration of the program to focus more on at-risk youth. This position paper was sent to then Minister Monte Solberg.
- Presented OAYEC's flagship professional services, EVIDENCE and Hire Prospects, to senior federal civil servants.
- Released e-bulletins that reached over 350 subscribers (many of whom were federal civil servants) on the following topics:
 - Voluntary Sector Advisory Committee
 - Ontario Labour Market Development Agreement
 - OAYEC's response to the federal cuts to programs, which includes the Summer Youth Jobs Initiative

Provincial Government Relations

- Represented Youth Employment Centres on the Service Delivery Advisory Group (SDAG), a table composed of 10 umbrella agencies representing all different sectors and communities delivering Employment Ontario programs.
- Initiated and hosted non-government agenda-setting meetings prior to SDAG meetings to align non-government messages.
- Supported representation from four regional representatives on the Job Connect Advisory Group.
- Sat on Minister of Labour Steve Peters' Workplace Safety Action Committee for Vulnerable Workers.
- Worked in coalition with the Job Connect College Sector, the Ontario Association of Help Centres and the Collaborative Adult Employment Centres of Ontario on Job Connect positioning document and strategy.
- Briefed Minister of Training, Colleges and Universities on Job Connect position.
- Briefed Deputy Prime Minister George Smitherman on Job Connect position.



Queens Park

- Mobilized network to brief Parliamentarians on Job Connect position, resulting in over a dozen meetings with MPPs and numerous letters.
- Released positioning e-bulletins that reached over 350 subscribers (of whom are Ontario Civil Servants) on the following topics:
 - OAYEC's workplace safety survey
 - Ontario's Minimum Wage
 - Ontario's Labour Market Development Agreement
 - Job Connect Coalition Position
 - Ontario's Learning to 18 Initiative

ONTARIO ASSOCIATION OF YOUTH EMPLOYMENT CENTRES

Statement of Financial Position

March 31, 2007, with comparative figures for 2006

	2007	2006
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Assets

Current assets:		
Cash and cash equivalents	\$ 413,322	\$ 557,787
Account receivable and prepaid expenses	73,796	69,580
	<u>487,118</u>	<u>627,367</u>
Capital assets	17,949	33,441
	<u>\$ 505,067</u>	<u>\$ 660,808</u>

Liabilities and Net Assets

Current liabilities:		
Accounts payable and accrued liabilities	\$ 68,372	\$ 46,792
Grant repayable	14,242	65,688
Deferred revenue	90,973	80,281
	<u>173,587</u>	<u>192,761</u>
Net assets:		
Invested in capital assets	17,949	33,439
Unrestricted	129,531	250,608
Internally restricted for working capital	184,000	184,000
	<u>331,480</u>	<u>468,047</u>
Commitments		
	<u>\$ 505,067</u>	<u>\$ 660,808</u>

ONTARIO ASSOCIATION OF YOUTH EMPLOYMENT CENTRES

Statement of Operations

Year ended March 31, 2007, with comparative figures for 2006

	2007	2006
Revenue:		
Programs and services	\$ 741,127	\$ 766,281
Conferences	254,998	140,835
Fee for service	108,263	133,643
Members' dues	75,275	73,950
Interest income	6,470	23,658
Counselling Bursary Program	-	22,600
Other	24,920	16,900
	1,211,053	1,177,867
Expenditures:		
Programs and services	525,678	457,701
Salaries and benefits	411,899	370,605
Conferences	229,844	161,540
Building occupancy	41,527	41,483
Purchased services	30,121	39,340
Travel	18,970	28,357
Professional fees	49,383	26,609
Amortization	15,490	16,471
Office supplies	22,656	16,139
Telephone	2,052	9,557
Dues	-	300
	1,347,620	1,168,102
Net earnings (loss)	\$ (136,567)	\$ 9,765

OAYEC Members

Central Region

Alternative Youth Centre for Employment (AYCE)
Centre for Education and Training
College Boreal- Toronto
COSTI - Caledonia Employment Centre
COSTI - Vaughan Employment Centre
Job Skills
JobStart



Members enjoying Futures 2006

John Howard Society of Durham Region- Job Connect
John Howard Society of Peel- Halton- Dufferin
Operation Springboard
Parachute Community Employment Centre
St. Stephen's Employment & Training Centre
Woodgreen Youth Job Centre
YMCA Career Development & Learning Centre -
Burlington/Hamilton
YMCA Employment & Community Services - Durham
YMCA Employment & Community Services - Etobicoke
YMCA Employment & Community Services - Mississauga
YMCA Employment & Community Services - North York
YMCA Employment & Community Services - Scarborough
YMCA Employment & Community Services - York Region
YMCA Employment & Community Services - Greater Toronto
Youth Employment Service - Toronto
Youthinc., JVS Toronto

Eastern Region

Career Edge
Employment & Education Centre
Employment Planning & Counselling
JHS Youth Employment Resource Centre - Nepean
Job Zone d'emploi
John Howard Society of Durham Region
KEYS Employment Counselling Services

Opportunity Centre
Victoria County Career Services Inc.
Youth Employment Service - Youth Services Bureau of *Ottawa*

Northern Region

Cambrian College of Applied Arts and Technology - *Sudbury*
Centre de Consultation pour L'Embauche des Jeunes Inc (CCEJ)
College Boreal - *Sudbury*
District of Parry Sound Employment Service
Lake of the Woods Employment Action Project, Inc.
Northern Community Development Service -
NCDS Career Works
Red Lake Career & Employment Services
Sault College of Applied Arts and Technology
YES Employment Services - *Thunder Bay*
YES Employment Services Inc. - *Nipissing*
YMCA Employment & Career Services - *Sudbury*
YMCA Employment & Community Services - *Sault Ste Marie*

South-Western Region

Club 2000 Niagara
Community Employment Services
College Boreal- *Windsor*
Elgin / St. Thomas Youth Employment Counselling Centre
Fanshawe College of Applied Arts and Technology - *Simcoe*
Fanshawe College of Applied Arts and Technology - *London*

FOCUS Community Development Corporation
Grand River Employment & Training Centre
Job Gym - *St. Catharines*
John Howard Society of Niagara (Job Gym - *Welland*)
John Howard Society / Cambridge Career Connections -
Waterloo/Wellington
Kettle & Stony Point YES
Lutherwood-Kitchener
Multi Service Centre (MSC)
Niagara College of Applied Arts and Technology
Second Chance Employment Counselling
South Essex Community YEC Service
St. Clair College - *Chatham/Kent YECC*
St. Clair College - *Windsor YES*
St. Leonard's Community Services - *Brantford YEC*
St. Leonard's Employment Centre - *Dunnville*
TRACKS Employment Services
YMCA Community & Employment Services - *Owen Sound, Grey &
Bruce Counties*
Youth Employment Centre
Youth Opportunities Unlimited

OAYEC Board Of Directors

Roy Spiegelberg

President

TRACKS Employment Services (Collingwood)

Barbara MacDonald-McLeish

Vice-President

Operation Springboard (Scarborough)

Joelle Morey

Vice-President

John Howard Society of Durham Region - Job Connect (Oshawa)

Samantha Teney

Treasurer

YMCA Employment & Community Services - Durham (Pickering)

Steve Cordes

Member at Large- Fee for Service Programs

Youth Opportunities Unlimited (London)

Darlene Holowachuk

Central Region Representative

YMCA Employment & Comm. Services- Mississauga

Deanna Villella

South West Region Representative

Job Gym- Welland/ John Howard Society of Niagara- Wellend

Jeff Burry

East Region Representative

Youth Services Bureau of Ottawa

Marilyn Duncalfe

Northern Region Representative

Red Lake Career & Employment Services (Red Lake)

Matt Wood

Executive Director

Ontario Association of Youth Employment Centres (Toronto)

OAYEC Staff

Matt Wood, *Executive Director*

Bunny Godman, *General Manager*

Jesse Boyd, *Technical Support Staff*

Adam Mukamal, *Senior Manager EVIDENCE*

Lavinia Lamenza, *EVIDENCE Consultant/Analyst*

Norm Tasevski, *EVIDENCE Consultant/Analyst*

Ilana David, *Researcher*

Iphia Henry, *Administrative Assistant*

Soni Dasmohapatra, *Hire Prospects Program Manager*

Shanna Tator, *Workplace Health Challenge Coordinator*

Ben Bunsee, *Bookkeeper*

OAYEC acknowledges support from:



THE ONTARIO TRILLIUM FOUNDATION
LA FONDATION TRILLIUM DE L'ONTARIO





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Community Insights Advancing Youth Employment