

2000 ANNUAL REPORT

annual report

ONTARIO ASSOCIATION OF YOUTH EMPLOYMENT CENTRES

Building Futures for the youth of Ontario



O.A.Y.E.C.

Staff 1999/00

Kay Eastham **Executive Director**

Bunny Godman **Office Administrator / Events Manager**

Mary Lou Gormley **Coordinator, VYM Project**

Chris Cormier **Graphic Designer / Web Publisher**

Jennifer McAlpine **Accounts Department**

Sandra Tam **Research Coordinator**

Jenny Rodriguez **Administrative Assistant / Receptionist**



President's Report

*Ron Seguin, President
St. Clair College, Windsor*

During 1999, the Ontario Association of Youth Employment Centre's Board of Directors engaged in a planning process that resulted in the creation of our Strategic Plan. While the plan is built on the long standing traditions and values of OAYEC it is also very futuristic in that it can serve as our guide for the next 3 - 4 years. The plan is comprehensive. It articulates our mission, values and beliefs, and incorporates a number of new innovative features that will insure OAYEC remains the voice of youth employment issues in the future. Upon reviewing this document yet again, I keep returning to a segment of the vision statement that I feel stands out as a source of collective encouragement to all of us. It reads:

"Young people will have access to holistic services that assist them to reach their employment and life goals. Barriers to service will be overcome, and all youth will receive the education, training, counselling and other supports they need to achieve sustained self-sufficiency. Young people will be respected for the contributions they make at home, school, work and in the community."

The OAYEC Strategic Plan included input from many colleagues, stakeholders and members before being finalised in its present form by the Board. The process included interviews with external stakeholders, a forum for members to provide their views, Board retreats, regional reviews of the draft plan and a final board meeting to finalise the plan. It was exciting to witness the openness to change and development in all of the discussions during this process. We feel this is a plan OAYEC can be proud of, one made possible by "Sharing Our Strengths."

Of particular importance is an attempt to clearly define membership criteria in order to strengthen our voice by extending membership possibilities to more community-based employment services. This has proven successful as the following new members have recently joined as Auxiliary members;

***Ron Seguin, President
and Nancy Dube,
Past President
at the 1999 OAYEC
AGM & Conference***



Seneca College, Sir Sandford Fleming College, YMCA - YWCA of London, YMCA Employment and Community Services of Greater Toronto, Fanshawe College, London and Workplace Connections (MCIS Inc.), Toronto.

As you read through this Annual Report, you will see that this year has been successful, dynamic and extremely busy! We are so privileged

2000

annual report



to employ a team of dedicated and professional staff who seem to thrive in this very environment. Please join me in acknowledging: Kay Eastham our Executive Director who continues to provide leadership and display many talents that grow our Association; Bunny Godman our multi-tasking Executive Assistant who recently acquired her Certified Meeting Professional (CMP) designation, Sandra Tam the author of the informative and resourceful OAYEC research documents and last but not least, Jenny Rodriguez who joined OAYEC as Office Administrator this year. These folks continue to do a wonderful job! The Board of Directors has contributed significantly to our Association. My thanks and appreciation is extended to Dan Wise, Wendy Woods-Fontaine, Randy Heasman, Lorraine Steadman, and Sandra Watt. Their commitment of energy, time and travel is invaluable. Special thanks to Nancy Dube and Bill McDougall who are completing their terms and have served the OAYEC Board for ten and seven years respectively. And finally, thanks to all of our members who together form an incredibly strong network across the province. Your continued willingness to work collaboratively and unselfishly in building the future of Ontario's young people is truly amazing.



**Kay Eastham,
Executive
Director**

Executive Director's Report **1999/00**

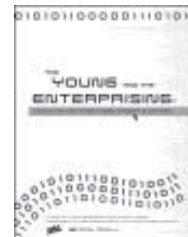
Kay Eastham, Executive Director
Ontario Association of Youth Employment Centres

It's always good to take some "time out" to reflect on last year's performance, so that we can give due recognition to the people and achievements involved, before we get too immersed in current activities. During the past year, the Association consolidated and expanded its activities and partnerships in several directions.

In the 1998 annual report I was able to introduce a new research project and Co-ordinator - Sandra Tam.

I'm pleased to be able to announce that, with the support of the Board, the Association has confirmed research and information as core member services. So this function is now ongoing, with Sandra Watt as the Board sponsor, and an advisory group that facilitates a research network. Last summer, with funding support from HRDC and the addition of three summer students (Chris Williams, Soni Dasmohapatra, and Jessie Boyd), Sandra undertook original research

summer students Chris Williams, Soni Dasmohapatra, Jessie Boyd, and research project coordinator Sandra Tam



to explore the experiences of young entrepreneurs, which resulted in the well-received report,

"The Young and the Enterprising".

2000

annual report



**VYM Project
Coordinator,
Mary Lou Gormley.**

Other research products include an environmental scan, a survey of members' HRDC funding, and an overview publication, "Window on Youth Employment". Sandra's role has been expanded to include editor of the OAYEC Bulletin, where she is able to share her ongoing research through book reviews, bibliographies, statistics, and other resources.



OAYEC's new program development initiative in 1999 was introduction of Volunteer Youth in the Millennium (VYM), where we

were fortunate to gain the expertise of Mary Lou Gormley as the Project Co-ordinator. Thanks to her energy, the support of Dan Wise as the Board sponsor, and an enthusiastic advisory group, a total of 10 sites have been started across the province, beginning with three pilot sites last year - St. Thomas, Lindsay, and North Bay. The aim is to promote civic participation, especially for at risk youth, as well as career exploration and preparation opportunities - a very logical extension of the Association's mandate. Generous funding for the VYM initiative is being provided by the Counselling Foundation of Canada, the Trillium Foundation, the Ontario Region of HRDC, and the CIBC, as well as local sponsors.

On the government front, the June 1999 provincial election led to the split of the old "MET" into separate ministries for Training and for Education.

Since our primary relationship is with the former, the Board moved quickly to arrange an introductory meeting with the new Minister, Dianne Cunningham.

We are also committed to maintaining good working relationships with the secondary school system at all levels, because of our mutual interest in supporting School-Work Transitions. Under OAYEC's program agreement with MTCU, we continued to provide and facilitate Job Connect program support services, including the Professional Development Plan and the Job Connect System. Bunny Godman maintained her effective administration of these contracts, and organized 20 training workshops across the province for over 900 participants; while I provided secretariate services to the Job Connect Advisory Committee. Last year the Ministry introduced a Network Support funding category which provided assistance for Association projects such as our strategic plan, and enrichment of the 1999 Conference professional development program.

A key part of my job is to maintain and build strategic alliances with existing and new partners:

- Last year the Association joined the Ontario Alliance of Career Development Practitioners (OACDP), and I worked with Regional Board members to co-ordinate input from our sector to the draft National Standards for employment counsellors.
- I represented OAYEC on the planning committee for the very successful first Opportunities Conference in May, 1999.

2000

annual report



- I was invited to represent youth on the advisory committee to the Centre for Excellence for Research on , Immigration, and Settlement (CERIS).
- We intend to develop our expertise, and partnerships with 'sister' organizations such as OCASI, to address the special employment needs of newcomer youth.
- These are just a few examples of the many meetings, committees, visits, and conferences involved in partnership development.

I would like to conclude by thanking the Board, staff, and members of the Association for their unfailing support, and commitment to our shared mission. One staff person who is missed, on a day-to-day basis, is Chris Cormier, who left to set up his own business. Although I'm pleased to note that he still contributes his talents to our graphics, printing, and web site.

Eastern Region Report

1999/00

**Wendy Woods-Fontaine, Eastern Region Representative
Employment & Education Resource of Cornwall & District, Inc.**



Wendy Woods-Fontaine, Eastern Region Representative

"Key denominators of successful leaders: Possession of a meaningful mission, high ethics, broad thinking, mastery of change, sensitivity, ability to build teams, effective communicating, willingness to take risks, decisiveness, courage, commitment, wise use of power."

Sheila M. Bethel

Sound familiar???

Rapid growth, constant change and increased demand for service have driven my Eastern Region colleagues to utilize these leadership skills consistently over the past year.

Eastern Region OAYEC member organizations communicate regularly via e-mail and regional meetings, which are held bi-monthly, in Kingston. These meetings provide centres with the opportunity to network and share potential funding sources and special project initiatives being offered in various communities, i.e. the Volunteer Youth in the Millenium Project in Lindsay, Safe Communities in Peterborough, and the Breakaway Company in Cornwall and Trenton, to name only a few. We would like to thank Kay Eastham for making a special effort to attend these meetings to provide us with OAYEC highlights, including the results of various research studies conducted by OAYEC Research Coordinator, Sandra Tam. The Eastern Region was also very fortunate to have coordinated a Marketing workshop with Sarah Delicate (Evolution Group) to assist us in promoting and meeting Job Connect program targets, profiles and outcomes.

We look forward to working together with OAYEC, to continue to provide optimal customer service to unemployed young people in Ontario!

2000

annual report



South West Region Report 1999/00

*Sandra Watt, Southwestern Region Representative
Lutherwood Youth Employment Centre*



**Sandra Watt,
Southwestern
Region
Representative**

Phew! It has been another busy year for the South West Region and through it all we continue to find the time to meet together on a regular basis, to share information, generate ideas, and provide support and encouragement to our fellow members. As a Region we pride ourselves in our commitment to youth, our communities and to each other, and this year has been no different. In the spirit of this year's conference theme "Sharing Our Strengths" I thought it might be a good idea to look back on the past year and celebrate how well we "share" in the South West Region.

In November we discovered the glories and glitches of e-mail and we have become experts in using technology to stay connected between meetings. December had us all busy reading and re-reading the OAYEC Strategic Plan, preparing for our meeting in January when we gave feedback and indicated our support for the future directions of our Association.

One of the most memorable events of the year was indisputably the MTCU Business Planning Process. Throughout December and into January the telephone and e-mail lines were red hot as we communicated back and forth with each other in our efforts to learn the new language of CIPMS, Core Measures, Vital Few, SAT and ESNI. Like all good pioneers we circled the wagons and together entered the new millennium virtually intact.

In February a number of the South West Regional members were involved in reviewing the National Standards and Guidelines for Career Development Practitioners. The members conducted several focus groups across the Region and managed to meet timelines and get our feedback to the National Standards Committee at the end of February. Involvement in this process proved to be both educational and enlightening.

In March and April, the HRDC controversy had a serious impact on several of our members as the local offices attempted to meet the rigorous requirements governing contractual agreements. Many South West members experienced "freezes" to existing contracts and requests from local offices to complete mountains of extra paper work. In the spirit of partnerships, the South West members worked diligently to make sure that all requirements were met.

Early summer found us all in a party mood as we embarked on a new twist to our regular meetings - an overnight session in London. This session provided the members with the opportunity to spend extra time sharing statistical and financial information. We also had the opportunity to compare staffing levels and case management practices. At this meeting the members decided on a process for nominating staff for the Award of Merit and preparations were made for the AGM.

2000

annual report



Everyone agreed that this level of "sharing" is of tremendous value and plans were made to make such sessions a regular event in the South West.

Finally, the South West Region would like to thank Kay, Bunny and all the OAYEC staff for their ongoing support and commitment to the network. We would also like to thank Cheryl Killip and the staff of YOU in London for hosting our regional meetings. We would be neglectful if we did not thank our President Ron Seguin for the leadership he provides. Thanks to all South West members for their enthusiasm, support and constant attendance at our meetings. We look forward to another year of camaraderie, sharing and lots of fun together.

Northern Region Report 1999/00

**Lorraine Steadman, Northern Region Representative
YES Employment Services Inc. (Nipissing)**



With over 1500 miles between the east and western centres one may wonder what our group would have in common. Being in the North is common enough to know that we Northern Centres have many similarities but also are very unique and diverse. Northern Ontario has not experienced the economic boom that the south has. We continue to experience double digit unemployment and search for program delivery funding. The Northern Region continues to provide unique programming, accepts the challenges and promotes the North to keep our young people working in their communities or the North.

**Lorraine Steadman,
Northern Region
Representative**

Based on input from all eight of our members in : Parry Sound , North Bay, Kendra, Fort Frances, Thunder Bay/Nipigon, Sudbury, Sault Ste. Marie, and Hearst, last year's efforts produced results. Several agencies reported more outreach to hard-to-serve youth, including Aboriginal and rural / isolated youth. These marketing efforts were supported by Sarah Delicate, one of the Evolution Group coaches, and led to improved Job Connect profiles. Some agencies noted increases in apprenticeship / trade placements.

One innovative initiative in the community of Hearst was the introduction of the TRAIN-A-YOUTH ENTERPRISE INC, a non-profit business operated by the Youth Employment Counselling Centre. Last year this social enterprise program offered job experience to over 40 hard-to-serve youth, with a 84% success rate. In keeping with the "Sharing Our Strength" theme of this year's conference, this model program will be featured in one of the "Best Practices" panel sessions.

Since the end of the year, I have stepped down as the Northern Representative on the Board. However, I will continue to be involved as the Francophone





representative on the Job Connect Advisory Group. Our ex-President, Nancy Dube, has kindly and ably filled the Northern position on the Board on an interim basis until the 12th AGM. I would like to thank her, and all of my Northern colleagues for their support over the past year.

Central Region Report 1999/00

*Randy Heasman, Central Region Representative
St. Stephen's Employment and Training Centre*

This was my first full year as the Central Region Representative and I've enjoyed getting to learn more about the incredible diversity in types of services and personalities we have in the region. Stretching from Burlington to Durham Region, the Central Region encompasses a wide range of types and sizes of organisations and communities. It was an exciting time for all our members as we faced many challenges. With changes in the funding environment and program redesign issues, increased competition and a rapidly changing economy, these are definitely complex times. What has been really encouraging is the growing trust and support developing among the agencies as we met these challenges together. There was never any doubt at any of our meetings that our members have incredible passion for their work and the challenges they faced

More specifically, our members continued to make tremendous strides in working with the Apprenticeship Branch as they increased their skilled trade placements over the past year. Our members also forged ahead with a wide variety of school-to-work initiatives as we continued to pursue opportunities to work with the schools in our communities. This focus on partnership development has paid off as most of our agency's now have well-developed relationships with their local welfare offices and community agencies which are clearly reflected in their profile statistics.

In Toronto, OAYEC and member agencies were very active in the city's Employment Work Group, a subcommittee of Councillor Olivia Chow's Youth Action Committee. They recently identified a series of issues that the committee might address to improve the employment picture for the city's youth including:

- Improving public transportation policy and service
- Improving the image of youth among employers
- Facilitating coordination and information sharing between programs and various levels of government
- Encouraging the development of more holistic services for youth at risk
- Reintroducing a youth internship program at the city to encourage more youth hiring

2000

annual report



Toronto member agencies were also very active in the community consultation process conducted by the Social Development Division regarding the city's youth job development activities. Our members recommended that this money be used to improve and streamline job development activities in the city. This is expected to go before City Council soon.

Central Region Members are also very proud to have an author in their midst. Nancy Shaefer of YES Toronto, authored the recently published "Good Job! A Young Person's Guide To Finding, Landing and Loving A Job". It's a straightforward easy to use book, ideal for our clients and a great resource for our centres. Congratulations Nancy!

Speaking of Nancy, she stepped down as our JCAG representative in June and will be replaced by Heather Sant of Job Start beginning this fall. Thanks again Nancy for your work on that committee. We are confident that Heather will ably fill your shoes. We would also like to offer our belated congratulations to Dan Wise of the North York and Etobicoke YMCA's, elected as a new OAYEC Vice President at last year's AGM. We've enjoyed Dan's quick wit and intelligence at both OAYEC and regional meetings this past year. Keep up the good work Dan.

Our members embraced the New Strategic Directions adopted by the Board as we welcomed three new members. Workplace Connections - MCIS, YMCA at 42 Charles Street and Seneca College all became Auxiliary Members this past spring. Welcome aboard.



As always we were incredibly grateful for the advocacy, organisational and research support provided by OAYEC on our behalf. We've come to expect nothing but excellence from Kay and her staff, Bunny, Sandra and Jenny. All our members unanimously agreed at our most recent meeting that Bunny should definitely be certified.

Randy Heasman, Central Region Representative



Treasurer's Report 1999/00

Sherri Simzer, Treasurer
Youth Employment Assistance H.Q., Belleville

KPMG Chartered Accountants audited our financial records for the second year. They also conducted separate audits of all previous multi-year projects funded by MTCU.

In response to KPMG's management report, the Board developed an Investment Policy and Capital Assets Policy, while the Association made some improvements in accounting practices, and ensured that the financial systems would be Year 2000 compliant.

The net revenue from our Conference/AGM and membership fees increased over last year, reflecting both expanding conference attendance and new auxiliary memberships. Combined, these membership sources of revenue account for about one-fifth of the Association's basic operating budget.

The balance of the Association's funding comes from fees, grants, and contributions from both levels of government, as well as support from the Counseling Foundation of Canada for the Bursary Program and the Volunteer Youth in the Millennium project. The Ministry of Training, Colleges and Universities (MTCU) continues to be a significant funder, primarily in relation to Job Connect support activities, but also in relation to network development for the Association itself. Human Resources Development Canada (HRDC) increased their support during 1999/2000, enabling us to initiate several research projects, as well as development of a three (3) year Strategic Plan (latter co-funded with MTCU)

Our year ended positively with retained earnings in the \$260,000 range.

Thanks to Kay, Bunny, and our Bookkeeper, Jennifer McAlpine, for their diligence and fiscal responsibility.

Sherri Simzer, Treasurer





Award of Merit 1999/00



Bottom Row: Lorraine Steadman congratulates Nancy Dube from the Northern Region, Ron Seguin thanks Maureen Carter for her contribution to the South West Region, and Mohamed Hussein and Kafitha Jeyaratham receive the Central Region recognition awarded to Kulvir Singh posthumously.

Top Row: Wendy Woods Fontaine and Michel Harris from the Eastern Region give Sherri Simzer the OAYEC Award of Merit.

2000

annual report



Board of Directors 1999/00



Ron Seguin, President
St. Clair College, Windsor YES



Bill McDougall, Vice President
YMCA Employment and Community Services,
Owen Sound



Dan Wise, Vice President
YMCA Employment and Community Services,
North York & Etobicoke



Sherri Simzer, Treasurer
Youth Employment Assistance Headquarters Inc.,
Brockville



Randy Heasman, Central Region Representative
St. Stephen's Employment and Training Centre,
Toronto



Wendy Woods-Fontaine, Eastern Region
Representative
E and E.R.C. of Cornwall and District, Inc.



Nancy Dube, Past President
(Ex Officio)
YMCA Employment and Community Services,
Sudbury



Lorraine Steadman, Northern Regional
Representative
YES Employment Services Inc. (Nipissing)



Sandra Watt, Southwestern Region Representative
Lutherwood Youth Employment Centre,
Kitchener

Kay Eastham, Executive Director
(Ex Officio)
Ontario Association of Youth Employment Centres
(OAYEC).



2000

annual report

Eastern Region

Career Edge, Trenton
Centre de services a l'emploi de
Prescott-Russell, Hawkesbury
Employment and Education
Resource Centre of Cornwall
and District, Inc., Cornwall
Employment Planning and
Counselling, Peterborough
JHS of Durham, Oshawa
JHS Youth Employment Resource
Centre, Nepean
KEYS, Kingston
Victoria County Career Services,
Lindsay
YMCA Durham Employment and
Community Services, Pickering
Youth Employment Assistance
Headquarters (YEAH) Inc.,
Brockville
Youth Employment Training
Centre, Lakefield
Youth Employment Service,
Ottawa
Youth Employment Training
Centre, Lakefield

Northern Region

Centre de Consultation des
Jeunes, Hearst
District of Parry Sound
Employment Service,
Parry Sound
Lake of the Woods Employment
Action, Kenora
Northern Community
Development Service (NCDS),
Fort Frances
Red Lake Career and Employment
Services,
Red Lake
YES Employment Services,
Thunder Bay
YES Employment Services Inc.
(Nipissing),
North Bay
YMCA Employment and Career
Service, Sudbury
YMCA Employment Services,
Sault Ste Marie

Member Centres 2000

South West Region

Brantford YEC, Brantford
Cambridge Youth Services/
JHS, Cambridge
Community Employment
Services, Woodstock
Elgin/St. Thomas YECC, St.
Thomas
Fanshawe College, Simcoe
Focus Community Services,
Alliston
Grand River Employment
Centre, Ohsweken
Kettle / Stony Point YES,
Forest
Lutherwood Youth
Employment Centre,
Kitchener
St. Clair College/Windsor
YES, Windsor
Second Chance Employment
Counselling, Guelph
South Essex Community YEC
Service, Leamington
TRACKS Employment
Services, Collingwood
Tri-County YES, Tillsonburg
YMCA Community and
Employment Services,
Owen Sound
Youth and Community
Employment Services,
St. Catharines
Youth Opportunities
Unlimited (YOU), London

Central Region

Alternative Youth Centre for
Employment (AYCE),
Toronto
Brampton YEC/JHS, Brampton
Job Start , Etobicoke
COSTI - CYCLE/Eglinton,
Toronto
COSTI - Vaughan Employment
Centre, Vaughan
Operation Springboard,
Scarborough
Parachute Community
Employment Centre,
Toronto
St. Stephen's Employment and
Training Centre, Toronto
Woodgreen YECC, Toronto
YMCA Employment and
Community Services,
Etobicoke
YMCA Employment and
Community Services,
Burlington
YMCA Employment and
Community Services,
North York
YMCA Employment and
Community Services,
Mississauga
YMCA Employment and
Community Services, York
Region Newmarket
Scarborough Area YMCA YES,
Scarborough
Youth Employment Service,
Toronto

Auxiliary Members

Fanshawe College, London
Sault College, Sault Ste. Marie
Seneca College, NewMarket
Sir Sandford Fleming College,
Coburg
YMCA - YWCA of London
YMCA Employment and
Community Services of
Greater Toronto
Workplace Connections
(MCIS Inc.), Toronto



Contact Us

ONTARIO ASSOCIATION OF YOUTH EMPLOYMENT CENTRES

Building Futures for the youth of Ontario

**120 Carlton Street
Suite # 209**

Toronto, ON M4P 1T5

Tel: (416) 323-9557

Fax: (416) 323-9927

Email: oayec@interlog.com

Website: www.interlog.com/~oayec