



20
22

ANNUAL
REPORT

CHANGING MILLIONS OF LIVES SINCE 1968

THE YOUTH EMPLOYMENT CHAMPIONS

Our Vision:

*Changing Lives
...Forever*

Our Mission:

YES believes employment is empowerment and the cornerstone of safe and healthy communities. YES leads the Canadian youth sector with innovative programs that empower disadvantaged and vulnerable youth to become self-sufficient contributing members of society.

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After completing the program, I finally decided on a direction for my career. With the skills I learned in the program, I learned I could be my own boss, have fewer financial worries and more stability in my life. The YES staff were so kind and friendly, and supportive of me starting my own company within the next year. This was a great learning experience for me in getting my life on track.

– Emmanuel

Youth Employment Services YES Overview

YES was the first specialized youth employment and counselling centre in Canada and we quickly became the model for development of similar employment programs throughout Ontario, Canada and the World!

Total number of YES clients (all programs and job search workshops)	Number of clients in all of our programs (total number)	Number of students who attended job search workshops either at YES or in high school (total number)	% of employed, in school and in training at exit	% of employed, in school and in training at three month check-in
12,286	11,168	1,118	88%	85%

YES is the employment champion for youth specializing in:

- Employment, entrepreneurship and empowerment programming
- Employment assessment, case management and professional counselling
- Pre-employment training, skills enhancement
- Job placement services
- Job retention and training
- Future skills training, financial literacy, mentorship
- Cloud computing training
- Workforce development programming



Board Chair Message

It has been a remarkable year for YES with many successes and challenges. As we look back on the last year of supporting youth, we remember the amplified barriers many youth faced as a result of being disproportionately impacted by the global pandemic. Despite the challenges, YES delivered on its mission. We were able to serve **12,286 clients in all our programs and services representing an 11% increase over the previous year.** The clients in our assisted programs achieved an incredible **88% success rate** upon exiting programs into employment, education or training.

Highlights related to the achievement of our Strategic Priorities

Workforce Development/ Skills Programming

Our Strategic Plan is focused on the **design and delivery of innovative, evidence-based skills development initiatives to address:**

- Pressing gaps in the labour market
- Upskilling workers for changing skills needs
- Transitioning displaced workers from declining sectors to in-demand occupations and emerging sectors.

Some of the work this past year to address these demands include:

- Online Learning Platform, 'Skills to Succeed': YES scaled up and delivered an incredible **22,000 completed workshops**
- Online YES2Cloud program with in-demand tech training and access to in-demand jobs: **we more than doubled our youth intake compared to target**
- Future Skills training: enhanced to prepare youth for the **future of work**
- Y2TLE: Youth participated in our **Cloud training** project in partnership with Amazon Web Services

Our People

We are extremely proud of our staff who, despite the challenges presented by the pandemic, rose to the occasion, provided excellence in service, and drove targets to ensure our clients had best-in-class programming. As an organization, we have also done our best to offer extra supports. We offered **specialized COVID Care training, Mental Health First Aid, and Anti-Black Racism and Diversity and Inclusion Training.**

We value staff feedback and as part of our plan, we completed an employee engagement survey. We are heartened with the results, with more details in the report, and we have committed to act on valuable suggestions for improvement.

Social Impact

A workstream is underway to evaluate and enhance YES' positive social impact. This year's focus was on the capture of program data for research and ROI purposes as well as identifying new data sets to capture.



CEO Message

As the CEO of YES, I'm extremely proud of our results and impact this past year. As you will read in this report, our focus this past year was **creating new programs and services, scaling our innovative online learning platforms and driving our innovation agenda**, leveraging technology and partnerships to design innovative solutions to new challenges.

As highlighted in our report, our partnership with Accenture allows us to embed technology and online learning in our programs and have a suite of cutting-edge online employability & essential skills training modules at our disposal.

We have also scaled up our Mentorship Hub with thousands of youth benefiting from our mentor program with hundreds of industry leaders participating as mentors. **Thank you to the incredible volunteers** who gave so generously of their time to support our youth.

We were selected by the Provincial Government to launch a new program – Career Jumpstart – which will support youth experiencing mental health issues in breaking down barriers to employment by upskilling them and preparing them for in-demand roles in Cyber Security.

We are so grateful to all our funders who are highlighted in our report and we also welcomed some new Corporate and Foundation

partners this year including: Bell, La Fondation Emmanuelle Gattuso, Moneris, Nordstrom, Sage Foundation, Scotiabank, SC Johnson and The Co-operators.

YES' mission and mandate, and our very core work, **has focused on diversity and inclusion** for over 54 years. We work historically with underrepresented and equity-deserving groups on the ground and through our programs and services to ensure they have access to the same opportunities and are equipped with the skills and tools to achieve equity and inclusion.

In December 2020, **the Federal Government announced its 50 – 30 Challenge** that asks Canadian organizations to aspire to gender parity on boards & senior management as well as 30% representation on boards and senior management of other underrepresented groups, including Indigenous peoples, racialized persons, persons with disabilities and members of the 2SLGBTQ+ community. We are proud to exceed those targets in all areas.

Our data and diversity statistics are evidence of our mission and our commitment to the challenge. **From our Board where 40% are visible minorities or racialized, to our senior management at 33%, management at 50%, and frontline staff at 55%.**

We are also proud of our gender equity/ parity with 50% of our Board identifying as female.

We also exceed gender parity at the senior management level with 66% identifying as female.

Through your support of YES, you are contributing to a stronger economic recovery in a post-pandemic world. Our mission is to continue to reach and exceed our targets so that youth succeed and have hope in the future. Thank you for making this possible.



Timothy Lang
President & CEO
Youth Employment Services YES



Jamie O'Reilly
Chair
YES Board of Directors

YES Strategic Plan Initiatives 2021 – 2024



Our People – Transform YES through its greatest resource: enhance the talent attraction, training, performance management, engagement and retention of our people to change more lives.



Social Impact – Enhance and define the social impact and prosperity YES creates for youth through its training and employment placement programs.



Hard Skills – Demonstrate the feasibility of hard skills training and job placement programming to enhance YES services and long-term youth employment opportunities in the future of work.

YES helped me by giving me the skills to overcome the challenges standing in my way, including aiding in my job search and great activities which helped better myself.

– Sabah



YES Strategic Plan 2-Year Progress Update

Our People

Engaged employees were key to attaining the very positive results that YES has achieved this year.

For the 2021/2022 fiscal year, new employees were asked for their feedback on our orientation process. This was done to understand if the orientation was making new staff excited to work with YES and engaged with the work we do. The results were overwhelmingly positive.

- 93% of respondents felt that the orientation gave them confidence in being a new employee
- 87% of respondents reported that they used the learnings gained during the orientation presentation

A general employee engagement survey was conducted this year - some key points brought forward by staff included:

- Job Development and 1:1 Counseling were the most important program components for youth

- 100% of respondents indicated that productivity had either stayed the same or increased while working remotely
- Over 95% of respondents indicated that they enjoyed the day-to-day work they perform and felt they were treated with respect by other staff

The survey also asked respondents to share ideas for professional development and upskilling. The overwhelming response was that job development acumen was an area where more instruction would be helpful, and this has already been scheduled for the coming fiscal.

We are also considering additional employee mental health and wellness training opportunities to add to the current supports for staff mental health and well-being. Two examples include Covid Care Kits and Cognitive Behavioural Therapy (CBT).

YES also renewed its participation in the Employer Partner program offered by the Canadian Centre for Diversity and Inclusion (CCDI). CCDI (www.ccdi.ca) is a national organization which assists employers address diversity, equity and inclusion within the workplace. The Employer Partner program allows YES staff to participate in all CCDI webinars as well as have access to the repository of content which provide guidance and information on how to ensure that all clients and staff feel welcomed, safe and included.

YES has also demonstrated its commitment to inclusive diversity by developing and implementing a Diversity and Inclusion policy. This policy recognizes the benefits of a workplace where inclusion, equity and diversity are celebrated and demonstrates how we will strive for equality and fairness when engaging with our staff and clients.

Social Impact

Last fiscal saw the formation of our inaugural Social Impact Committee, who met to discuss strategies and best practices to implement consistent and meaningful measurement and evaluation across the organization. Some of these points included:

- YES has initiated the capture of program data for research and ROI purposes. This will be very helpful information from critical areas which will be monitored to produce relevant data
- YES identified new data sets to capture and is determining which are the most relevant and attainable
- Initiate Return on Investment (ROI) analysis with consultant and provide all necessary data
 - Next step is to determine what YES can measure itself and what might require third party assistance to best measure impact
- YES reviewed progress with academic institutions and ensured programming will leverage YES data and be on track to achieve objectives
 - The University of Toronto is leveraging YES data in a current study (still in its early stages) which is looking at the impacts of services on new Canadians
- Evaluate areas of potential reputational and operational risk, prioritize and action accordingly
 - This is ongoing and has been added to the Risk Registry



*YES really helped me to
not only improve my work-
related skills and get a job,
but also helped me become
more outgoing and gain new
friendships.*

Hard Skills

The Workforce Development programs at YES were recently developed with the goal to address the skills and knowledge gap preventing youth from being able to successfully apply to jobs. We are very proud that the graduates in our Y2TLE earned an average of \$28.53 per hour! We are happy to report on the following results from our programs last fiscal:

Pre-Apprenticeship Construction Trades Program

YES recognizes that the demand for skilled construction tradespersons was an area which had not been tapped into by our various programs. Yes2Trades is a program which provides training so that young people can become part of the construction trades industry. In April 2021, it was reported that Toronto had the highest concentration of construction cranes in North America (Toronto Sun – April 14, 2021). Ensuring that young people are trained for these opportunities will create a new generation of well-paid construction workers who will be able to build the city of the future for all of us to enjoy.

One only needs to read the testimonial on page two from Emmanuel, who participated in the Pre-Apprenticeship Construction Trades Program, to understand the program's positive impact. The last sentence really underscores the newly found hope and optimism for the future!

The information technology sector growing and evolving due to long-term impacts of the pandemic has manifested in significantly higher

demand for jobs involving Cloud Computing and Cybersecurity. YES already had Y2TLE and Y2C in place and the results are a testament to the hard work and dedication of program staff in ensuring that our youth can tap into this ever-growing and lucrative market.

YES2Tech Learn and Earn

This program is a partnership with Amazon Web Services (AWS) to deliver their re/Start curriculum. For 2021/2022, YES had 80 people participate in the program which exceeded our goal of 75 participants! After completing the program, 58 participants became employed with 9 others returning to school/training. Additionally, 60 people completed the training and 58 became certified as an AWS Cloud Practitioner which is a gateway to advanced certifications and better employment opportunities.

With AWS Educate, YES had 103 participants register which also exceeded our goal of 100! 56 of those participants became employed after completing the program and 16 returned to education or training.

YES2Cloud

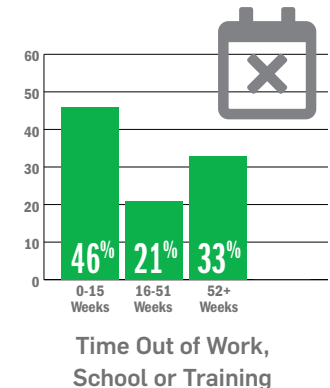
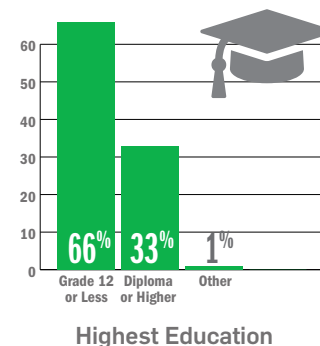
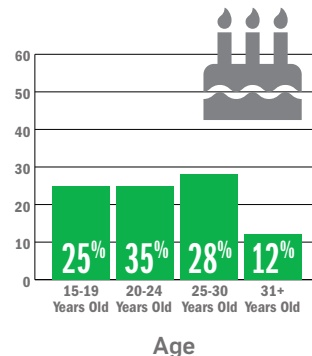
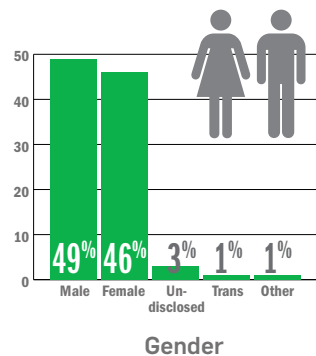
YES2Cloud serviced 399 unique clients. Of those clients, 80 self-reported learning completions of over 250 courses which are available on three separate platforms: IBM SkillsBuild, AWS Educate, and SAS.

The most reported completed course was "Intro to AWS Management Console".

On IBM alone, YES had 2588 completions which totaled almost 15,500 hours of self-paced learning. To put that number into perspective, this equates to over 1.75 years of training hours which is a remarkable achievement!

YES By the Numbers 2021-22

In 2021-22, Youth Employment Services YES helped 12,286 youth, including 11,168 in all our programs and a further 1,118 students who attended our workshops. **We achieved a success rate of 88% in job, training or education results.**



I was feeling overwhelmed and facing personal and health challenges. I wanted a job and had applied for openings at a lot of places but people weren't calling me back. YES helped me get a job very quickly and helped me financially so I could get the right clothes when I started working. I now suggest this program to other youth who are having problems finding a job. YES really helped me to not only improve my work-related skills and get a job, but also helped me become more outgoing and gain new friendships.

– Cesar



YES Highlights

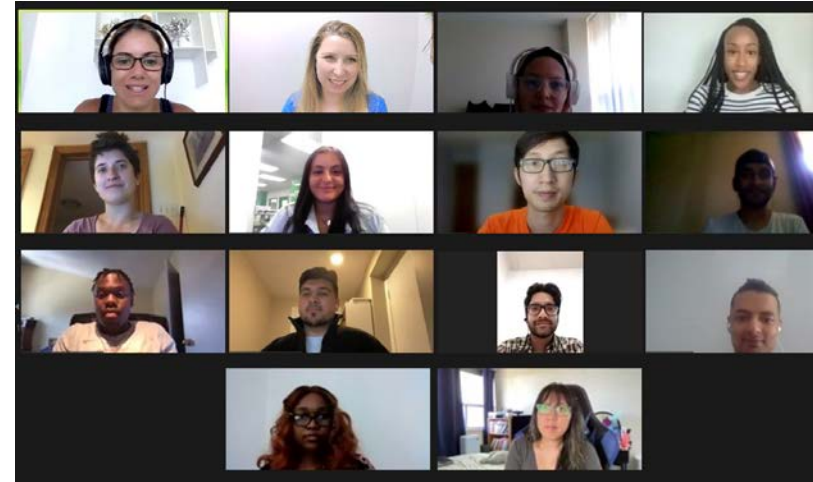
New Cyber Security programming gives youth a competitive edge in the digital age of work

YES is excited to announce the launch of our inaugural Career Jumpstart program, funded by the Government of Ontario's Skills Development Fund to train Canadian post-secondary youth and Ukrainian refugees.

With technology, changing demographics, and globalization altering the types of jobs available, we need to ensure that young people are provided the skills and ability to develop the knowledge, values and a diverse range of critical thinking and communication skills for the digital age in order to give them a competitive edge in the labour market. Career Jumpstart will break down barriers to employment by upskilling

participants and preparing them for in-demand roles in Cyber Security.

The program will provide 100 participants the opportunity to complete a Cyber Security certification, access Cognitive Behavioural Therapy as well as specialized pre-employment, mentorship, future skills training, and job matching and placement. YES is thrilled to be launching this brand-new program to provide a clear pathway into meaningful and reliable employment.



YES adds Financial Literacy training to its national knowledge transfer initiatives!

Developed by YES with the support of HSBC Bank, the new curriculum is YES' latest innovation in helping youth gain the attitude, knowledge, skills, and self-efficacy needed to make and exercise responsible money management decisions. In addition to being provided with the tools to become financially capable, young people from marginalized and underserved communities are coached around the availability and equality of opportunities to access financial services.

This 2-module curriculum package equips youth with the skills and knowledge needed to perform basic financial management tasks such as saving, budgeting, filing income taxes, understanding debt, navigating credit and protecting themselves against fraud online. YES has also made a bonus extended module available to youth who are ready to learn the fundamentals of investing.

The launch of these modules comes at a time when young people are facing unprecedented

financial challenges including the rising cost of inflation and access to affordable housing. Thanks to a generous two year grant from HSBC Bank, we are able to ensure that youth at YES, as well as youth across Canada, have access to this critical training. Through our national knowledge transfer and training initiatives, we continue to empower partner organizations to better serve at-risk and vulnerable youth within their communities.

YES Mentors are removing barriers for youth

Our Mentorship program connects disadvantaged youth with industry leaders to guide them on skills training, career pathways and day-to-day life. In a Basic Needs Survey administered to YES youth in 2021, Mentorship was listed as the **most valuable** basic need support youth received during their time at YES.

We at YES have taken several steps to address this need, engaging corporate volunteers and industry leaders in our programming to provide advice, insights and mentorship to the youth participating in our various programs through our Mentorship program. In our last fiscal year alone, we engaged an incredible 283 industry leaders/volunteers in our programs and services to provide 1-1 mentorship, group mentorship and guest speaking sessions on employability skills, financial literacy, interview skills and more to almost 300 youth!

Understanding the importance of this support, we also partnered with La Fondation Emmanuelle Gattuso to hire a Mentorship and Critical Needs Navigator, to engage specialized mentors from industries like cloud computing, the trades or software design, collect youth demographic and industry data for needs assessment, and conduct outreach to diverse mentors in specialized fields to get them involved with the program. As Mentorship is only one of many critical, individualized needs for youth, the Mentorship and Critical Needs



Navigator also assesses youth and administers basic need/wellness supports to youth throughout YES.

We are thankful to La Fondation Emmanuelle Gattuso who supported us in hiring the Mentorship and Critical Needs Navigator to remove barriers for youth looking to participate in our Mentorship program, and give YES the resources to distribute urgently needed supports in a quick and efficient manner!

I was in foster care from the age of 11 and never had family around so life was a real struggle. I spent 6 years working on getting my papers in Canada, and once I did I put all my attention into finding a job to provide for myself. YES has definitely helped with finding different opportunities and a job. YES helped change my situation through learning a lot of new things, helping me to make a really good resume and cover letter, and giving me the confidence that I will get a job.

– Amara*



Accenture Partner Highlight

When did you get involved with this organization?

2014 – we have been YES partners for more than 8 years!

What attracted you to the cause?

The mission of YES to upskill underrepresented youth is an area we feel passionately about at Accenture and we are pleased to be a longstanding partner.

What are your activities and what do they involve?

The Skills to Succeed Learning Exchange. Developed in part with YES, the Learning Exchange offers a blend of online or smartphone training. It helps participants to both learn the basics and build deeper skills through coaching and workshops. YES has also provided avenues for Accenture employees to get involved. We've helped to deliver presentations, coaching, and even an employer awareness campaign to help educate organizations on the business case for hiring persons with disabilities.

In your opinion, what is the most important work that this organization does?

Helping underrepresented youth gain the skills they need for the jobs of today and the future. YES has a stellar record of achievement when it comes to skilling young people.

Do you have an anecdote about this cause/organization that really moved you?

There are too many to mention, but when I think about the individual client success stories, I really see the impact of the organization – we all want youth to succeed!



Deb Swartz, Accenture

YES Events

YES hosts two day series of virtual events!

The Future is Now! Rebuilding and Reskilling in a Post-Pandemic World

September 2021 saw YES host its first ever two day series of virtual events!

Day One began with “Accelerating Your Career through Future Skills,” supported by HSBC and was joined by over 100 attendees from community partners, corporate partners and youth. The event focused on the future skills that youth need to become resilient in a post-pandemic world.

The event opened with a keynote speech from Humble The Poet who spoke about his own life experiences that left the audience inspired and empowered. This was followed by an insightful panel discussion from Kate Minson, Manager of Community of Investment at HSBC Canada; Jennifer Lusby, Project Manager at

Princes Trust Canada and Patricia Howell-Blackmore, Principal Consultant at PHB Spark Consulting. The panel was moderated by our very own Su Kularatnam, Coordinator of YES2Cloud! We closed with inspiring remarks

from Kim Hallwood, Head of Corporate Social Responsibility at HSBC. We are so grateful to everyone who presented and attended, and for providing such amazing insights into the future skills needed to be resilient for the future!

Check out the event recap video here:

<https://www.youtube.com/watch?v=gCLn2atLvDE>



Day Two was “Saying YES2Tech,”

supported by Citi Foundation. We were thrilled to welcome almost 100 attendees for our second virtual event in the series, including government officials, corporate partners, youth and employer partners, to delve into the topic of hard skills and future skills in this interactive event!

The keynote speaker, Lital Maron, Innovation Strategist and Visionary, opened the event discussing digital disruption and the future of work. Shweta Grover, Director (It Senior Group Manager), Equities Business, Citi gave remarks on the digital skills needed to be successful for the workforce of tomorrow. We were thrilled to host the Honourable Monte McNaughton, Minister of Labour, Training and Skills Development of Ontario who also gave remarks at the event.

We ended the day with a breakout activity for participants. Participants viewed a video on the “Future of Jobs” and then were sorted into breakout rooms where they took part in a guided group discussion.

Thank you to everyone who attended our virtual event series on rebuilding and reskilling for a post-pandemic world!

Check out the event recap video here:

<https://www.youtube.com/watch?v=jgY5Y5lMPQ>



YES In the Media

In the past year YES has been featured multiple times in the media including:

CBC Radio/On-Line News Interviews YES CEO On Youth Employment During Pandemic

April 15, 2021

YES President and CEO, Timothy Lang, was interviewed in the CBC story, “Students having trouble finding work during pandemic hoping for help in federal budget”. In the interview, Lang discussed the importance of getting youth into jobs to prevent adverse effects of long-term unemployment. He also noted that youth have been disproportionately affected by the loss of jobs during the pandemic. This is why YES has focused on helping young people find “pandemic-proof” employment in trades, warehouses and digital opportunities.

<https://www.cbc.ca/news/canada/toronto/students-describe-the-stress-of-job-searching-1.5985168>



YES President Tim Lang Comments On Federal Budget And New Youth Employment Funding In Star

April 26, 2021

The Toronto Star reported on the federal youth employment plan and the Covid-19 youth unemployment numbers, which stood at 14% for Canadians ages 15-24. This was almost double the unemployment rate for the country as a whole. YES CEO Tim Lang commented on the plan stating that boosting youth employment will require a multi-faceted approach. Building soft skills in addition to on-the-job training is part of what helped YES achieve a 90% success rate for youth job placements.

<https://www.thestar.com/business/2021/04/20/to-help-youth-get-jobs-the-federal-government-needs-to-spread-its-money-around-and-youth-need-to-keep-open-minds-experts-say.html>



CBC Radio 'The House' Interviews YES President Timothy Lang On The Effects Of Covid On Youth Employment

May 22, 2021

YES President & CEO Timothy Lang was featured on CBC's 'The House' with host Chris Hall to discuss the long-term effects of Covid-19 on youth employment. The interview highlighted that many jobs lost due to the pandemic were in retail, food services and culture and recreation – all of which employ many young people. Timothy Lang shared in the interview that these losses may cause a scarring effect that will continue into the future.

<https://www.cbc.ca/radio/thehouse/youth-opportunities-pandemic-qualtrough-1.6036271>



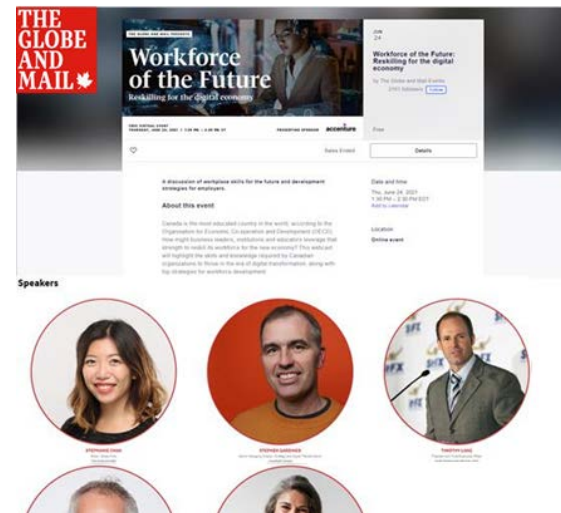
Global & Mail Event: Workforce Of The Future Featuring YES CEO Timothy Lang On Panel

June 30, 2021

The Globe and Mail hosted an event exploring the future of labour and the Canadian economy. YES CEO Timothy Lang was one of a few expert speakers on a panel discussing what key knowledge organizations and individuals will need to succeed in a transforming labour ecosystem.

<https://www.theglobeandmail.com/events/article-preparing-canadians-for-the-workforce-of-the-future/>

THE GLOBE AND MAIL **Globe & Mail Event: WorkForce of the Future**
Featuring YES CEO Timothy Lang on panel



YES CEO Tim Lang Featured In Canadian Press Employment Report: “Canadian Economy Added 230,700 Jobs In June”

July 9, 2021

The Canadian Press reported on Canada adding 230,700 new jobs in June and interviewed YES President & CEO, Timothy Lang regarding YES activities and how YES has helped youth. In the interview, Lang noted that the additional part-time jobs were helpful as youth were highly affected by job losses, but that youth are also looking for opportunities that are pandemic-proof. This includes roles in the digital economy, skilled trades or warehousing.

<https://www.thestar.com/business/2021/07/09/statistics-canada-says-economy-added-230700-jobs-in-june-all-part-time.html?rf>



YES CEO Remarks On Employment Re-Opening In Canadian Press (Globe, BNN, Toronto Star, MSN, Yahoo, 680 News)

July 14, 2021

As the pandemic effects wane, YES' Timothy Lang was interviewed regarding youth employment trends, issues and how things have changed since the pandemic began. The article states that youth employment rose just over 7% in June 2021. In the interview, YES CEO noted that youth are eager to enter the workforce after the pandemic halted many work opportunities.

<https://toronto.citynews.ca/2021/07/14/war-for-talent-retail-restaurants-offer-perks-to-lure-workers-in-hot-job-market/>



YES Featured In The Toronto Guardian Magazine

August 3, 2021

CEO Tim Lang discusses YES' new Mental Health Curriculum and how YES staff and Board have helped YES grow, serve more youth and prepare YES for the future. In the interview, he shared that, "Because of the life skills training and job placement services we offer, we've been able to help many youth transition from feelings of despair to real hope and self-confidence, and it's such a rewarding process to watch them go through that journey."

<https://torontoguardian.com/2021/08/toronto-charities-yes/>



YES Featured In SAS Blog Post!

August 17, 2021

"It's no wonder that YES became a partner of choice for SAS." An exciting SAS blog post about how YES and SAS are working together to upskill youth and meet industry demand in data analytics was shared. We are proud of what has now been over a year-long partnership, providing free learning pathways to help young people gain accreditations in SAS.

https://blogs.sas.com/content/sascom/2021/08/17/canadian-charitable-partner-running-sas-training-sees-interest-in-analytics-growing/?utm_source=None&utm_medium=social-voicestorm&utm_content=bbdd7f9d-7ac1-4fd8-ab04-4d86b04fff4b



YES President Tim Lang Discusses Solutions For Post-Pandemic Youth Employment In “Soo Today”

September 28, 2021

In this interview, Tim Lang talked to Soo Today about youth unemployment in Sault Ste Marie. They discussed the impact of the pandemic on the hospitality and retail sectors which often hire many young people. Lang also shared that YES is working to innovate and find strategies for youth to upskill and re-skill in digital literacy and the trades. At the end of the interview, they discussed YES online programming and how the organization has continued to serve youth while working remotely.

<https://www.sootoday.com/local-news/job-market-more-complicated-for-youth-4464630>



I wanted a stable income so one day I could start my own business. YES helped get me a job placement working in a field I was interested in which helped me gain so much experience, stability and income.

YES Programs and Services

All job seekers can access a variety of services and supports at YES to aid them in their career planning, job search, and job maintenance. All services were hosted virtually throughout 2021/22.

BizStart Entrepreneurship	BizStart is a full-time, 6-month entrepreneurship training program.
Canada Ontario Jobs Grant	Canada-Ontario Jobs Grant (the Job Grant) provides an opportunity for employers to invest in their workforce, with help from the government.
Digital Literacy Program	The Digital Literacy Program assists youth 15 – 30 years of age to strengthen their computer skills. Participants take part in 13 weeks of training and quality employment placements.
Employment Services	Employment Services provides employment services for all job seekers, including students.
HSBC Career Accelerator	The HSBC Career Accelerator Program provides youth facing multiple barriers to employment with specialized pre-employment training to help them obtain the soft skills and global skills needed for the labour market of today and the future.
Job Central	Job Central assists youth ages 15-30 living in the under-served neighbourhood of Keele/Eglinton to find employment.
Lighthouse Project	The Lighthouse Project assists job seekers living with mental health issues who are looking to obtain and maintain full-time (30 hours per week or more) employment.
Ontario Works Career Discovery	Career Discovery provides career testing and assessment services for those receiving social assistance.
Pre-Apprenticeship Program	YES, in partnership with Labour Education Centre (LEC), is offering an eight week full-time pre-apprenticeship program for those interested in working in the construction trades. The eight week program allows for participants to attain both the hard skill training and workplace readiness skills needed to be successful in the construction trades.
Ontario Works Career Opportunity	The Career Opportunity program assists job-ready individuals to find and maintain employment. Individuals must be on social assistance and be referred by a TESS caseworker.



Streets to Jobs	The focus of the Streets to Jobs Program is to aid homeless youth in overcoming the key barriers to employment that keep them out of work.
This Way ONward Program	This Way ONward, presented by Gap Inc., is a life skills and paid store internship program to help teens and young adults from low-income communities land their first job. The program provides the opportunity for youth graduates of YES' job readiness training programs to apply their learning through paid internships at Old Navy stores in the GTA.
Toronto Youth Job Corps	The Toronto Youth Job Corps (TYJC) program assists youth 15 – 30 years of age to find employment through group-based employability skills training, personal development, and work experience.
YES2Tech	The YES2Tech Program, generously supported by Citi Foundation, prepares young job seekers with the skills and training needed to make a place for themselves in the GTA's growing technology field. This program offers youth a supportive environment to obtain in-demand skills and, with YES' leadership and employment opportunities, to become empowered in their employment goals.
YES2Tech Learn & Earn	The YES2Tech Learn & Earn Program prepares young job seekers with the skills and training needed to make a place for themselves in the GTA's growing technology field.
YES2Cloud	The YES2Cloud program allows clients to access free cloud technology training, earn badges and certificates through our partners IBM, SAS and Amazon Web Services AWS, and access entry-level or advanced cloud jobs
YESAbility	YESAbility is an employment program for youth and adults with disabilities.
Youth Collaboration	Youth Collaboration assists youth ages 15-30 to find employment through group-based employability skills training and work experience.
Youth Job Connection	Youth Job Connection is a program to help youth, 15 – 29 years old, find and keep jobs. It is a paid program with several components.
Youth Job Connection Summer	Provides summer, part-time and after-school job opportunities to high school students, aged 15 to 18, who are facing challenging life circumstances and may need support transitioning between school and work.

Prior to coming to YES, I was at a toxic workplace that made it very hard for my mental health. When I was looking for a new job, I came across YES. YES helped me to take a moment to think about my future goals and job interest. I am very thankful to everyone who helped me to land a new job that brings me joy instead of stress.

– Malcolm*

Our Donors

YES continued to see strong support from the community and thanks to the generosity of existing and new partners, fundraising exceeded its planned target in 2021-22. YES gratefully acknowledges all the individuals, businesses and foundations that have donated and helped empower our youth to become self-sufficient contributing members of our community. None of this great work would happen without you. Thank You for helping us to change lives.

Visionary (\$250,000+)

Citi Foundation



Champion (\$100,000 – \$249,999)



RBC Foundation

Hero (\$30,000 – \$99,999)



Leader (\$10,000 – \$29,999)



La Fondation
Emmanuelle Gattuso



Tippet Foundation

Cannonbury Foundation



The Catherine and Maxwell
MEIGHEN FOUNDATION

The Christina Mary Hendrie
Trust



The Jackman Foundation

The Bickle-Wilder
Foundation



NORDSTROM

Partner (\$5,000 – \$9,999)

The Marjorie and Joseph Wright Memorial Foundation
Manulife Financial
The Hylcan Foundation
Frederick and Douglas Dickson Memorial Foundation
Randstad Foundation
The Andy and Beth Burgess Family Foundation

Builder (\$1,000 – \$4,999)

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Carolynne Veffter
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Saarah Sheikh
Julia Reiter
10 Anonymous Donors

Government

Without government support and recognition of the employment needs of young people, many of our programs and services would not be possible. We thank the City of Toronto, Provincial and Federal governments for their various contributions.



YES Volunteers

YES thanks the extraordinary people who give of their time and energy to volunteer in our programs.

Aala Sakaji	Dale Powell	Haseeb Khalid	Lajia Shah	Norman Tapangco	Sid Uppal
Adrian Price	Danny Stone	Henry Wienman	Larry Borus	Obianju Diru	Sravan Kumar
Alok S Mishra	David Windeler	Ingrid Huang	Lieven De Groodt	Oluwatoyin Bakarat	Subal Saini
Amala Selvaraj	Denisse Rodriguez	Iris Y Chia	Lisa Schoonderbeek	Ogunwale	Suseela Chinniah
Amanda B Davis	Derek Norridge	Isaac Gacanin	Lisa Villeneuve	Otis Mushonga	Suvidha Chopra
Amanda Davis	Devin Sewcharan	Isha Bhatia	Luciano Molina	Paul Naveen Kumar	Syedirfan Abbas
Amit Kumar	Dharmpal Sharma	Ivanina X Mincheva	Luki Danukarjanto	Madrolu	Thao Pham
Angela Xu	Dianicia Joseph	Janel Joseph	Madhu Sri Putta	Prasad Risbud	Theodora Costache
Annie Tran	Dina Yakhin	Jannike Pereira	Manju Kaswan	Prasanth Reddy	Thomas Roddy
Anthony Khabouth	Divy Suneja	Jason Wu	Maor Daniels	Priyang Patel	Tim Eccles
Antonios Tsatsakis	Dollena Brake	Jennifer Masone	Maria Paschali	Rachel Ma	Umar Alam
Anuj Wallia	Domanique Grant	Jessica Freitas	Maria Serrano	Ramesh Gilaka	Varija Guntiwar
Artur Llubani	Drago Trendafilov	Jessica Bennet	Maria Zambakkides	Renae Tolentino	Vidhya Kankasabapathy
Aya El Chemaly	Eleanor Edwards	Jignesh Bhatt	Marushka D'Cruz	Rupali Vij	Vij Gupta
B. Moradian	Emily Fraser	Joanna Barham	Matthiew Lanteigne	Ruxandra Alea	Vikrant Dev
Beau Pinto	Emma Kahansky	JP Reilly	Meenal Kapoor	Ryan Deborger	Vishrut Trivedi
Bola Osagie	Emmanuel Palmero	K. Bowen Willer	Melissa Leong	Ryan Thomas	Yuanfeng Liu
Bonnie Hung	Evgeny Prokoptsov	Karansingh Rajput	Midhun Harikumar	S. Gupta	Zichong Huang
Brandy Boham	F. Giuraniuc	Karen Coutu	Million Araia	Saad Siddiqui	
Caitlyn Smith	Fatima Murad	Kari Henry	Nadia Elkharaadly	Samantha Yarwood	
Chetan Makhija	Flavia Aruncutean	Kathryn Passalent	Namita Khullar	Sameer Kashif	
Chetan Makhija	Frank Cianiulli	Keaton Davis	Natalie Maiolo	Sanjay Pinnock	
Chris Rooney	Gabriella Camacho	Kevin Huynh	Natasa Bjelica	Shahaan Ahmed	
Christian Mendez	Gabriella Panicia	Kiana Eastmond	Natasha Sheppard	Sharon Peck	
Christina Scalzo	Geraldine Perusco	Kriska Pascua	Neeraja Velpula	Sharon Wilks	
Christine Dixon	Gisela Pong	Kunal Kopalani	Nick Murchie	Sherrie Watt	
Cindy CY Wong	Harnam Sing	Kwame Afriyie	Nikita Shah	Shikha Acholia	
				Shingi Kanhukame	

YES Board of Directors



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Director



Tieu-Minh To
Director



Byron Sonberg
Director



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*Changing Lives
... Forever*

YES Staff

YES appreciates the dedication and professionalism of our staff in helping our clients each and every day.

Gerald Abshez	Sonia Buchanan	Dima Farsoun	Maria Jordan-Barzaga	Adith Mathew	Kirsten Toney
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Jasmine Biloki	Mark Dennis	Zarah Hansen	Daniel Lee	Rebecca Sanderson	Elaine Yang
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Caroline Bokuba	Margaret Douglas	Jorge Henriques	Emma Loader-Ricci	Rachel Shin	Sakib Yasar
Lori Bottrell	Sharon D'Souza	Sarah Marie Hugh	Winston Luc	Andrea Silva	Derek Yearwood
Stacey Brookes	Elena Dziouba	Marisa Hutchinson- Chee	Hannah Luke	Sophia Smith	JieYing (Kaitlyn) Zhou
Dianne Brooks	Halah EL Shater	Aisha Issac	Daisy Lyman	Ryan Thompson	Halcyon Zoubaidi
Theresa Brown	Sheema El-Khalil	Sapna Jain	Alyssa MacLean	Justin Timla	
	Graham Engel	Mary Ann Johnson	Daniel Maluka	Abdullah Tok	
	Emma Gabriella Evans		Carolyn Masse	Chagla Tok	

YES Financial Statements

Youth Employment Services YES – Statement of Financial Position Year ended March 31

	2022	2021
Assets		
Current		
Cash	\$1,355,948	\$1,590,909
Investments	7,516,303	7,346,630
Accounts receivable	969,127	671,197
Prepaid expenses	51,605	61,518
	9,892,983	9,670,254
Leasehold improvements and equipment	158,075	219,591
	\$10,051,058	\$9,889,845
Liabilities and fund balances		
Current		
Accounts payable and accrued liabilities	\$2,442,539	\$2,417,306
Deferred revenue	1,133,199	1,407,634
	3,575,738	3,824,940
Deferred capital contributions	157,718	219,234
	3,733,456	4,044,174
Fund balances		
Operating Fund	-	(315)
Special Projects Fund	6,317,602	5,845,986
	6,317,602	5,845,671
	\$10,051,058	\$9,889,845

On behalf of the Board of Directors


Director


Director

A copy of YES' full audited financial statements are available at our website

Youth Employment Services YES
Statement of Operations and Changes in Fund Balance – Operating Fund
Year ended March 31

	2022	2021		2022	2021
Revenue			Expenses		
Provincial Government			Staff salaries and benefits	6,876,064	6,768,037
Youth Job Connections	\$3,940,974	\$3,609,231	Participants stipends, training allowance and benefits	7,381,138	5,706,693
Employment Service	2,652,486	2,652,521	Program operating costs	1,839,966	1,798,392
Canada-Ontario Job Grant	944,387	944,058	Amortization of leasehold improvements and equipment	121,081	176,465
Youth Job Connections - Summer	778,100	754,429	Other expenses	1,062	1,068
YES2Tech Learn & Earn (Y2TLE)	539,989	404,695			
YESAbility	142,385	170,385		16,219,311	14,450,655
Federal Government					
Youth Collaboration and Job Central	2,419,808	1,673,693	Deficiency of revenue over expenses	(1,248,044)	(1,236,804)
BizStart	1,341,293	1,120,811			
Lighthouse	652,248	687,776	Operating fund deficit, beginning of year	(315)	(487)
City of Toronto					
Toronto Youth Job Corps	842,177	615,560	Transfer from Special Projects Fund		
Toronto Social Services (Ontario Works)	425,402	334,439	Citi Foundation – YES2Tech	313,945	165,729
Streets to Jobs	68,472	71,036	HSBC – Career Accelerator	242,431	184,588
			GAP This Way Onward / Ahead	158,151	250,662
Miscellaneous income	152,285	84,341	RBC Foundation	107,241	69,196
Interest income	9,745	14,988	Y2TLE	32,280	-
Amortization of deferred contributions	121,081	176,465	Career Navigator	18,977	-
Less: deferred funding for leasehold improvements and equipment	(59,565)	(100,577)	Manulife	6,857	24,452
			Citi Foundation – YES on Demand	-	214,076
	14,971,267	13,213,851	HSBC – Ask A Business Consultant	-	14,756
			Additional restricted program supports	176,450	160,017
			Annual transfer	192,027	153,500
			Operating Fund deficit, end of year	-	\$(315)

A copy of YES' full audited financial statements are available at our website

From self-growth to financial decision-making, the guidance and counseling provided by the YES team helped me in real life job opportunities and opened so many doors for me that I never knew could open.

*– Riley**





Youth Employment Services YES- Head Office

555 Richmond Street West, Suite 711
Toronto, ON M5V 3B1
Tel: 416-504-5516

YES – Job Development Services

555 Richmond Street West Suite 602
Toronto, ON M5V 3B1
Tel: 416-504-5516

YES – Youth Business Centre

555 Richmond Street West, Suite 1005
Toronto, ON M5V 3B1
Tel: 416-504-5303

YES Employment Centre

1610 Bloor Street West
Toronto, ON M6P 1A7
Tel: 416-535-8448

YES – Youth Job Centre

2562 Eglinton Avenue West
Toronto, ON M6M 1T4
Tel: 416-656-8900

YES – Toronto Youth Job Corps

783 Lawrence West Units 8 and 9
Toronto, ON M6A 1C2
Tel: 416-789-5236