



20  
23

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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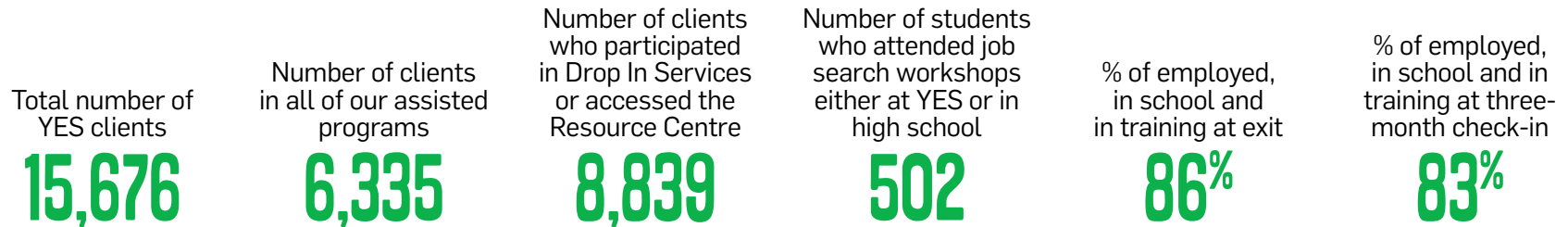
*“Before attending YES, I was a recent graduate trying to figure out my next steps. I was lost and didn’t know where to turn for guidance. YES’ program has changed my situation, not only financially, but through personal growth as well. The people working for this organization are not only good at what they do, but truly are passionate about their work and helping others.”*

Molly



# 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!



## 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





# CEO & BOARD CHAIR MESSAGE

YES created the Canadian youth employment sector in 1968 and we are closing in on our 55<sup>th</sup> year of serving Canadians. As I reflect on this past year, which has been **our strongest year ever in terms of growth and clients served**, I am hopeful for the future, despite many issues that youth encounter. We were able to serve **15,676 clients across all our programs and services last year**. These youth faced a variety of intersecting barriers to meaningful employment, and we are so proud of their successes.

We are hopeful for the future, as YES continues to grow and thus serve and help more youth in need and help change lives. At the same time, we are conscious of the fact that there are increasing needs, including the rising cost of living, housing and many more youth disclosing mental health issues. Last year **21% of youth shared that they struggle with their mental health** and **87% of participants had low or no income or were dependent on social assistance**. These factors, and many other intersecting challenges faced by youth, are barriers that our team is working to reduce.

At YES, we rise to the occasion every day to make a difference in our community by improving the lives of our youth. **I often hear from youth and alumni that YES helped them become the individuals they are today**. This recognition is the highest compliment our organization can receive, and we owe it all to those who selflessly give their time, talents, and resources for the betterment of

others. This includes our staff, who are the best in the nation, our strong and insightful Board and the hundreds of volunteers and mentors who help our youth every day. I strongly believe we need to do more, can do more, and must do more. That's why **we are working diligently with Government, Foundations and Corporations designing new and innovative programs and services to meet**

**the increasing demand.** We are providing the tools they need to make the best choices now, and for their future.

YES thrives on sustaining and developing partnerships – partnerships with our clients and with our community. Together, we have helped youth gain meaningful employment, we have strengthened families; **we have made**

**our communities safer.** We are successful because of the support of our key stakeholders: our Board of Directors, our community partners, our volunteers, our corporate partners, our employees, and donors! **Our partners provide insight, resources, and financial support – all of which empowers our team to fulfill our mission.**

## Highlights from the Year:

We are very pleased to announce that YES was recently awarded a **new program** funded by the Ministry of Labour, Immigration, Training and Skills Development. The YES2Trades program allows YES to expand on our services for youth interested in the trades.

YES was thrilled to host our **first hybrid roundtable event** at the Centre for Social Innovation on September 8<sup>th</sup>, 2022. This event, part of the Citi Foundation funded YES2Tech initiative, brought together our program participants along with program partners SAS, Amazon Web Services and IBM, to discuss technology, changing demographics and globalization altering the types of jobs available and the skills required for them.

In March we held Together Again, an event to celebrate our amazing donors and volunteers. This event was a wonderful opportunity to see supporters in person and to hear from some of the youth that are participating in our programs.

Their stories continue to inspire us to achieve our mission of employment as empowerment for all in our community.

We were excited to travel to Vancouver to host an **in-person national roundtable event** at the Museum of Vancouver on June 8<sup>th</sup>. This event was supported by HSBC and gathered Vancouver-based community organizations and Career Accelerator program partners, local youth, corporate partners and thought leaders, to discuss financial literacy training for youth, resiliency and the rapidly-rising cost of living and rates of inflation in both British Columbia and across Canada.

We look forward to the year ahead as we grow and scale even further across Canada with **a new project which will train and empower hundreds of employers** to become more inclusive in the hiring of persons with disabilities.

YES continues to be the Canadian youth employment leader and helping serve tens of thousands of youth each year to truly change lives and create stronger communities and a stronger nation. Thank you for your continued support of the youth in our community.



**Julie Crothers**

Chair  
YES Board of Directors



**Timothy Lang**

President & CEO  
Youth Employment Services YES



*"I would not have been in this place if it was not for this program, and I'm just forever grateful that I did take this step of applying and completing this."*

*Chloe*





# EBAY FOUNDATION PARTNER HIGHLIGHT

## About eBay Foundation

Founded in 1998, eBay Foundation partners with nonprofit organizations that are addressing and removing barriers to entrepreneurship for people who identify with historically excluded groups. eBay Foundation also supports eBay employees with meaningful giving and volunteering opportunities

## When did eBay Foundation's partnership with YES begin?

YES' partnership with eBay Foundation began back in 2017 through the support of our Youth Business Centre! Since 2020, eBay has supported YES through its Global Give Grantmaking Program which supports inspiring nonprofits worldwide that work to foster entrepreneurship in local communities

## Why YES?

eBay Foundation partners with nonprofit organizations that are addressing and removing barriers to entrepreneurship for people who identify with historically excluded groups. At YES, our mission is to empower disadvantaged

and vulnerable youth to become self-sufficient contributing members of society and we do this through employment, entrepreneurship and training opportunities.

"At eBay our purpose is to connect people and build communities to create economic opportunity for all. Through the Global Give, we're able to propel that purpose even further by supporting nonprofit organizations that are enabling entrepreneurs to grow and thrive." – Allie Ottoboni, President, eBay Foundation

## eBay Foundation and Entrepreneurship at YES

Thanks in part to eBay Foundation's Global Give, YES is able to offer specialized entrepreneurship programming for our youth through the BizStart program.

## Thank you, eBay Foundation!



"BizStart is an explosive business program that provides young people with the resources and tools to take their life to another level. In the program clients learn how to harness the massive resources within and around them, helping them make drastic changes to themselves and their businesses." – Kofi Amoama, BizStart Program Manager

# YES BY THE NUMBERS 2022-23

In 2022-23, Youth Employment Services YES helped 15,676 youth, including 15,174 in all our programs services and 502 students who attended our workshops.

We achieved a success rate of 86% in job, training or education results.

**65%**

Highest level of Education = Grade 12 or less

**34%**

Certificate/Diploma or higher

**22%**

No work experience

**41%**

Not in employment, education, or training for more than 6 months

**87%**

Low or no income

**51%**

Identifies as Black, Asian, Latin American or Indigenous

**60%**

24 or under

**21%**

Disclosed a mental health issue

**10%**

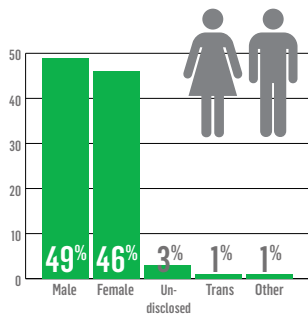
Housing/Living Instability issue

**21%**

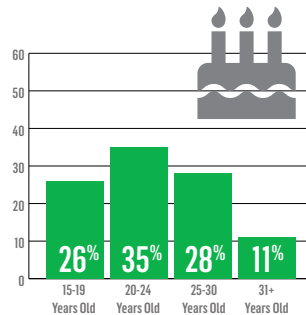
New Canadian

**17%**

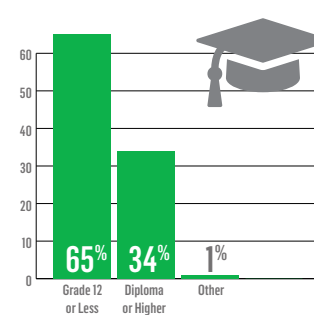
Persons with Disabilities



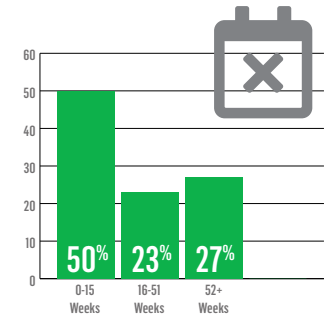
Gender



Age



Highest Education



Time Out of Work, School or Training

# YES HIGHLIGHTS

## YES Launches New YES2Trades Programming

We are very pleased to announce that YES was recently awarded a new program funded by the Ministry of Labour, Immigration, Training and Skills Development.

The YES2Trades program allows YES to expand on our services for youth interested in the trades. The program is designed to not only expose job seekers to two skilled trades in high-demand, but will also empower them through a holistic suite of services including access to mentors, wrap around supports, job readiness training and practical hands-on experience through experiential learning activities.

Participants will gain valuable skills such as:

- Applying paint or other materials such as stains, lacquer or varnish using brushes, rollers or spray equipment
- Preparing and cleaning surfaces, removing old wallpaper and paint
- Repairing cracks and holes in walls
- Mixing and thinning paint, measuring, cutting and applying wallpaper or fabric to walls
- Building and installing scaffolding

- Advising customers on colour selection and choice of wall coverings
- Providing cost estimates and reading specifications to determine required materials.



## The 'Truth to Youth' Program is Helping Canadians Navigate Social Media in the Age Of Misinformation

In November 2022 YES launched its 'Truth to Youth Program' to help reduce the increasing spread of fake news and false information over social media.

Misleading news and the twisting of data has led to greater mistrust and divisiveness. The innovative YES program will help youth navigate information more effectively and find the real facts and science, which will lead to a more civil discussion of important issues.

YES President & CEO Timothy Lang stated, "Social media was supposed to help give all people, no matter what their socio-economic situation, access to information and help educate and inform. We hoped it would bring different peoples and cultures together. Instead, social media has been used more to spread false stories and twist facts and science to try to generate more readers and make money by using sensational and fake news. This has led to a more divisive society and even violence. The 'Truth to Youth Program' will help youth spot fake news and use social media to search for the truth. This will create a more civil debate and stronger communities."

The Truth to Youth Program is a video-based program with leading experts in media, law and politics including former Liberal and Conservative Cabinet Ministers, Navdeep Baines and Lisa Raitt, award winning authors

and media personalities Amanda Lang and Andrew Cohen, and University of Toronto Law professor, Abdi Aidid. These experts discuss the various pitfalls of believing false information and spreading fake news, along with ways to use social media for good and have a more civil discussion and debate, even with people you disagree with.

Check out the video here: <https://www.youtube.com/watch?v=HN9C6KK0TuA>

**Experts discuss the various pitfalls of believing false information and spreading fake news, along with ways to use social media for good and have a more civil discussion and debate, even with people you disagree with.**



*"I'm an immigrant, so coming to Canada and finding a job has been very difficult for me. I used to apply for jobs and didn't get any response from them.*

*YES helped me a lot with the process of getting a job, as now I know about resumes and cover letters, and how to apply for jobs, and much more. I also gained the confidence and skills how to talk and answer interview questions, as I used to be very scared but thanks to YES' program I'm able to do a lot of things that I didn't imagine myself would be able to do."*

*Naila\**



# YES EVENTS

## YES Presents Hybrid Event Focusing on Hiring in Tech

YES was thrilled to host our first hybrid roundtable event at the Centre for Social Innovation on September 8<sup>th</sup>, 2022! This event, part of the Citi Foundation funded YES2Tech initiative, brought together our program participants along with program partners SAS, Amazon Web Services and IBM, to discuss technology, changing demographics and globalization altering the types of jobs available and the skills required for them.

We heard an inspiring keynote address from Josef Azam, CEO and Co-Founder of Design Shopp International, and engaged our attendees in a lively panel discussion. In addition, we were honoured to present 3 participants of the YES 2 Tech program with participant awards acknowledging the outstanding perseverance they have shown in the face of life's challenges while attending the program. Thank you to everyone who took the time to attend in person and virtually.

Check out the recap video here: <https://www.yes.on.ca/discovering-direction-yes-first-hybrid-roundtable-event/>



## YES Welcomes Donors and Volunteers Back into our Office

On March 30th, 2023 YES held Together Again, an event to celebrate our amazing donors and volunteers. This event was a wonderful opportunity to see supporters in person and to hear from some of the youth that are participating in our programs. Their stories continue to inspire us to achieve our mission of employment as empowerment for all in our community.

The event included remarks from our President and CEO, Timothy Lang, in which he highlighted the valuable contribution of donors and volunteers throughout the pandemic. By supporting YES and helping us pivot to virtual services we were able to continue serving youth on their career journeys during a tumultuous time.

The agenda also included awards presented to three program participants and a showcase of businesses started by our BizStart youth. Attendees were able to connect with youth to hear more about their experience and learn about their businesses.

We are looking forward to hosting more opportunities for connection at our office in the next year. Thank you to our donors and volunteers that allow us to have meaningful impact on the youth in our community.



## YES Hosts Changing Tides: Resiliency in a Wave of Financial Crisis in Vancouver

YES was excited to travel to Vancouver to host an in-person national roundtable event at the Museum of Vancouver on June 8<sup>th</sup>. This event was supported by HSBC Bank Canada and gathered Vancouver-based community organizations and Career Accelerator program partners, local youth, corporate partners and thought leaders, to discuss financial literacy training for youth, resiliency and the rapidly-rising cost of living and rates of inflation in both British Columbia and across Canada.

In addition to remarks from honoured guest, Hon. Andrew Mercier, Minister of State for Workforce Development, we heard an inspiring keynote address from JR LaRose, CFL Champion – Resilience, Equity and Indigenous Inclusion Expert, and engaged our attendees in a productive panel discussion. The panel include valuable knowledge shared by Anastasia French (Living Wage for Families BC), Orville Lee (Pathfinder Youth Centre Society), Garrison Duke (DIVERSEcity Community Resources Society), and Karlie Fisher (Youth Employment Services YES). Topics discussed included the rising cost of living, the value of financial literacy, and the importance of governmental action in this area.

Thank you to everyone who joined us in person—we look forward to hosting further national roundtable events in the future!

Check out the recap video here:  
<https://www.yes.on.ca/changing-tides/>





*"I was struggling with my job search and then I found out about YES from a friend. After participating in the program, I feel confident looking for my next job, as they helped me improve my skills like, interview skills, Job-hunting skills. The staff are very helpful and friendly. They truly care about your interests and your job goals."*

*Paul\**



# YES YOUTH SPOTLIGHT

Over the last year YES has been honoured to work with youth facing a variety of intersecting barriers. Each person's career journey is so different and YES is proud to address their needs on an individual basis.

At our recent Donor & Volunteer Appreciation Event we were pleased to present three youth participants with awards based on their success in YES programs. We are so proud of Marquyse, Chris and Trianna and can't wait to see the amazing things they do next.

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## Marquyse, Employment Award Recipient

"Since I had just moved back from abroad, I didn't have any working experience in Toronto or references from previous jobs which made applying for jobs pretty challenging. I knew that I had skills and experience to offer an employer, but it felt like this was discredited.

A friend told me about the YES program and how beneficial it would be to take it as I would gain a lot of the certificates necessary for construction within the program.

Overall, the Trades program helped me by giving me the exposure to different trades, taught me the necessary safety procedures to protect myself and also understand the dangers

and hazards of each trade, exposed me to different tools and machines that I don't think I would've ever been able to use elsewhere, gave me the competence to be able to work in a trades field and also gave me a better understanding about unions and how it could be beneficial to be a part of it.

The program definitely changed my life for the better, going from inconsistent work to a full-time job in a matter of 3 months. The income I'm making now as it gets better will allow me to make more trips back home to see my family. Going forward, I see myself here for a while – hopefully the weather doesn't chase me away."



## Chris, Empowerment Award Recipient

“Prior to YES, I encountered various obstacles that resulted in recurring episodes of psychological exhaustion. I tended to take on more responsibilities than I could handle due to a fear of running out of time. This had adverse effects on my mental well-being, which impacted my personal, professional, and social life.

Things started to change when my friend Khalil informed me about YES after I confided in him about the challenges in both my personal and professional life.

The TYJC facilitators not only provided us with absolute support but also equipped us with the latest tools and resources to develop both transferable and technical skills that are essential for increasing our employability. Additionally, they guided us through the process of job searching, offering valuable insights and connecting us with potential employers.

YES has not only aided me in securing a job, but also aided me in formulating precise near and distant career objectives while providing me with support in obtaining a job that corresponds with my aspirations, values and interests. Since obtaining my current job I'm able to deal with some financial responsibilities and that has put me in a better position to return to school.

In the future, I am looking forward to creating a small business where I can speak to youth and empower them with my story.”



## Trianna, Entrepreneurship Award Recipient

"I gained so much clarity with the help from BizStart staff. I got the tools to write my own path. It was a challenge to make the shift, but BizStart staff helped me realize that I could have more opportunities and potential for increased financial stability if I focused on building a business where I provide cleaning services.

I now know that my decision to focus on building a cleaning business was the right decision because I see the difference in the results. Bizstart helped me understand that I can still do art as a hobby, and as something I can use for my own self-care while accepting the occasional art sale, so I don't have to lose it.

I now have better structure, and I can see the endless opportunities my business can achieve. The BizStart staff were phenomenal in providing me the support I needed while still giving me space to figure things out on my own, especially during times of uncertainty and doubt. I have also improved my financial literacy, and BizStart helped me pay off my personal loans, which was a major goal for me.

Right now, Green Trii Cleaning Services is doing better than ever, and I feel like I have only scratched the surface. We have brought on two cleaning contractors with a target to cut down cleaning times in half, and we are in the process of getting a company vehicle so we can get to cleaning sites faster, and to potentially take on more customers."



"I know that life's challenges will never stop, and that I will always be tested, and that how I choose to deal with challenges will determine whether or not I overcome them, and giving up isn't in my business plan."



*“The most helpful advice I learned is to keep targeting your goals to stay positive even if you are getting rejections, all the hard work will pay off one day.”*

*YES Client*

# YES IN THE MEDIA

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

## Tim Lang, YES CEO and BOC Governor discuss employment and the economy in CBC interview

**April 14, 2022**

YES President and CEO Tim Lang was interviewed by CBC to discuss the impact of youth employment on the economy. He highlighted that the high demand for workers at this time was an opportunity for youth who may have struggled to find employment in the past.

<https://www.yes.on.ca/tim-lang-yes-ceo-and-boc-governor-discuss-employment-and-the-economy-in-cbc-interview/>



## YES CEO, Tim Lang discusses drop in youth labour force participation

**April 2022**

YES President & CEO discussed why fewer youth were looking for work and possible solutions on CFRA Ottawa. He said, "We are hopeful organizations like YES, which help give confidence and new hope to youth, along with our cognitive behavioural therapy and other help for mental health issues, will result in more youth engagement in job searches and employment. This will help create a positive and fulfilling life for so many".

<https://www.yes.on.ca/yes-ceo-tim-lang-discusses-drop-in-youth-labour-force-participation/>



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## PRESS RELEASE: YES Launches Program to train Ukrainians & youth in Cyber Security

April 21, 2022

Youth Employment Services (YES) launched an innovative Cyber Security training program, funded by the Government of Ontario's Skills Development Fund to train Canadian post-secondary youth and Ukrainian refugees. "Our government is working for workers by investing in training that gives people a hand up to rewarding and well-paying careers in their community", said Monte McNaughton, Minister of Labour, Training and Skills Development. "I am proud to support the Cyber Security Training Program at YES which opens doors to bigger paycheques and greater opportunities for young people and Ukrainian refugees in our province."

<https://www.yes.on.ca/press-release-yes-launches-program-to-train-ukrainians-youth-in-cyber-security/>



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## IT World Magazine Interviews YES CEO on Cyber Security Program, Ukraine Refugees

May 2, 2022

"We're excited to train more at-risk youth in an area of great need and help close the [cybersecurity] skills gap," YES CEO Timothy Lang said in an interview. Surveys show there's a shortage of cybersecurity workers in Canada and Lang agreed that most employers want experienced IT workers. He shared that YES has partnerships with a large number of employers and has worked with them to show the value of hiring youth from underrepresented communities.

<https://www.yes.on.ca/it-world-magazine-interviews-yes-ceo-on-cyber-security-program-ukraine-refugees/>



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## YES CEO Tim Lang Discusses Cyber Security Program in nation-wide coverage

May 3, 2022

YES President and CEO Timothy Lang connected with multiple news outlets to share details about the new Career Jumpstart: Cybersecurity Analyst program that launched in May. The new cybersecurity course has an aspect of paid training and graduates of the free 13-week course receive an IBM Cybersecurity Analyst Professional Certificate.

<https://www.yes.on.ca/yes-ceo-tim-land-discusses-cyber-security-program-in-nation-wide-coverage/>



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## Honourable Monte McNaughton, Ontario's Minister of Labour, Immigration, Training and Skills Development visited YES

September 30, 2022

<https://www.linkedin.com/feed/update/urn:li:activity:6981657123222937600>

In September 2022 the Honourable Monte McNaughton visited YES and spoke with YES youth. This was an excellent opportunity for the Minister to hear the stories of youth in one of our programs and learn about YES' plans for the future.





## YES CEO with Premier Ford, Minister's McNaughton, Lecce & Bethlenfalvy for new Trades Programs for Youth Announcement

November 22, 2022

<https://www.yes.on.ca/yes-ceo-with-premier-ford-ministers-mcnaughton-lecce-bethlenfalvy-for-new-trades-programs-for-youth-announcement/>

YES CEO Timothy Lang was on hand with Premier Doug Ford, Minister Monte McNaughton, (Minister of Labour, Immigration, Training and Skills Development), Minister Peter Bethlenfalvy (Minister of Finance), and Minister Stephen Lecce (Minister of Education) for the “Grade 10 to Apprenticeship Pathway” announcement. YES CEO said, “The government is creating safer, stronger, and more prosperous communities with programs like this one that allow YES and other organizations to help young people find careers in “in-demand” areas.” This program means students can enter the trades faster than ever before.



## YES CEO Tim Lang Featured on “Wolf on Bay St.” Radio Show

November 26, 2022

Hosts Wolfgang Klein and Jack Hardill welcomed YES CEO, Timothy Lang to the show to discuss the importance of high-net-worth donors giving to organizations like YES: providing funds to help create stronger individuals and communities and benefitting from tax advantages.

<https://www.yes.on.ca/yes-ceo-tim-lang-featured-on-wolf-of-bay-st-radio-show/>



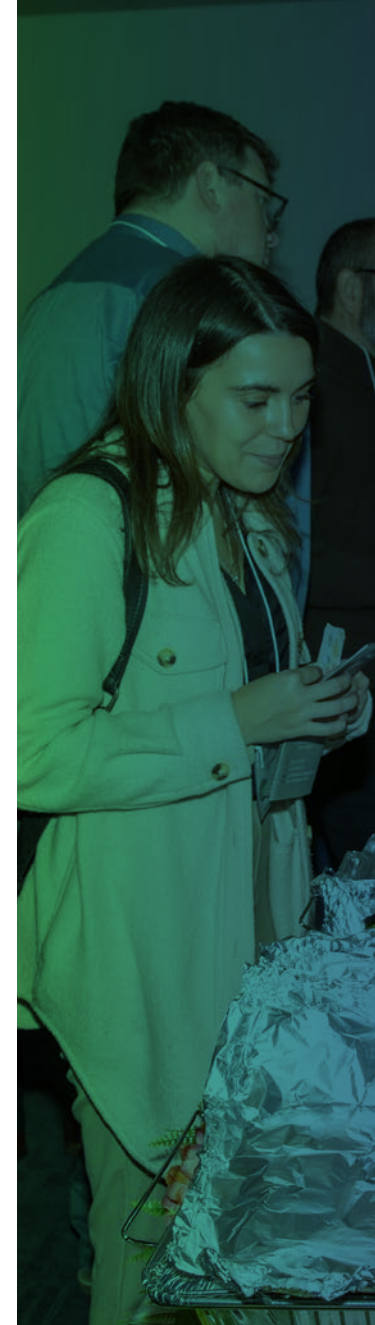
# YES PROGRAMS AND SERVICES

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. Services were offered in a hybrid model starting in June 2022.

<b>BizStart Entrepreneurship</b>	BizStart is a full-time, 6-month entrepreneurship training program.
<b>Canada Ontario Jobs Grant</b>	Canada-Ontario Job Grant (the Job Grant) provides an opportunity for employers to invest in their workforce, with help from the government.
<b>Digital Literacy Program</b>	The Digital Literacy Program assists youth 15 – 30 years of age strengthen their computer skills. Participants take part in 13 weeks of training and quality employment placements.
<b>Employment Services</b>	Employment Service provides employment services for all job seekers, including students.
<b>HSBC Career Accelerator</b>	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.
<b>Job Central</b>	Job Central assists youth ages 15-30 living in the under-serviced neighbourhood of Keele/Eglinton to find employment.
<b>Lighthouse Project</b>	The Lighthouse Project assists job seekers living with mental health issues who are looking to obtain and maintain full-time employment (30 hours per week or more)
<b>Ontario Works Career Discovery</b>	Career Discovery provides career testing and assessment services for those receiving social assistance.
<b>Pre-Apprenticeship Program</b>	YES, in partnership with Labour Education Centre (LEC), is offering an 8 week full-time pre-apprenticeship program for those interested in working in the construction trades. The 8-week program allows for participants to attain both the hard skill training and workplace readiness skills needed to be successful in the construction trades.
<b>Career JumpStart: CyberSecurity Analyst Project</b>	Through a partnership with IBM, this program offers youth a supportive environment to obtain in-demand tech skills and, with YES' leadership and employment opportunities, to become empowered in their employment goals.



<b>YES' Ask a Business Consultant</b>	A series of workshops that bring together youth and expert volunteers from the community who support youth in developing critical life and business skills, help convert knowledge learned into action that encourages successful business ventures, and provide young entrepreneurs with an opportunity to network and connect with positive role models and mentors.
<b>Ontario Works Career Opportunity</b>	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.
<b>Streets to Jobs</b>	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.
<b>This Way ONward Program</b>	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.
<b>Toronto Youth Job Corps</b>	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.
<b>YES2Tech</b>	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.
<b>YES2Tech Learn &amp; Earn</b>	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.
<b>YES2Cloud</b>	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
<b>YESAbility</b>	YESAbility is an employment program for youth and adults with disabilities.
<b>Youth Collaboration</b>	Youth Collaboration assists youth ages 15-30 to find employment through group-based employability skills training and work experience.
<b>Youth Job Connection</b>	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.
<b>Youth Job Connection Summer</b>	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 YES, some of my challenges included finding a job, and feeling nervous in interviews, finding the motivation to find a job, and finding what I want to be and do in my life generally. YES’ program allowed me to figure out what I needed to do to maintain a growth mindset and allowed me to realign with who I truly am, in terms of self-expression, thought, and life goals.”*

*Dina\**



# 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 2022-23. 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)



Hero (\$30,000 – \$99,999)



La Fondation  
Emmanuelle Gattuso

Leader (\$10,000 – \$29,999)



Hodgson Family Foundation



The Rotary Club of Toronto



The Christina Mary  
Hendrie Trust



Cannonbury Foundation



## Partner (\$5,000 – \$9,999)

The Marjorie and Joseph Wright Memorial Foundation  
The Andy and Beth Burgess Family Foundation  
The Hylcan Foundation  
The Jackman Foundation  
Li-Cycle  
Randstad Foundation

## Builder (\$1,000 – \$4,999)

Fiera Capital  
The Henry White Kinnear Foundation  
Michael Kavanagh  
Donald W. Middleton  
Harry A. Newman Memorial Foundation  
Rami El Jurdi  
Ravi Nookala  
Christine Di Scola  
Julie Crothers  
Edward Caffyn  
Byron Sonberg  
Deloitte LLP  
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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.





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

Gerald Abshez	Linda Carrington	Dillip Gochhayat	Raju Kasani	Hayli Mueller	Preethi Rajaraman	Ravishankar Sridhar
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Aparupa	Yvonne Chow	Nazmul Hassan Rasel	Glicerio Lajara	Adedeji Onabule	Onessia Sadoo	John Tilak
Bandyopadhyay	Leena Chudasama	Asha Haywood	Pierre-Marc Lariviere	Paz Ortega	Saurabh Sahu	Natalie To
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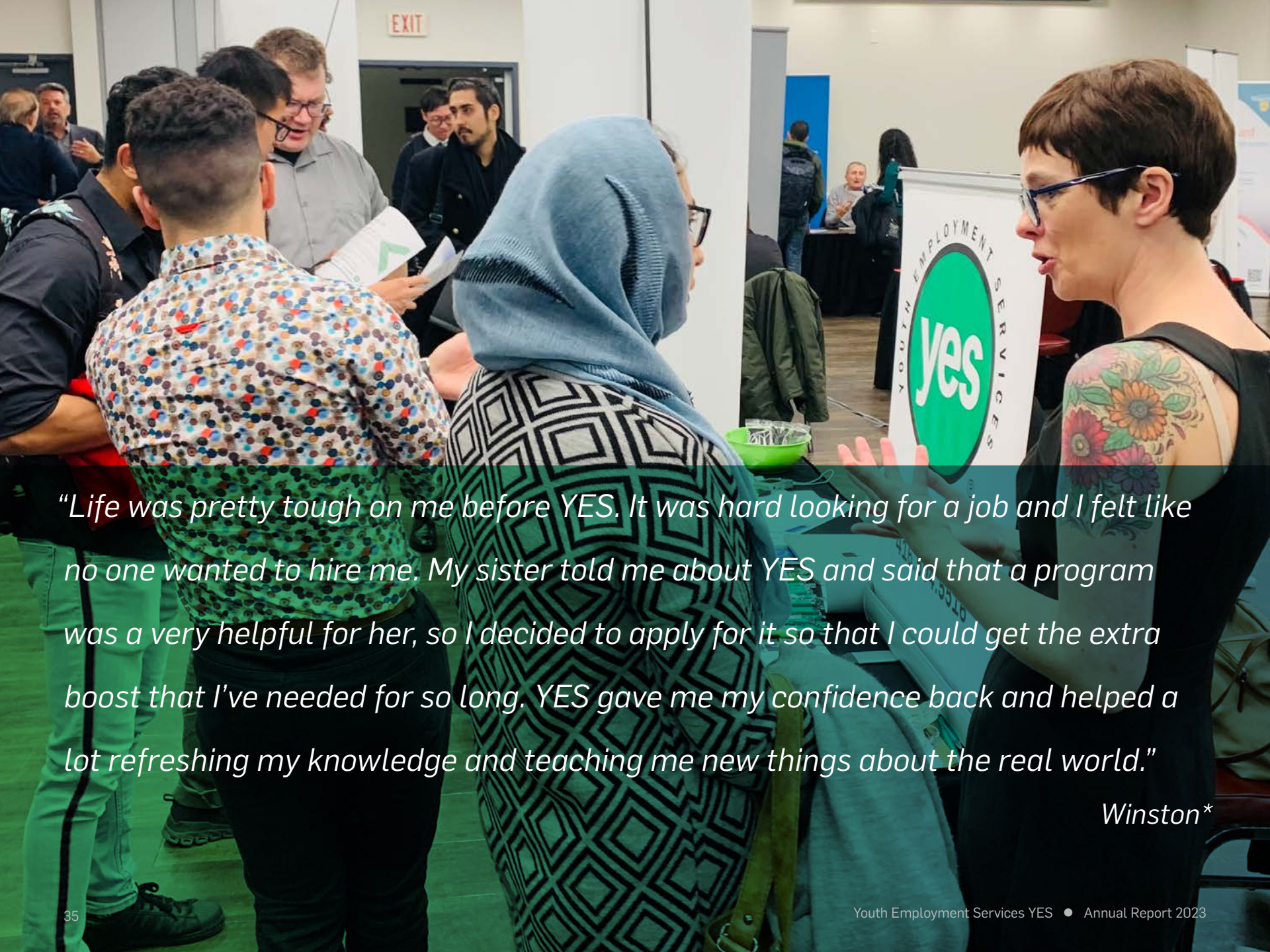
**Timothy Lang**  
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*Changing Lives  
... Forever*

# YES STAFF

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

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Kristina Bui		Jennifer Kim	Nirosa Nandakumar	Chagla Tok	



*“Life was pretty tough on me before YES. It was hard looking for a job and I felt like no one wanted to hire me. My sister told me about YES and said that a program was a very helpful for her, so I decided to apply for it so that I could get the extra boost that I’ve needed for so long. YES gave me my confidence back and helped a lot refreshing my knowledge and teaching me new things about the real world.”*

*Winston\**

# YES FINANCIAL STATEMENTS

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

	2023	2022
<b>Assets</b>		
Current		
Cash	\$1,218,859	\$1,355,948
Investments	7,610,855	7,516,303
Accounts receivable	846,358	969,127
Prepaid expenses	78,029	51,605
	<u>9,754,101</u>	<u>9,892,983</u>
Leasehold improvements and equipment	80,459	158,075
	<u>\$9,834,560</u>	<u>\$10,051,058</u>
<b>Liabilities and fund balances</b>		
Current		
Accounts payable and accrued liabilities	\$2,096,800	\$2,442,539
Deferred revenue	1,381,749	1,133,199
	<u>3,478,549</u>	<u>3,575,738</u>
Deferred capital contributions	80,102	157,718
	<u>3,558,651</u>	<u>3,733,456</u>
<b>Fund balances</b>		
Operating Fund	-	-
Special Projects Fund	6,275,909	6,317,602
	<u>6,275,909</u>	<u>6,317,602</u>
	<u>\$9,834,560</u>	<u>\$10,051,058</u>

On behalf of the Board of Directors

*Rami Jurdi*

Director

*Justine*


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**

	2023	2022		2023	2022
<b>Revenue</b>			<b>Expenses</b>		
<b>Provincial Government</b>			Staff salaries and benefits	8,037,701	7,381,138
Youth Job Connections	\$ 3,960,745	\$3,940,974	Participants stipends, training allowance and benefits	7,380,387	6,876,064
Employment Service	2,652,294	2,652,486	Program operating costs	1,834,850	1,839,966
Canada-Ontario Job Grant	944,395	944,387	Amortization of leasehold improvements and equipment	98,333	121,081
Youth Job Connections – Summer	766,478	778,100	Other expenses	816	1,062
YES2Tech Learn & Earn (Y2TLE)	568,309	539,989			
Career Jumpstart	552,999	-			
YESAbility	166,979	142,385		17,352,087	16,219,311
<b>Federal Government</b>			Deficiency of revenue over expenses	(1,534,715)	(1,248,044)
Youth Collaboration and Job Central	2,515,827	2,419,808	Operating fund deficit, beginning of year	-	(315)
BizStart	1,394,652	1,341,293			
Lighthouse	657,530	652,248	Transfer from Special Projects Fund		
<b>City of Toronto</b>			Citi Foundation – YES2Tech	356,303	313,945
Toronto Youth Job Corps	836,014	842,177	HSBC – Career Accelerator	193,367	242,431
Toronto Social Services (Ontario Works)	439,765	425,402	GAP This Way Onward / Ahead	161,490	158,151
Streets to Jobs	33,825	68,472	RBC Foundation	129,432	107,241
ABC Event	10,000	-	Career Navigator	62,128	18,977
Miscellaneous income	177,006	152,285	Career JumpStart	53,077	-
Interest income	62,938	9,745	Y2TLE	34,908	32,280
Amortization of deferred contributions	98,333	121,081	YES2Cloud	26,000	-
Less: deferred funding for leasehold improvements and equipment	(20,717)	(59,565)	Manulife	-	6,857
			Additional restricted program supports	273,398	176,450
			Annual transfer (Note 8)	244,612	192,027
	15,817,372	14,971,267			
			Operating Fund balance, end of year	\$ -	\$ -

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

A woman with dark hair is smiling and looking to her right. The image is heavily tinted with a green color. She is wearing a light-colored top. In the background, other people are blurred.

*“As every newcomer to Canada does when they first come here, I was just trying to find any kind of job to be able pay my bills. After moving to Toronto, I heard about YES on Instagram and now I feel motivated and have great hope to get to my regular life feeling hopeful and energetic.”*

*Matteo\**





**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 – Employment Centre**

1610 Bloor Street West

Toronto, ON M6P 1A7

Tel: 416-535-8448

**YES – Toronto Youth Job Corps**

783 Lawrence West Units 8 and 9

Toronto, ON M6A 1C2

Tel: 416-789-5236

**YES – Youth Business Centre**

555 Richmond Street West, Suite 1005

Toronto, ON M5V 3B1

Tel: 416-504-5303

**YES – Youth Job Centre**

2562 Eglinton Avenue West

Toronto, ON M6M 1T4

Tel: 416-656-8900

[www.yes.on.ca](http://www.yes.on.ca)

Charitable Registration Number: 83275 6720 RR0001

