

annual report 02/03



Ontario Association of Youth Employment Centres
www.oayec.org

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BOARD OF DIRECTORS 2002/2003

President: Wendy Woods-Fontaine, Job Zone d'emploi - Cornwall

Vice-President: Sallyann MacDonald, JHS Youth Employment Resource Centre

Vice-President: Darlene Holowachuk, YMCA Employment & Community Services - Mississauga

Treasurer: Lee Fraser, YMCA Employment & Community Services - Durham

Northern Region Representative: Kerry White, Lake of the Woods Employment Action Project, Inc.

Central Region Representative: Barbara MacDonald-McLeish, Operation Springboard - Scarborough

South West Region Representative: Jacqueline DeLeeuw, FOCUS Community Development Corporation

East Region Representative: Joelle Holt-Morey, John Howard Society of Durham Region - Job Connect

Executive Director: Matt Wood, Ontario Association of Youth Employment Centres

Message from the Board

MESSAGE FROM THE PRESIDENT

A great philosopher once said, "there is nothing permanent except change".

The Ontario Association of Youth Employment Centres' team members have supported each other throughout a very exciting and challenging year, and together they have successfully demonstrated an ability to be patient, flexible and to adapt to a constantly changing work environment.

The OAYEC team and Board of Directors have been busy implementing the recommendations outlined in the organization's Strategic Plan, in this, the final year of the plan. Under the very capable direction of OAYEC's Executive Director Matt Wood, we have coordinated a conference "The Path to New Beginnings", that was second to none! I particularly enjoyed our keynote speaker Ken Dryden, the VYM celebration, and the Board leadership event, which was extremely beneficial to me! The Association has also received very positive feedback about the Double Cohort Research that was conducted, the Apprenticeship Think Tank that was coordinated this past year in Toronto, and the web site which has been extremely well utilized by members, as well as by the general public. OAYEC has also continued to remain consistently aware of the importance of promoting specific youth employment issues, at both a federal and provincial level. In addition, the Board of Directors has implemented a formal review system for the Executive Director, and has also developed and revised several Board policies and procedures.

Many of OAYEC's successes can also be attributed to new alliances that have been developed, including Career Circuit, Ontario Learning Partnership Group and TVO among others.

In closing, I wish to commend the OAYEC team for an incredibly successful year! We, the Board of Directors anticipate very exciting times ahead, as we enter into the planning process for the Association's new Strategic Plan. We encourage you to provide us with any feedback that might assist us in developing the future strategic vision of OAYEC, so that we can support and advocate in the best possible way, for the development and delivery of youth employment services in Ontario.



Wendy Woods-Fontaine
President, OAYEC

STAFF AT OAYEC 2002/2003

Executive Director: Matt Wood
Office Administrator/Events Manager: Bunny Godman
YEJD Coordinator: Linda McGrath
E-Strategy Coordinator: Deanna Yerichuk
Researcher: Valerie Bernard
Technical Support Staff: Jesse Boyd
Administrative Assistant: Jenny Rodriguez
Accountant: Ben Bunsee

Message from the Executive Director



MESSAGE FROM THE EXECUTIVE DIRECTOR

The rewards of our work in the past year of OAYEC have been as numerous as the challenges, and thanks to the support of the membership, the Board and OAYEC staff, the organization has come through its 14th year stronger than ever.

In part, it was a year of firsts – our ‘Transition from Pilot to Permanent’ celebration for the VYM program, our “Board Development” workshop and our Apprenticeship Think Tank were all firsts for OAYEC. Each of these events brought a new awareness of our successes to a new set of stakeholders in our work.

We also reinvigorated our research function with a completely member-driven project aimed at the timely issue of the double cohort. Hoping for 250 survey responses, we got over 3700 – all due to the voluntary support and effort of 23 centres across the province. Our report – *Double Cohort: Double Workforce?* - received the most media attention OAYEC has ever received for a research report. Many participating member centres shared this attention as well. Other research, including our economic impact analysis dealing with at-risk youth in a skills shortage context, gained widespread interest from its sponsor, the Ministry of Training Colleges and Universities.

And we navigated some rough waters successfully too. The end of funding for both the VYM program and our website development program funded by Volunteer @ction Online meant the need to find significant replacement revenue. We succeeded, and head into our 15th year as financially secure and well connected as ever.

These successes provide all the more reason for us to take on the pressing challenges of the day for the Youth of Ontario. With looming skills shortages, continuing structural economic shifts, growing inequality, changing governments, and new youth policies and programs, it is now more than ever critical for the community-based network of youth employment centres to work together and work effectively.

I look forward to working with you and the youth of Ontario to take on these challenges.

A handwritten signature in blue ink, which appears to read 'Matt Wood'.

Matt Wood
Executive Director, OAYEC

FOUNDATION STATEMENTS

The Ontario Association of Youth Employment Centres (OAYEC) supports and advocates for the development and delivery of youth employment services in Ontario. Over the past 14 years, OAYEC has emerged as the leading forum for the exchange of knowledge and practice related to youth employment. We have a strong member network of over 60 youth employment centres across the province. They deliver accessible, high quality, outcomes-based employment services to over 140,000 young people each year, particularly to those from at-risk or other disadvantaged backgrounds.



OUR VISION

The Ontario Association of Youth Employment Centres will be at the forefront of knowledge and practice related to youth employment. We will have a strong network of members across the province who will provide direction to, give support to, and value the Association.

Our members will deliver accessible, high quality, outcomes-based employment services to young people and other high-needs, disadvantaged groups. Our members will be recognized community leaders, well connected to other stakeholders who share our vision. Our members will be appropriately resourced for the important tasks they do, with stable, long-term funding.

Our members will collectively promote the value of youth employment to building a strong economic and social fabric for our society. The Association will provide member services that enhance local service delivery.

CORE FUNCTIONS

Public Awareness

OAYEC creates public and key stakeholder awareness about employment and other issues facing youth in Ontario.

Public Policy

OAYEC influences public policy and practices affecting youth employment.

Research

OAYEC undertakes research into youth employment issues and disseminates the findings broadly.

Program Development

OAYEC undertakes program development initiatives that enhance the delivery capacity of our network.

Professional Development

OAYEC fosters the professional development of managers and staff in member agencies.

Member Services

OAYEC provides services to our member organizations that strengthen our network including the sharing of best practices and standards, mechanisms for information exchange, and consultation and assistance regarding local issues.

Strategic Alliances

OAYEC builds strategic alliances with other provincial and national organizations including employer associations, governments, and other umbrella organizations in order to further our work.

OUR VALUES AND BELIEFS

We believe that all youth should have the opportunity to reach their full potential.

We believe that youth should have equitable access to services.

We believe in the values associated with a community-based, non-profit delivery model.

We believe in honesty, fair play and integrity in all our dealings and value solutions reached through collaboration.

We believe the Association is accountable to its members for the achievement of its mission and core functions.

We value an active and influential membership.

We value partnerships with other organizations where they contribute to the achievement of our vision and mission.

OUR STRATEGIC DIRECTIONS

Our Strategic Directions, reflecting key areas of commitment and resource allocation, are in the areas of:

1. Strategic Alliances
2. Research Capacity
3. Profile
4. Membership
5. Program Development
6. Board Development

Strategic Directions

The following are the key areas of commitment and resource allocation for the term of this Strategic Plan.

1

STRATEGIC ALLIANCES

We will build strong alliances with a variety of other organizations at the provincial and national levels, including federal and provincial ministries, umbrella organizations, professional associations, employer groups, and others.

2

RESEARCH CAPACITY

We will develop our research capacity to provide our members and stakeholders with analysis of labour market information, trends in youth issues, public policy studies, and best practices in employment delivery.

3

PROFILE

OAYEC and its members provide high quality services that strengthen communities across Ontario. We will raise the profile of OAYEC and its member agencies through a concerted Marketing Plan.

4

MEMBERSHIP

Our voice will be stronger if we represent a larger constituency. Accordingly, we will work to increase the number of members of OAYEC.

5

PROGRAM DEVELOPMENT

We will seek out opportunities to develop new high-profile initiatives for delivery by our member agencies. We will complete the VYM (Volunteer Youth in the Millennium) Project as a showcase of the capacity of OAYEC and its members.

6

BOARD DEVELOPMENT

We will recruit, orient and support the new Advisory Group to the Board of Directors. We will undertake other board development activities necessary to ensure strong governance for our Association.

Highlights

2002 ANNUAL GENERAL MEETING & CONFERENCE



The theme of this year's conference was:
"Renewal - Personal & Professional"

The 14th AGM and Conference, "The Path to New Beginnings" on October 7-9, 2002 was very successful with over 380 participants and relevant workshops.

Wow! Thank you to everyone who attended and helped to make this year's conference a resounding success.

Preparations are underway for the 15th Anniversary Conference when we will try to top what was one of our best-received conferences ever!

The following are quotes from participants gathered from the evaluation forms.

"Thank you for providing the opportunity to spend time with our peers to share our strategies for continuous improvement and to recognize how large a network we are a part of."

"The workshops provide alternative concepts to use in a practical, useful way in every day matters. It is reassuring, also, that front end staff are deemed an integral part of the team as much as Managers."

"Sometimes it's great to hear of strategies that may be new to some people but not new to you, reinforces that we are doing a good job or on the right path. Learning new techniques, thoughts and vision is most appreciative."

"Inspiring Ownership - Kelly did a fantastic presentation. Great stuff presented in an immediately useable way."

"Networking and the Rob Ellis keynote - very moving and inspired me to implement more safety stuff into my interaction with clients."

"Better conference than last year - workshops were more relevant and offered a greater breadth of info."



Wendy Woods-Fontaine, President, welcomes all members and participants to the conference.

Kelly McCormick, Speaker facilitating a workshop on "Inspiring Ownership" at the OAYEC AGM & Conference 2003.

"The Path to New Beginnings". Great participation and success of another year for youth employment agencies.



AWARD OF MERIT 2002/2003

This award is presented to individuals working in each of the four regions in Ontario

The criteria for the Award are as follows:

A significant life-time contribution to youth employment counselling.

A significant contribution to a specific youth employment project.

A significant contribution to the development of a youth employment centre.

A significant contribution which does not fall into any of the above categories but has been identified by the region.



SOUTHWEST REGION

From left to right, Jacqueline Deleeuw, Regional Representative, FOCUS Youth Employment Centre and Cindy Moniz, award winner, Elgin St. Thomas Youth Employment Counselling Centre, St. Thomas,



NORTHERN REGION

From left to right, Patti Fairfield, award winner and Kerry White, Regional Representative, Lake of the Woods Employment Action Project Inc. Kenora.



CENTRAL REGION

From left to right, Stefanos Habtu, award winner St. Stephen's Employment & Training Centre, Toronto, and Darlene Hollowachuk, Regional Representative, YMCA Community and Employment Services, Mississauga



EASTERN REGION

From left to right, Sherry Simzer, Executive Director, Brockville, Susan Watts, award winner YEAH Inc. Brockville and Joelle Holt-Morey, Regional Representative,

**Congratulations to
this year's merit
award winners!**



Highlights

DOUBLE COHORT SURVEY

In the fall of 2002, OAYEC engaged its members for assistance in gathering data for our double cohort research. A survey was distributed to members, asking youth about their post-secondary plans in relation to the double cohort, with a focus on those not planning on immediately entering post-secondary education. The overwhelming response from our members far exceeded our expectations – resulting in over 3700 surveyed high school students from across the province.

Results from the data were produced in the report “Double Cohort : Double Workforce?”. The research revealed that...

- *The number of youth looking for full-time work will be 30% higher than usual, in the short-term, as a direct result of the double cohort graduation in June 2003.*
- *There is a lack of concern and lack of behaviour change among work-bound youth as compared to those youth who are entering the post-secondary education system.*

The report was sent to media outlets throughout the province in April of this year. The story was picked up by the Canadian Press and printed in 7 daily and community newspapers, as well as on CHUM Radio.

While media attention to the impact of the double cohort has focused on post-secondary education, almost no consideration has been given to the 30% more youth who are now starting their search for full-time work. We had hoped that this research could help to shift the public perception of the immediate impact of the double graduating class from post-secondary to work-bound youth.

For the full report, please see the OAYEC website at: www.oayec.org, under “Research”



Based on OAYEC’s double cohort research, Voices for Children published an OAYEC article entitled, “Double cohort addressing the new & longstanding needs of work-bound youth” The article can be found on the Voices for Children website (www.voicesforchildren.ca) under “Report Index”

OAYEC Delivers Member Internet Training Workshops

OAYEC offered free Train-the-Trainer Regional Workshops to OAYEC members in April and May, 2002, focusing on using online databases, discussion boards and self-posting content applications. Nearly 100 representatives from 32 member organizations participated in 10 workshops around the province. OAYEC would like to thank the agencies that hosted the workshops: Cambrian College (Sudbury), Confederation College (Thunder Bay), KEYS (Kingston), Lake-of-the-Woods Employment Action Project, Inc. (Kenora), St. Stephen's Employment and Training Centre (Toronto), Youth Opportunities Unlimited (London).

APRIL 02

OAYEC Board Appointed New Executive Director

OAYEC announced that Matthew Wood has been appointed Executive Director on a permanent basis. Matt was first hired in January 02 as the Acting Executive Director.

New Operational Frameworks Released

OAYEC approved two Operational Frameworks to guide the organization's activities in fulfilling its core functions. The new frameworks govern our research practices and our strategic alliances.

Launched: Online Resource Library

OAYEC, in partnership with 10 member agencies, launched a new Resource Library, dedicated to serving the Youth Employment sector in Ontario with over 500 web sites, articles, reports and research from across the province. The Resource Library is accessible at: www.oayec.org/resources/

OAYEC Mid-Course Review of Strategic Plan

OAYEC's Board was pleased to provide members with a midcourse overview of our Strategic Plan. The plan was developed with the active participation of our membership, and members were invited to view and comment on the Review in the Members-Only Work Space. This provided the starting point for the next round of strategic planning in fall 2003.

MAY 02

HR Toolkit for OAYEC Members

In response to member-identified needs, and with support from MTCU, OAYEC developed an HR Tool Kit resource manual in conjunction with a team of experienced HR consultants. The new toolkit provides members with the most up-to-date human resource management practices in the areas of staff recruitment, selection and orientation. OAYEC sent the completed Tool-Kit to all members

Activities

JUNE 02

School-to-Work Transitions Survey Results

OAYEC was pleased to release the Final Report of the School to Work Transitions Development Project. The report contains a summary of the findings from an extensive survey of OAYEC members and other stakeholders concerned with School to Work Transitions strategies. The report is available for download from OAYEC's site www.oayec.org

OAYEC Executive Director's Letter to the Globe and Mail Editor

The print edition of the June 10, 2002 Globe and Mail contained a letter to the Editor from Matt Wood, OAYEC's Executive Director, making a compelling case for the need to focus on youth employment.

SEPTEMBER 02



OAYEC Launched a Board Development Program

At OAYEC's 14th conference in early October 2002, OAYEC hosted Board Leadership: Profiling Youth Employment. This new professional development program was for executive directors, senior management, and their board members. With special guests, included Schulich School of Business professor Ruth Armstrong and hockey great Ken Dryden. This was an opportunity to develop the capacity and profile of Youth Employment Services in Ontario.

Rob Ellis Speaks on Workplace Health and Safety

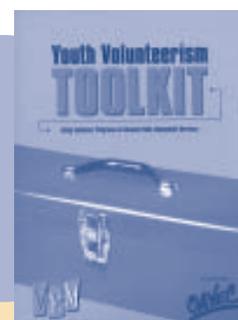
OAYEC was honoured to bring Rob Ellis to the 14th Annual Conference to speak on Workplace Health and Safety. Having lost his 18-year old son to a workplace accident in a bakery, Rob's message was powerful and important. After the Conference the video "We Miss David" was distributed to all OAYEC Member organizations in Ontario.



OCTOBER 02

Youth Volunteerism Tool-Kits

Based on the success of the Volunteer Youth in the Millennium Project (VYM), OAYEC developed a Youth Volunteerism Tool-Kit to assist Youth Employment organizations in enhancing their services with a Youth Volunteerism program. This is a comprehensive guide to address all considerations in starting up a youth volunteerism program. Tool-kits can be downloaded from the OAYEC web site at: www.oayec.org/toolkit-vym.html



DECEMBER 02

OAYEC's V@O-funded e-Strategy Surpasses Expectations

OAYEC's e-Strategy project, funded by the Government of Ontario, Ministry of Citizenship – Volunteer@ction.online Program, officially completed on December 31, 2002, achieving results that outperformed our initial projected outcomes, including an average of 6000 monthly visits to the OAYEC web site, an e-newsletter sent to nearly 200 subscribers, and 16 technology-related training sessions and workshops delivered across the province.

JANUARY 03

OAYEC Celebrates 15 Years!

OAYEC was proud to announce that 2003 marks our 15th Anniversary serving the youth employment sector in Ontario. We congratulated OAYEC members for building a strong network of youth employment centres that continues to develop and support innovative initiatives that build futures for Ontario youth. For more information about OAYEC's anniversary, visit: www.oayec.org/anniversary.html

Career Practitioner Bursary Program Completed After Successful 5 Years

The Career Practitioner Bursary Program, administered by OAYEC and generously funded by the Counselling Foundation of Canada (CFC), came to an end after five successful years. In total, \$65,000 in bursaries were disbursed to 182 participants in the Collaborative Career Development Practitioner Program since 1998.

Apprenticeship Think Tank a Success

OAYEC hosted a one-day Apprenticeship Think Tank, on January 27, 2003. The Think Tank brought together employment centre managers, educators, and sector councils. Together we discussed some of the most important issues facing young people in the skilled trades. Participants brought a variety of views to the table on how to increase apprenticeships. These included the need to better prepare young people for a career in the trades at an early age and addressing parents' sometimes negative image of trades work.

OAYEC presents at NATCON 2003

Two OAYEC initiatives were profiled at the 29th Annual National Consultation on Career Development Conference held on January 20 - 22. Linda McGrath discussed the successes of the Youth Employment Job Development program in her session "Sharing Experience on a Partnership Approach to Job Development for Youth," and Kofi Bobi Barimah, OAYEC's Research and Profile Development Manager, facilitated an apprenticeship-focused session entitled "Best Practices in Apprenticeship Programs Across Ontario: The Case of the Job Connect Program."

MARCH 03

Double Cohort Survey

The Double Cohort Report Project was very successful, involving many OAYEC members across Ontario in surveying double cohort youth about their post-graduation plans. OAYEC disseminated the results and received the most media attention for a research report in the history of the organization. Report details can be found in the Highlights section and the full report can be downloaded from our website at: www.oayec.org under "research".

YEJD Uses Technology to connect Job Developers

The Youth Employment Job Development (YEJD) initiative took a large step forward with the implementation of an online job sharing forum to support the project's mandate of coordinating targeted job development activities among youth-serving agencies in Toronto. This online forum enables job developers to share vacant job leads electronically, and post general information among the job developer group including events such as local job fairs. The feedback to date has been very positive. As part of this pilot project, Project Coordinator Linda McGrath is evaluating results and is sharing these results with OAYEC members. For more information about the YEJD project, please visit: <http://www.oayec.org/yejd.html>



**YOUTH EMPLOYMENT
JOB DEVELOPMENT**

THE YEJD PROJECT

The OAYEC network successfully completed Phase 3 during 2002/2003. This initiative provides the opportunity to explore new approaches to job development for at-risk youth through a coordinated approach. During Phase 3 lessons and resources have been identified that provide best practices for all members.

YEJD PARTNERSHIP BUILDING

Activities focused on the creation and development of partnership building in an effort to create increased job opportunities for 'at risk' youth. Partnerships were initiated and/or further developed with all stakeholders including youth employment sector, all levels of government, business associations, trade associations and trade sectors. Activities during Phase 3 included:

- Creation of protocols and guidelines to support coordinated efforts.
- Implementation of an electronic method to share vacant job leads and labour market related information.
- Increased sharing of best practices and program information and utilization of sector expertise.
- Coordinated participation at events.
- Coordinated presentations to business related organizations and government .
- Partnership building with all levels of government through participation on an Inter-governmental Committee on Youth Employment (Municipal, Provincial & Federal) and participation in the organization of a round-table event called "Investing in Youth for a Prosperous Tomorrow".
- Coordinated outreach to employers through utilization of sector newsletters, trade magazines and business association newsletters.

A Special Welcome to OAYEC New Members!
"Our voice will be stronger if we represent a larger constituency
We thank you for your contribution to our stronger voice"

New Members

GATEWAY CAFE!



Since 1998 this HRDC funded youth job network centre has been providing employment support to at-risk youth across the Greater Toronto Area.

Gateway Cafe has a staff of friendly and knowledgeable counsellors ready to help clients reach their employment goals. Through client assessments and action plans tailored to meet specific employment needs, strategies are developed and put into motion. We have helped thousands of young people not only find but keep the job they love!

Recently we have added an Ontario Works Employment Placement Program and a City of Toronto funded project which helps youth purchase employment related items like workbooks, tools, public transportation, etc. It is this constant change that makes Gateway Cafe an interesting and exciting environment. Come on in, the coffee is on us!

JOBS IN MOTION THE CENTRE FOR EDUCATION AND TRAINING



The Jobs In Motion mobile employment resource centre travels to underserved areas in Peel, Halton and Dufferin. Co-funded by Human Resource Development Canada and Citizen and Immigration Canada, the project utilizes the latest technologies including wireless Internet connections, laptop computers, printers, scanners and photocopiers to assist youth and newcomers to Canada with their job search.

Jobs In Motion assists with one-to-one career counselling, career assessments, resume and cover letter preparation, interview assistance and labour market information. Community partnerships and referrals to local agencies are essential to the continued success of the project.

Customized employment workshops have become an essential part of the employment success of clients. Jobs In Motion staff members share their employment expertise through workshops at various community agencies.

The program has entrenched itself as a core provider of employment and career services for youth and newcomers in Peel, Halton and Dufferin.

YWCA TORONTO



Improving the lives of women and girls since 1873.

The YWCA Toronto is an association of diverse and caring women dedicated to improving the lives of women and girls through dynamic leadership, advocacy, and a range of unique and essential services that promote personal growth and economic independence. In 2002 the YWCA helped more than 43,000 people in our community find a job, secure housing, find their voice, build confidence or flee violence. The YWCA is Toronto's only multi-service women's organization offering a full range of services to a woman on the road to safety, economic independence and emotional healing.

Financial Report

Statements

Statement of Financial Position
March 31, 2003, with comparative figures for 2002

	2003	2002
Assets		
Current assets:		
Cash and term deposits	\$ 655,730	\$ 724,339
Accounts receivable and prepaid expenses	50,693	56,340
	<u>706,423</u>	<u>780,679</u>
Capital assets	5,215	10,710
	<u>\$ 711,638</u>	<u>\$ 791,389</u>
Liabilities and Net Assets		
Current liabilities:		
Accounts payable and accrued liabilities	\$ 97,941	\$ 28,350
Grant repayable	204,571	154,762
Deferred revenue	151,309	141,098
	<u>453,821</u>	<u>324,210</u>
Net assets:		
Invested in capital assets	5,215	10,710
Unrestricted	31,602	347,108
Internally restricted for working capital	184,000	80,000
Internally restricted for technology development	37,000	30,000
	<u>257,817</u>	<u>467,179</u>
	<u>\$ 711,638</u>	<u>\$ 791,389</u>

Financial Report

	2003	2002
Revenue:		
Programs and services	\$1,441,594	\$ 2,506,485
Fee for service	213,823	191,125
Conferences	165,438	158,575
Members' dues	53,400	51,750
Interest income	15,507	18,134
Counselling Bursary Program	21,600	14,400
Other	10,023	62,966
	1,921,385	3,003,435
Expenditures:		
Programs and services	1,421,139	2,459,482
Salary and benefits	223,531	211,015
Conferences	147,992	116,895
Building occupancy	41,115	38,861
Purchased services	33,072	30,622
Office supplies	23,786	33,856
Professional fees	21,633	17,350
Travel	12,321	18,924
Amortization	7,181	6,785
Telephone	6,977	10,352
	1,938,747	2,944,142
Excess of revenue over expenditures	(17,362)	\$ 59,293
Prior years Goods and Services Taxes payable to sponsor	(192,000)	-
Excess of revenue over expenditures	(\$ 209,362)	\$ 59,293

OAYEC Members

SOUTH WEST REGION

Brantford YEC, Brantford
Community Employment Services, Woodstock
Conestoga College of Applied Arts and Technology, Kitchener
Chatham/Kent YECC - St. Clair College
Elgin/St. Thomas YECC, St. Thomas
Fanshawe College of Applied Arts and Technology, Simcoe
Fanshawe College of Applied Arts and Technology, London
FOCUS Community Development Corporation, Alliston
Job Gym, St. Catherines
John Howard Society of Waterloo-Wellington
Kettle and Stony Point YES, Forest
Lutherwood CODA, Kitchener
Niagara College of Applied Arts and Technology, Niagara-on-the-Lake
Second Chance Employment Counselling, Guelph
South Essex Community YEC Service, Leamington
St. Clair College - Chatham/Kent YES
St. Clair College - Windsor YES
TRACKS Employment Services, Collingwood
Tri-County Youth Employment Services, Tillsonburg
YMCA Community and Employment Services, Owen Sound
Youth Opportunities Unlimited YOU, London

EASTERN REGION

Career Edge, Trenton
Centre de services a l'emploi de Prescott-Russell, Hawkesbury
Employment and Education Centre, Brockville
Employment Planning and Counselling, Peterborough
JHS of Durham, Oshawa
JHS Youth Employment Resource Centre, Nepean
Job Zone d'emploi, Cornwall
KEYS Employment Counselling Services, Kingston
Sir Sandford Fleming College of Applied Arts and Technology, Cobourg
Victoria County Career Services, Lindsay
YMCA Employment and Community Services, Durham
Youth Employment Training Centre, Lakefield
Youth Employment Service, Ottawa

CENTRAL REGION

Alternative Youth Centre for Employment (AYCE), North York
Brampton Information and Referral Services, Brampton
The Career Foundation /Completing the Circle, Toronto
Centre for Education and Training - Jobs in Motion
COSTI - Caledonia Employment Services, North York
COSTI - Vaughan Employment Centre, Woodbridge
Gateway Cafe, Toronto
Job Skills, Keswick
Job Start, Etobicoke
Operation Springboard, Scarborough
Parachute Community Employment Centre, Toronto
Seneca College of Applied Arts and Technology, Newmarket
St. Stephen's Employment and Training Centre, Toronto
Woodgreen Youth Job Centre, Toronto
YMCA Employment and Community Services, Etobicoke
YMCA Employment and Community Services, Burlington/Hamilton
YMCA Employment and Community Services, North York
YMCA Employment and Community Services, Mississauga
YMCA Employment and Community Services, Scarborough
YMCA Employment and Community Services, York Region
YMCA Employment and Community Services of Greater Toronto
Youth Employment Service, Toronto
Youthinc, JVS of Greater Toronto, North York

NORTHERN REGION

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



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