



## ***President's Report***

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

Our Association had an extremely busy and productive year. A significant increase in program development occurred in the areas of volunteerism, job retention, workplace health and safety and human resources. In the area of advocacy, the most difficult task any association undertakes, OAYEC has made constant progress. This is due to the research and the related publications that

continue to be developed. I would like to extend my thanks and congratulations to Kay Eastham, Bunny Godman, and the talented staff at OAYEC for their impressive results and continued efforts.

As many of you are aware, OAYEC's annual conference has grown considerably in recent years both in terms of participants as well as the number and variety of workshops being offered. Perhaps the most valuable activity has been the opportunity to network with colleagues who collectively offer years of experience and expertise in the delivery of youth employment programming. I am looking forward to welcoming all of you to Cleveland's House in Muskoka for our 13th annual general meeting and conference this fall.

I would also like to acknowledge our colleagues at the Ministry of Training Colleges & Universities for their financial support through network development funding. The Job Connect Program has evolved into a sophisticated program that has proven successful in producing bottom line employment results. It is imperative that investments into the delivery network continue in order to support this evolution, and MTCU continue to collaborate with agencies in this area. OAYEC would like to thank Sue Forrester and her dedicated staff from MTCU who partner with all of us in our common mission to assist the disadvantaged youth of Ontario.

Finally, I would like to thank and recognized all the members who have volunteered to represent our association as Board Members. This is a high-energy group who gives unselfishly to OAYEC in addition to managing their own Youth Employment Centers. My sincere thanks to all Board Members: Randy Heasman, Dan Wise, Wendy Woods-Fontaine, Kerry White, Jacquie DeLeeuw and Sallyann MacDonald. Sherri Simzer deserves special recognition as she has served OAYEC for thirteen years as Board Member, Treasurer and President.

My two year term as President concludes as of this year's Annual General Meeting, but I will continue on the Board for one year in the capacity of Past President. The learning, collaboration and development encountered in this position are fantastic. The experience has helped me develop both personally and professionally, and for that I am thankful.

I have learned a lot about the people who make up our Association. Some of the time they are predictable, some of the time they are not. Some of the time they are agreeable, some the time they are not. Some of the time they embrace change, some of the time they do not.

All of the time they are passionate! Keep the passion burning folks, the young people we serve really need it.





## ***Executive Director's Report***

***Kay Eastham,  
Ontario Association of Youth Employment  
Centres, Toronto***

Overall, OAYEC had another successful year in all activity areas. The following highlights some of our achievements.

### ***Advocacy***

The Association's ability to influence public policy and raise public awareness of youth employment issues has been greatly enhanced through our research capacity. Our research coordinator, Sandra Tam continued to provide excellent research and communication services throughout the year. We monitored youth employment trends, and showcased our knowledge through letters to the editor, opinion articles and participation in professional conferences.

With the federal government, OAYEC participated in several regional and national consultations on HRDC's new policies and procedures. For example, I attended a special meeting with the Deputy Minister of HRDC, and the Board submitted a brief that

provided input to the department's policy development on serving at-risk youth. At the provincial level, OAYEC submitted a brief in response to the review of the Employment Standards Act, which outlined the implications of policy changes for young workers, and attempted to prevent the erosion of workers' rights. We also prepared a report documenting the impacts of the double cohort, including a series of recommendations on how OAYEC members could assist work-bound youth during this transitional period.

### ***Some Research Products***

- School Partnerships Survey
- Submission to Employment Standards Act Review Project
- Double Cohort: Implications for Work-bound Youth
- "Why Youth Don't Vote" article in Share News, November 2000
- "Cheaper in the long run", Letter to the Editor, Toronto Star, February 2001
- "Youth Unemployment: A Variety of Solutions Needed", Toronto Star editorial, March 2001

## Program Development

As usual, staff kept busy implementing existing projects, new initiatives, and exploring new possibilities.

- **The VYM Project** benefit from a new project coordinator, Mike Buda who replaced Mary Lou Gormley, and provided leadership for the second year of this province-wide initiative, which happens to be the International Year of the Volunteer.
- **Job Retention** was the topic of two successful workshops, organized by Bunny Godman, OAYEC's administrator and events planner, in partnership with the Ontario Municipal Social Service Association (OMSSA). The event, held in Toronto and Ottawa in February 2001, featured renowned speaker, Denise Bissonnette. Congratulations to Bunny for receiving her Certified Meeting Planner (CMP) designation, a qualification that recognizes her competencies in planning professional meetings and conferences.
- The City of Toronto selected OAYEC to undertake a one-year contract to coordinate **Job Development** efforts across the city. Linda McGrath joined the staff to coordinate the project, which will be implemented in conjunction with ONESTEP, the Ontario Network of Employment Skills Training Projects.
- OAYEC mounted a new **Electronic Strategy** with consulting assistance from MetaStrategies. Planning sessions were held with the Board and members, and an implementation proposal was developed. At the end of the year, we were successful in securing funding under the Volunteer @ction.online program of the Ministry of Citizenship, Culture and Recreation. We will be able to enhance our networking and outreach capacity in the future, and introduce a more dynamic website.
- Youth **Health and Safety** in the workplace is an important issue, so the Association was pleased to participate in a new awareness and prevention campaign led by the Ministry of Labour. During 2000/01, we included this topic in OAYEC's annual conference program and issues of the Bulletin. We hope to do more in the future.

### VYM Project Highlights

- 10 OAYEC member agencies developed youth volunteer programs at their centres as part of the VYM Project
- Over 840 youth have been placed in volunteer positions since the program's inception in Spring 2000
- More than 40% of youth volunteers are members of at-risk or high-risk populations
- 400 community agencies have partnered with the VYM Project

- I attended a consultation on the **National Standards** and Guidelines for Career Development Practitioners in February 2001. The Board endorsed working in partnership with the Ontario Alliance for Career Development Practitioners (OACDP) to promote the value of professional standards to counsellors in the youth employment sector.

### ***Ministry of Training, Colleges & Universities Contract***

We continued to maintain supports to the **Job Connect (JC)** Program through secretariat services to the Job Connect Advisory Committee (JCAG), overall contract administration for professional development and JC system sub-contracts, and organization of a Managers' Forum in November 2000 with a theme of 'Star Performers.'

On the network support side of this program agreement, we were able to introduce a new Human Resource Management Improvement initiative. As part of Phase 1, Brigid Wilson and Mary Kaiser of HR Associates conducted a needs assessment, and provided professional development sessions for managers at OAYEC's annual conference. We appreciate MTCU's support in moving into Phase 2 in the new planning year.

### ***Association Business***

OAYEC's monthly Bulletin for members was revamped and expanded to include more 'just in time' information about resources, news, events and websites. We also issued a special edition featuring best practices from OAYEC members.

OAYEC organized the biggest and best annual conference and AGM at Muskoka Sands in October 2000. The number of participants increased from 240 to 300, while the number of professional development session expanded from 17 to 20.

At a special membership meeting in November 2000, the criteria and process for new application for Full Membership were clarified, so we are now in a position to move ahead on our strategic direction to expand membership to represent all eligible youth employment providers.

Lastly, I'd like to thank the staff, Board and members of the Association for their support and commitment. I look forward to another great year.





## ***Eastern Region Report***

***Sallyann McDonald,  
Eastern Region Representative  
JHS Youth Employment Resource  
Centre, Nepean***

Once again we've had a busy year with continuous improvements and meeting service delivery standards. This has been more of a challenge for some of us in the East than for others. In Ottawa, the economy was booming so incredibly, with massive numbers of jobs available, that we were not able to reach our target intake numbers. Great for youth – not so good for us! Fortunately, we have a strong network of support in the East, helping each other with suggestions and best practices through e-mail and our regular meetings. Michael Harris in Kingston continues to host these meetings and provide a delicious lunch for us all.

Several of our centres are running successful Volunteer Youth in the Millenium projects, along with other HRDC funded programs e.g. employment counselling for E.I. recipients etc.

It is always encouraging to know that many of the issues we face are often felt by the whole province. The coaching and e-learning available to us through the support of OAYEC have been valuable resources on our road to continuous improvement.

Kay and Bunny continue to amaze us with their talents for finding funding and planning wonderful annual conferences. Thank you both!



## ***South West Region Report***

***Jacqueline DeLeeuw, South  
Western Region  
Representative  
FOCUS Community  
Development Corporation,  
Alliston***

Youth Opportunities Unlimited is perhaps the perfect name for a Youth Employment Centre, the name itself exudes a sense of inspiration and optimism, a feeling that anything can be accomplished. It is fitting that this Youth Employment Centre in London plays host to the bi-monthly meetings of the South West OAYEC Region. The dialogue, ideas and brainstorming that happen regularly at the meetings for the past 14 years has truly resulted in significant benefit to the disadvantaged young people we collectively serve in this region.

It would be an understatement to call the South West Region passionate! Members consistently drive long distances, submit agenda items and come prepared to discuss and critique the youth employment issues of the day. This group is fortunate in that it receives input from veteran program managers who contribute wisdom and practical ideas that we can all apply. At the same time, we have a group of new members who are providing fresh insights that have been most valuable.

The continuing evolution of the Job Connect program and its subsequent impact on program delivery has dominated the agenda at regional meetings this year. Our meetings have provided a forum to communicate Best Practices and discuss a variety of program delivery issues. I never leave these meetings without learning something new or discovering a way to do something better.

On behalf of the South West Region, I would like to thank Cheryl Killip of Youth Opportunities Unlimited in London for her constant hospitality and efforts in facilitating our meetings. Midway through the year our regional representative, Sandra Watt of Lutherwood in Kitchener, was promoted within her organization and subsequently resigned. Our thanks is extended to Sandra for her hard work.



## ***Northern Region Report***

***Kerry White,  
Northern Region Representative  
Lake of the Woods Employment Action  
Project Inc, Kenora***

Uniqueness and diversity continue to describe the Northern Region. We like to think that we are an innovative, hard working group, and indeed we have been this past year. We were pleased to learn that our hard work paid off in our improved results in the delivery of Job Connect. We led the province with the best improvement in

employed results and boasted the best service delivery standard and the best profile factor.

Our triumphs did not come without many challenges. The obvious challenge continues to be the extensive geography of North. Communication with peers is difficult to organize, however, Northern OAYEC members, HELP Centres, and colleges are funded to meet at least three times annually in Toronto. These meetings provide us the opportunity to network, receive training, share best practices, common issues, trends and successes. As a group, we have benefited from professional development opportunities offered by Sarah Delicate of Evolution Group, the Ontario Tourism Education Corporation, as well as from our own members. We continue to have the highest unemployment rate in the province, and in some communities, guaranteed economic stability is being threatened by the reduction and closure of mines and paper mills. Many member agencies are involved in committees trying to develop strategies to keep local youth in the community, and many are struggling to provide needed services with reduce funding opportunities. Due to the seasonal nature of many Northern communities, we continue to struggle with achieving our employed rate given our economic realities as well as the multiple barriers of our client groups.

But rise to the challenge we do. We are Northerners. We are tough, resilient, and perhaps a bit nuts. We love what we do and we love where we live despite the challenges that face us. We salute all OAYEC members for all the good work that you do.

I would also like to thank the OAYEC Board for their support, encouragement and their great sense of humour. It has been a pleasure working with all of you, and I look forward to another great year. The staff at OAYEC deserve a huge round of applause. Their hard work and dedication on behalf of all OAYEC members and the youth of Ontario does not go unnoticed. OAYEC is fortunate to have all of them on board. Finally, I would like to thank all my Northern colleagues for their support this past year. I'm proud to work with all of you.



## ***Central Region Report***

***Randy Heasman,  
Central Region Representative  
St. Stephen's Youth Employment  
Community Centre, Toronto***

Once again, it has been a satisfying and successful year for OAYEC's Central Region member agencies! I thought it would be worthwhile to highlight some of the exciting successes and developments of our central region members over this past year.

The YMCA Mississauga Employment and Community Services Temporary External Learning Links (TELL) program developed in partnership with the Peel Board of Education. The TELL program provides an opportunity for youth not comfortable in the traditional school setting to complete courses at their center. Four Peel Board of Education teachers offer flexible course schedules developed in conjunction with YMCA staff to accommodate both the employers and students to ensure that students complete one or two credits each term. This allows participants to earn a high school diploma while working and supporting themselves.

JobStart's 10 year old Generic Skills Program was recognized for its innovative approach to skills training for disadvantaged youth in OAYEC's Best Practices report. This enhanced Job Connect Program offers basic core industrial skills, intensive Health and Safety training and GED preparation to youth interested in careers in auto body and related occupations. This 12 week pre-employment training greatly increases the chances that participants will complete their GED and moving on to an apprenticeship opportunity.

The Employment Services Information Warehouse (ESIW) program developed and coordinated by the North York YMCA and Seneca College is another great addition to the employment services network in the Central Region.

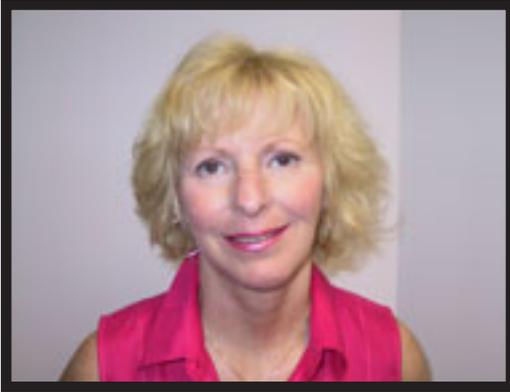
Funded by HRDC, the ESIW program acts as an information broker and assists community agencies by distributing information regarding employment programs, upcoming community events, new services, and job fairs. Information is distributed by using a broadcast fax service, an extensive database of service providers and a hardcopy flyer library of all the various employment programs available to the job seeker. ESWI also provides an information "hotline" for service providers, organizes professional development workshops for employment counsellors, and publishes a bimonthly newsletter.

Congratulations once again to Nancy Schaefer of YES Toronto, whose book "Good Job! A Young Person's Guide to Finding, Landing and Loving a Job" has sold almost 10,000 copies to date. This book is fast becoming the resource book for young job seekers, and is now going into its second printing. Through the grant support of the Counselling Foundation of Canada, boards of education from across the province will purchase this book for their high schools. Over 800 high schools will be using "Good Job" as part of the grade 10 Career and Work Studies curriculum this coming school year.

Last January, St. Stephen's Employment and Training Centre received good news regarding funding support from Industry Canada and the United Way for its cutting edge Youth in New Media Internship Program. Through this renewed support St. Stephen's was able to continue this highly effective and innovative partnership with the Toronto District School Board and information technology industry partners. This on-site program offers at-risk youth the opportunity to earn introductory or advanced website design credits in a state-of-the-art computer lab. Students learn about the Internet, digital technology and web site design skills using HTML, Photoshop, Flash and Illustrator tools from teachers and new media industry mentors. The Internet has proven to be an attractive hook for enticing 'at risk' youth to reconsider their career goals.

These program highlights illustrate the creativity and commitment that all of our Central Region members demonstrated this past year to help make the transition to work easier for the young people we serve.

Finally, the Central Region would like to convey our thanks to OAYEC staff for their ongoing support and commitment to the youth employment network.



## ***Treasurer's Report***

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

KPMG Chartered Accountants audited our financial records and also conducted separate audits of the Network Development projects funded by MTCU.

We have met with the auditors and reviewed their management report and staff have been making internal changes to continuously improve OAYEC accounting practices. While we strive to do more with less, we will continue to monitor projects and fee for service income closely. The Board also established two internally restricted reserve accounts to deal with technology developments and working capital.

We continued to administer a Network Development Contract from MTCU which encompassed many projects including coordinating a Job Connect Manager's Forum, professional development for the Job Connect Network, Job Connect Field support, administration for the JCS project, improving our communication capacity with our members through research initiatives, expansion of the OAYEC Bulletin and assistance towards Board Development.

We held another successful AGM and Conference in October and the membership appreciated the training opportunity with Denise Bissonnette made available with a subsidy from HRDC. We continue to administer the Collaborative Career Development Practitioners Bursary Program funded by the Counselling Foundation of Canada. The Foundation was also the major funder for the VYM Project.

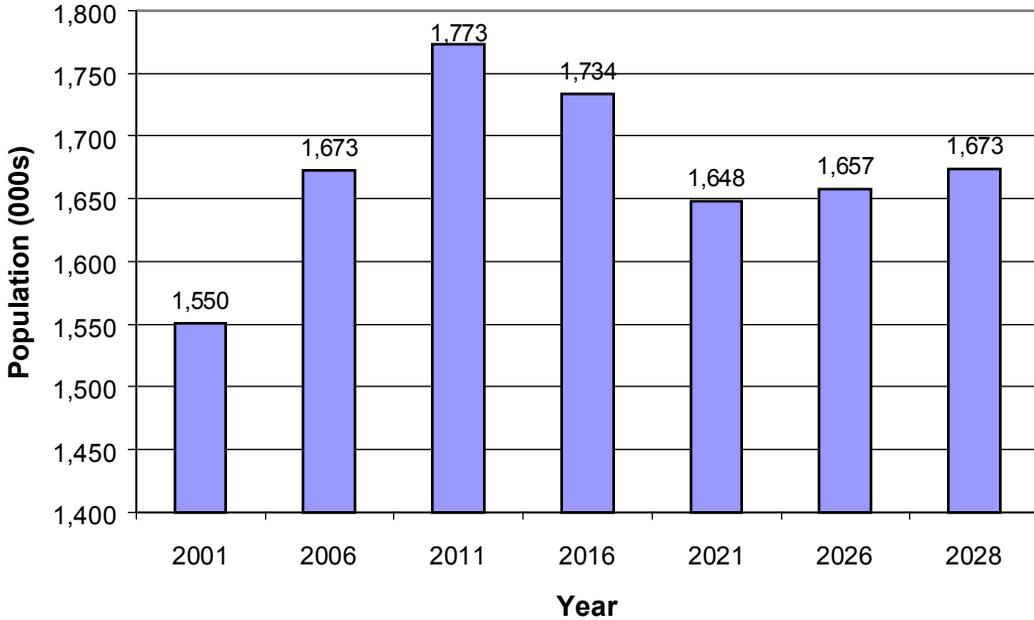
We welcome Delford Blythe to our accounting department. Delford is a Certified General Accountant and has eleven years' experience as a controller in a provincial not-for-profit organization. One of the first tasks was to implement a bookkeeping system that better meets the needs of handling multiple projects and funders. Many thanks to the Board and staff for their diligence in meeting this year's challenges.

# Youth Employment Facts, Ontario, 2000

*There will be more youth in Ontario in the next few years.*

## Ontario Youth Population (15-24 years) Projections

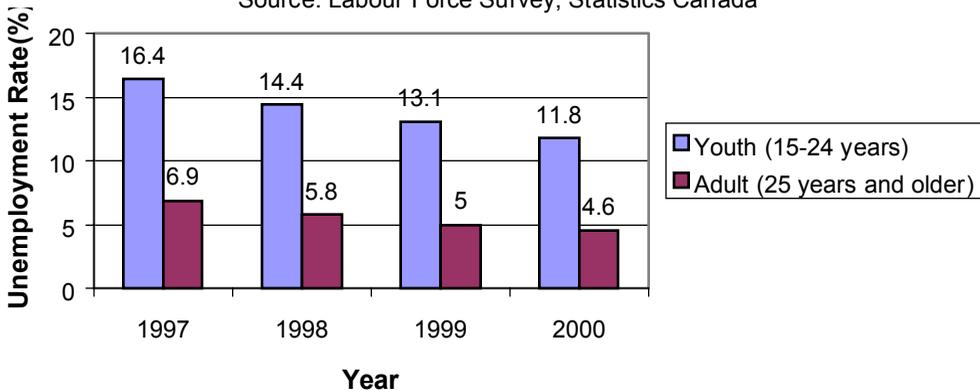
Source: Ontario Population Projections, 1999-2028, Ministry of Finance, July 2000



*The youth unemployment rate has been decreasing but it is still more than double the adult rate.*

## Unemployment Rates, Ontario

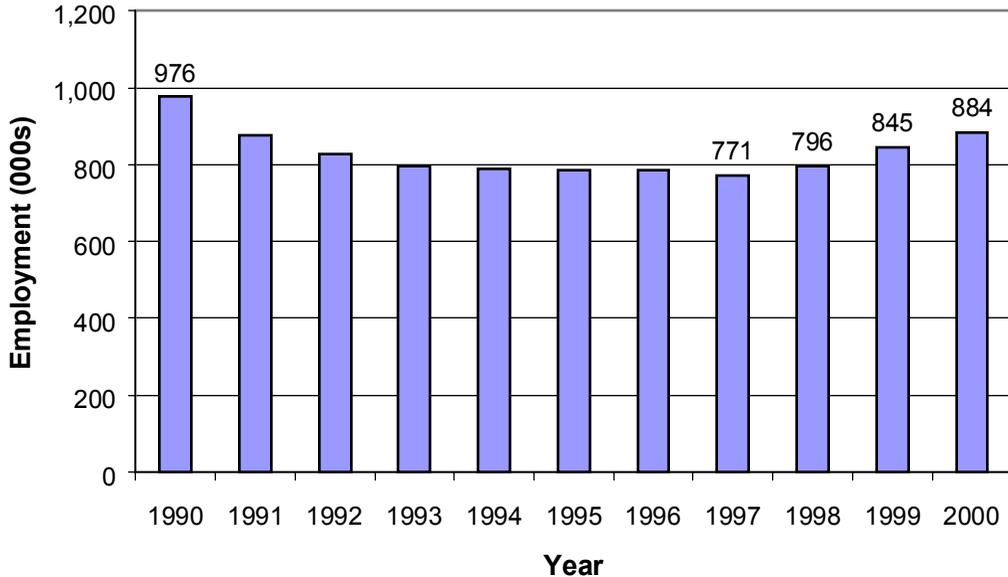
Source: Labour Force Survey, Statistics Canada



***More young people were working in 2000 than in previous years, however the number working is still lower than it was in 1990.***

**Youth (15-24 years) Employment in Ontario**

Source: Labour Force Survey, Statistics Canada



***Most young workers were employed in the services sector, especially in trade and accommodation and food services.***

**Youth (15-24 years) Employment by Industry, Ontario, 2000**

Goods Sector

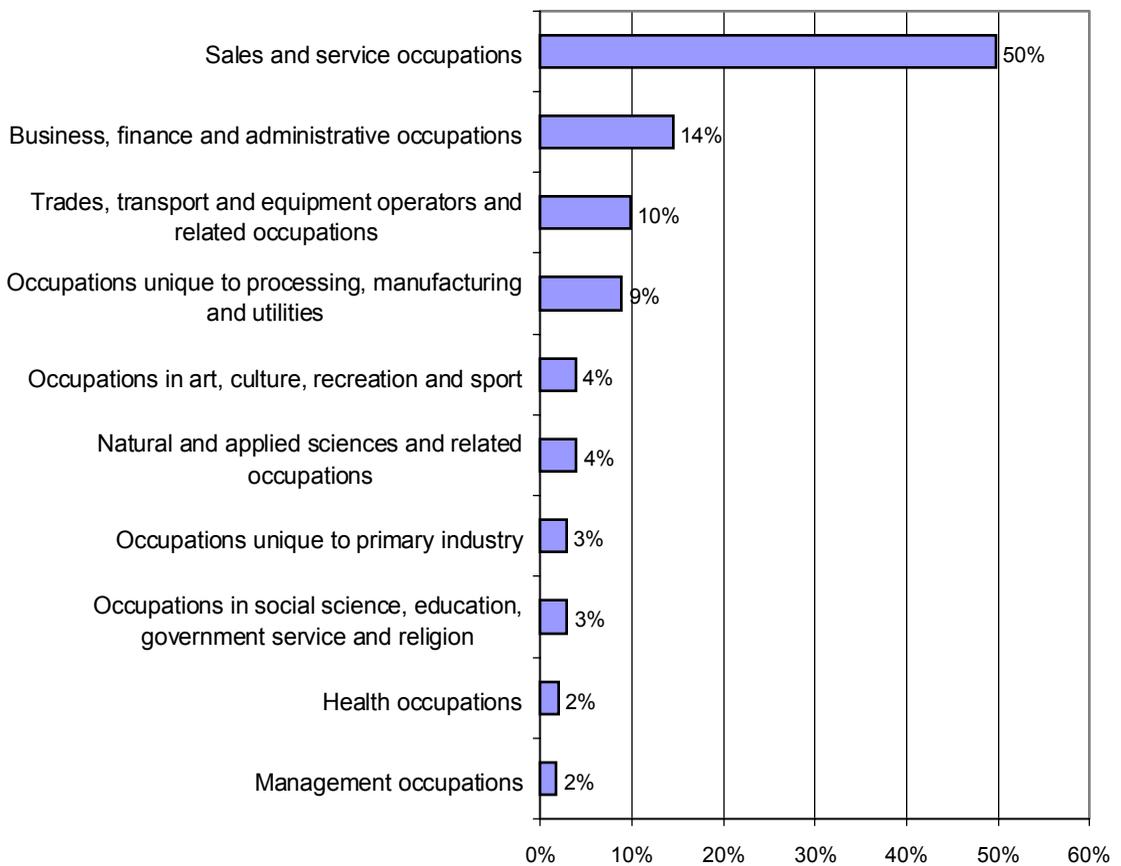
Services Sector



- Agriculture 2%
- Construction 4%
- Manufacturing 13%
- Trade 27%
- Transportation and Warehousing 2%
- Finance, Insurance, Real Estate, Rental and Leasing 4%
- Professional, Scientific and Technical Services 4%
- Management, Administration and other Support Services 5%
- Educational Services 4%
- Health Care and Social Assistance 5%
- Information, Cultural and Recreation 8%
- Accommodation and Food Services 17%
- Other Services 3%
- Public Administration 2%

***Young workers were mainly employed in sales and services occupations.***

**Youth (15-24 years) Employment by Occupation, Ontario, 2000**





## ***Board of Directors 2000/2001***

### ***Ron Seguin,***

President  
St. Clair College, Windsor YES

### ***Dan Wise,***

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

### ***Wendy Woods-Fontaine,***

Vice President  
E and E.R.C. of Cornwall and  
District, Inc.

### ***Sherri Simzer,***

Treasurer  
Youth Employment Assistance  
Headquarters Inc.,  
Brockville

### ***Randy Heasman,***

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

### ***Sallyann MacDonald,***

Eastern Region Representative  
JHS Youth Employment Resource  
Centre, Nepean

### ***Kerry White,***

Northern Regional Representative  
Lake of the Woods Employment  
Action Project Inc., (Kenora)

### ***Sandra Watt,***

(replaced by Jacquie DeLeeuw)  
Southwestern Region Representative  
Lutherwood Youth Employment  
Centre, Cambridge

### ***Jacqueline DeLeeuw,***

Southwestern Region Representative  
FOCUS Community Development  
Cooperation, Alliston.

### ***Kay Eastham,***

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

# **Award of Merit 2000/2001**



***Shoshana Fainsilber,  
YES Toronto  
Central region.***

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



***Margaret Flett,  
YMCA Employment and  
Community Services,  
Northern region.***



***Marie Krauter,  
YMCA Employment and  
Community Services,  
South-Western region.***

***Gillian Waters of KEYS,  
Eastern region.***



### ***South West Region***

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

### ***Central Region***

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

### ***Northern Region***

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

### ***Eastern Region***

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

### ***Auxiliary Members***

Completing the Circle, Toronto  
 Fanshawe College, London  
 Niagara College of A.A.T, Niagara on the Lake  
 Sault College, Sault Ste Marie  
 Seneca College, NewMarket  
 Sir Sandford Fleming College, Coburg.  
 Workplace Connections (MCIS Inc.), Toronto  
 YMCA - YWCA of London  
 YMCA Employment and Community Services of Greater  
 Toronto  
 Youthinc - JVS of Greater Toronto