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ACCES 360

While the focus of our work has always been on helping job seekers to find employment, we continue to place a strong emphasis on the role that employers play in supporting organizations like ACCES Employment. This includes facilitating the hiring process, participating in volunteering and mentoring activities, and making the decision to contribute to building a more diverse workforce in Canada. Increasingly, there is a growing continuum between the two client groups that we serve. Many of our program graduates are now in the position to hire other newcomers and give back to ACCES in their own ways.

In our 2014-2015 Annual Report, we capture the nature of our “360” relationships with employers. From the small and medium-sized businesses where former ACCES clients represent a significant part of the team, to large corporate employers that contribute to ACCES’s work in many different ways.

Finally, completing the “full circle” theme, our 2015 Walk of Fame winners exemplify the true potential of newcomers to contribute to Canadian workplaces. This year, the 11 winners are ACCES alumni who have come full circle to support ACCES as employers themselves, hiring other graduates, volunteering as mentors and making significant contributions that support newcomers’ success in Canada.

OUR VISION

A fully inclusive labour force that reflects the diversity, skills and experience of Canada’s population.

OUR MISSION

ACCES Employment assists job seekers from diverse backgrounds who are facing barriers to employment, to integrate into the Canadian job market. We achieve this by providing employment services, linking employers to skilled people and building strong networks in collaboration with community partners.



OUR VALUES

We value and respect the uniqueness of each individual, including our clients, our employers, our community partners and ourselves. We strive to provide every person with customer service excellence and an exceptional customer experience.

Inclusive. We are committed to respecting individual differences and being accessible to all those we serve. ACCES staff reflects the diversity of our community.

Accountable. We provide transparent, high quality services, and achieve results that are measurable and fiscally responsible.

Client Focused. Our services are customized to meet the needs of our clients, communities and employers.

Collaborative. We work together to achieve our goals and respect the contributions of others, both within ACCES and with our stakeholders.

Learning. We listen and stay connected to our communities, clients, employers and other partners, to continuously improve.

Entrepreneurial. We seek new, innovative and creative opportunities to be a leading edge organization.

Responsive. We are flexible and embrace change, continuously adapting to emerging needs and opportunities within a dynamic environment.

Results-Oriented. We focus on action, outcomes, and setting new standards of excellence.

2014-2015 LEADERSHIP REPORT

ACCES 360

In our 2014-2015 Annual Report, we capture the “360” nature of our work and how we approach our vision, mission and services through the building of strong connections between job seekers and employers in Canada. We know that one of the greatest barriers that newcomers face is the lack of a professional network of contacts. ACCES addresses these needs by creating the vital connections between our network of employers who are hiring and newcomers searching for employment. Who we know becomes who our job seekers know, and it is through these important introductions that we have found success for both job seekers and employers.

Involving employers in the integration of newcomers into Canadian workplaces has never been more urgent. With changes to the current immigration policy and the introduction of the Express Entry program, ACCES is increasingly asked to act as a conduit between employers that are hiring and job seekers looking for their first opportunities in Canada. Strategically, adopting a “360” approach means that ACCES is able to respond to the needs for our services from all sides, creating programs and connections that successfully and efficiently integrate newcomers into the local job market. Our employer partners recognize the need to provide opportunities to newcomers and realize

the tremendous benefit that international experience brings to their workplaces.

CONNECTIONS TO OUR NETWORK OF EMPLOYERS

ACCES’s network of employers has experienced the value of our services and the preparedness, skills and knowledge of our job seekers. In this report, we share the story of Accounting Plus, a company that has recruited seven of their 12-person team from ACCES Employment. RBC has hired the greatest number of ACCES job seekers, recruiting more than 250 individuals into their workplace. Our network includes over 1000 employers representing small, medium and large businesses across the Greater Toronto Area. Joining this network are the businesses launched with the support of our Entrepreneurship Connections program. As they continue to develop and grow, these small businesses will contribute to the local economy and create new jobs.

ENGAGED EMPLOYERS THAT SUPPORT OUR VISION

Beyond recruitment, being part of the ACCES network means that employers have the opportunity to participate and engage with our work in multiple ways. We have found significant value in truly learning about our employer partners and what they are looking for when they support

and engage with an organization.

In this year’s report, we tell the stories of businesses that have closely linked the work and initiatives of their companies with the vision and mission of ACCES. This engagement comes to life through dialogue, mentorship, mobilizing staff to give their time and advice through Speed Mentoring® and other volunteer events. We currently have a number of corporate volunteers participating on the advisory committees of our programs. They serve as advocates in their workplace for greater diversity and recruitment of talented internationally-trained professionals. All of this contributes to the integration of skilled newcomers into Canadian workplaces and demonstrates their value and experience to employers firsthand.

MOBILIZING SUPPORT IN THE COMMUNITY

We are pleased to report that this year, we successfully engaged over 800 volunteers and mentors at ACCES who gave their time, knowledge, expertise and skills back to our organization and to our job seekers. The model of volunteering and mentoring at ACCES aims to create as many direct interactions between our job seekers and the majority of volunteers. This is the most important use of volunteer time and effort, and is of greatest benefit to the future success of our job seekers. ACCES’s Speed

Mentoring® program hosted over 75 events across the Greater Toronto Area, attended by 787 mentors and 732 mentees. This highly successful program relies entirely on the volunteer time of mentors and employers who see the value of giving back to an organization that supports newcomers.

DEMONSTRATING THE IMPORTANCE OF OUR WORK

This year, ACCES continued to increase our fundraising efforts. We are grateful to have several new donors and sponsors supporting the organization. With the support of TD Bank Group and other generous donors, our World of Difference campaign launch event raised over \$23 000 in 24 hours. The campaign helps ACCES to build capacity in order to serve a greater number of new Canadians and to make our services more accessible.

COMING FULL CIRCLE: ACCES ALUMNI

Our 2015 Walk of Fame Awards celebrate the success of 11 ACCES Alumni Champions who are graduates from 10 different ACCES programs. All of the award winners are successfully employed, become advocates for supporting other newcomers in their workplace, have hired ACCES graduates, contributed their time to ACCES programs through guest speaking or mentoring, and continue to support ACCES as part of the employer community. The award winners exemplify and bring to life the 360 theme.

Their journey in Canada is made complete by their support of ACCES, the work that we do, and their recognition that it is truly important to “pay it forward.”

ADDRESSING THE ISSUE OF YOUTH UNEMPLOYMENT

In the face of high youth unemployment in Toronto and across the country, ACCES is increasingly focused on leveraging our existing employer connections to create opportunities for youth to start their careers. Youth ages 15-29 represent 33 per cent of job seekers that we serve. To address the unique barriers that they face, we introduced Motive Power Connections, a program that provides training and employment opportunities to youth in the automotive sector. The launch of the program was highly successful across three ACCES locations. This coming year, we will introduce additional workshops, services and programs directed at youth and young professionals looking to launch successful careers.

EXTENDING THE REACH OF OUR SERVICES

Mobilizing the support of our whole network, ACCES looks forward to a new chapter in 2015-2016. With the support of Citizenship and Immigration Canada, we will officially launch Canadian Workplace Connections, bringing six of our highly successful sector-specific programs to the international pre-arrival community. Pre-arrival

immigrants will now be able to prepare for their job search at a much earlier stage in their immigration process, creating greater opportunities for success and establishing important connections before they arrive in Canada. Further, this support will be sector-specific and involve Canadian employers in the hiring and training process. This program will extend the reach of our services, expanding our circle of partners, supporters and job seekers to the international community.

We hope that you enjoy our 2014-2015 Annual Report, ACCES 360, and challenge you to look for ways in your own network to connect, engage and support job seekers to realize their goals in Canada.



Allison Pond
Executive Director



Dauna Jones-Simmonds
Chairperson

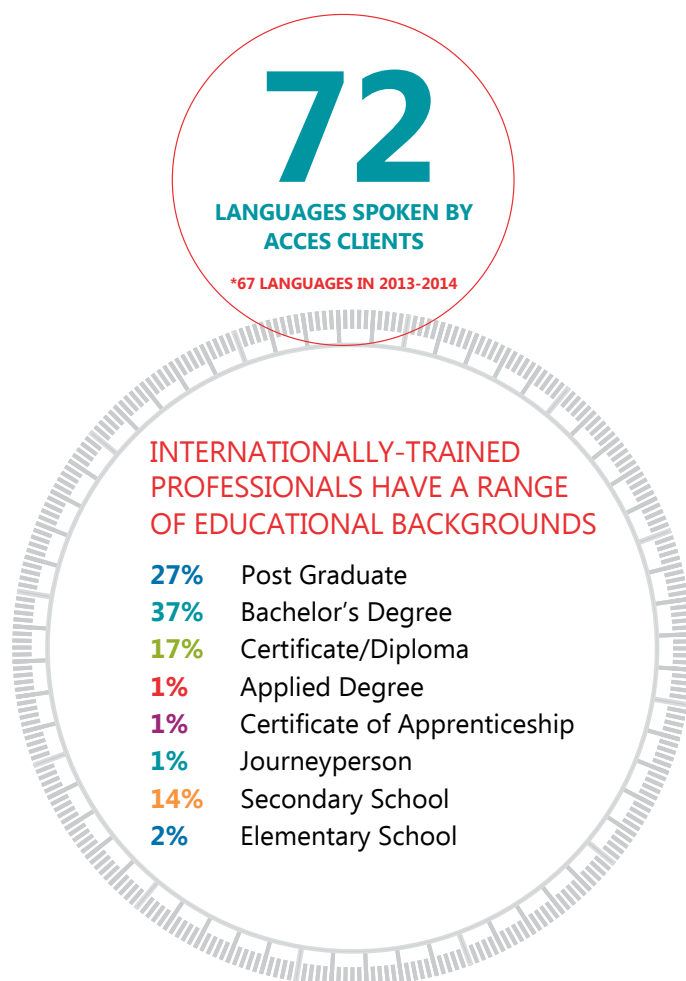
DEMOGRAPHIC REPORT



ACCES continues to serve an increasingly diverse group of job seekers. ACCES's specialized approach to serving newcomers and the unique barriers they face is highly effective in maximizing the skills and experience of our job seekers. ACCES's program model focuses on the following to ensure that our job seekers find employment that reflects their skills and expertise:

- Customized job search assistance that supports each individual's unique needs and experience
- Sector-specific training to reflect Canadian employer approaches and needs (not duplicating existing education)
- Training on workplace communication and culture to address international differences in style and practice

SECTORS OF WORK	
Business, Finance & Admin.	25%
Sales and Service	20%
Natural & Applied Sciences	22%
Social Science, Education & Gov.	9%
Health Occupations	6%
Management Occupations	5%
Trades, Transport & Equip. Operators	5%
Processing & Manufacturing	4%
Art, Culture, Recreation & Sport	3%
Primary Industry	1%



PROGRAM & SERVICE RESULTS

In 2014-2015, we continued to experience significant success in serving our job seekers and meeting their employment goals.

Through Employment Ontario, ACCES is able to offer job seekers resources and information, job search workshops, employment counselling as well as job placement support. Employers are engaged to recruit skilled, experienced and qualified candidates for their workplace.

These services provide the foundation for our work with job seekers looking for opportunities in their field. Below are the overall results for our five Greater Toronto Area locations.

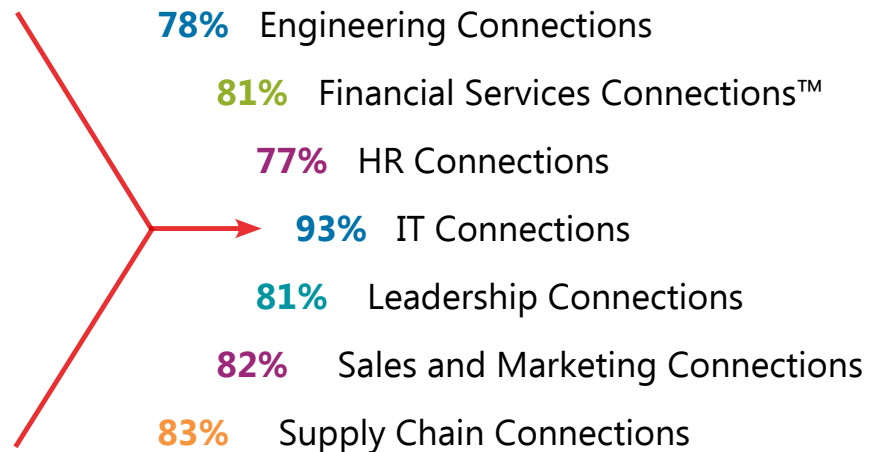


A UNIQUE PROGRAM MODEL

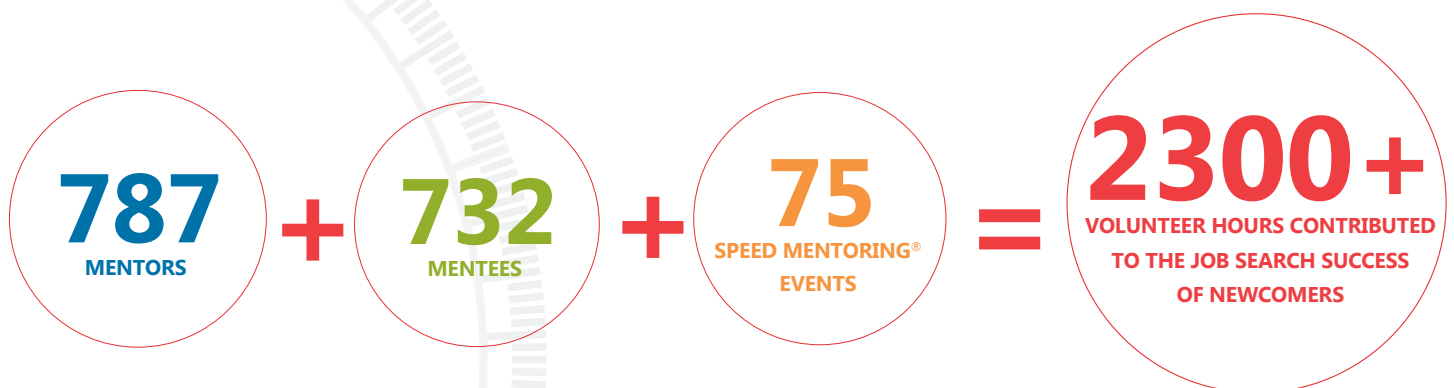
ACCES has developed a program model that addresses the specific needs of internationally-trained professionals in various sectors. We work closely with employers and advisors in six different sectors. In 2014-2015, these programs continued to have highly successful results with graduates finding employment that reflects their experience and education.

SECTOR-SPECIFIC PROGRAMS

PERCENTAGE OF GRADUATES EMPLOYED IN THEIR FIELD WITHIN ONE YEAR OF PROGRAM COMPLETION.



The Speed Mentoring® Equation: Over the past year, ACCES Employment's Speed Mentoring® program continued to engage employers in supporting job seekers with their resumes, interview tips, sector-specific advice and other areas. The program has become an invaluable support for newcomers and job seekers who are able to connect with a significant number of mentors representing leading employers in the city. This year, we welcomed 37 per cent more mentors and organized 75 events across the Greater Toronto Area.



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NEWCOMER BUSINESSES
LAUNCHED SINCE
THE INCEPTION
OF THE PROGRAM

Top 5 business areas:

- Professional Services
- Food and Dining
- Education
- Clothing and Accessories
- Home and Garden

NEWCOMER ENTREPRENEURS

ACCES Employment's Entrepreneurship Connections program fosters the innovation, experience and ideas of newcomer entrepreneurs. The program includes customized curriculum that addresses the unique needs of newcomers as they start their business. This includes training on workplace communication, licensing and laws in Ontario, marketing and sales as well as developing a business plan for success.

Entrepreneurship Connections is a proud recipient of the 2015 Vital Ideas Grant from the Toronto Foundation. The grant builds the capacity of programs with a solid record of success.

YOUTH EMPLOYMENT

The unemployment rate for youth ages 15-29 continues to be more than double the overall rate of unemployment in Ontario. This year, ACCES provided opportunities for over 4600 youth to attend job search workshops, receive employment counselling and gain access to job opportunities through our employer network. We acknowledge the generous contribution of RBC Foundation to youth programs at ACCES this year.

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YOUTH AGES 15-29 SERVED ACROSS
5 ACCES LOCATIONS

33%

OF ALL JOB SEEKERS
THAT WE SERVE ARE
YOUTH

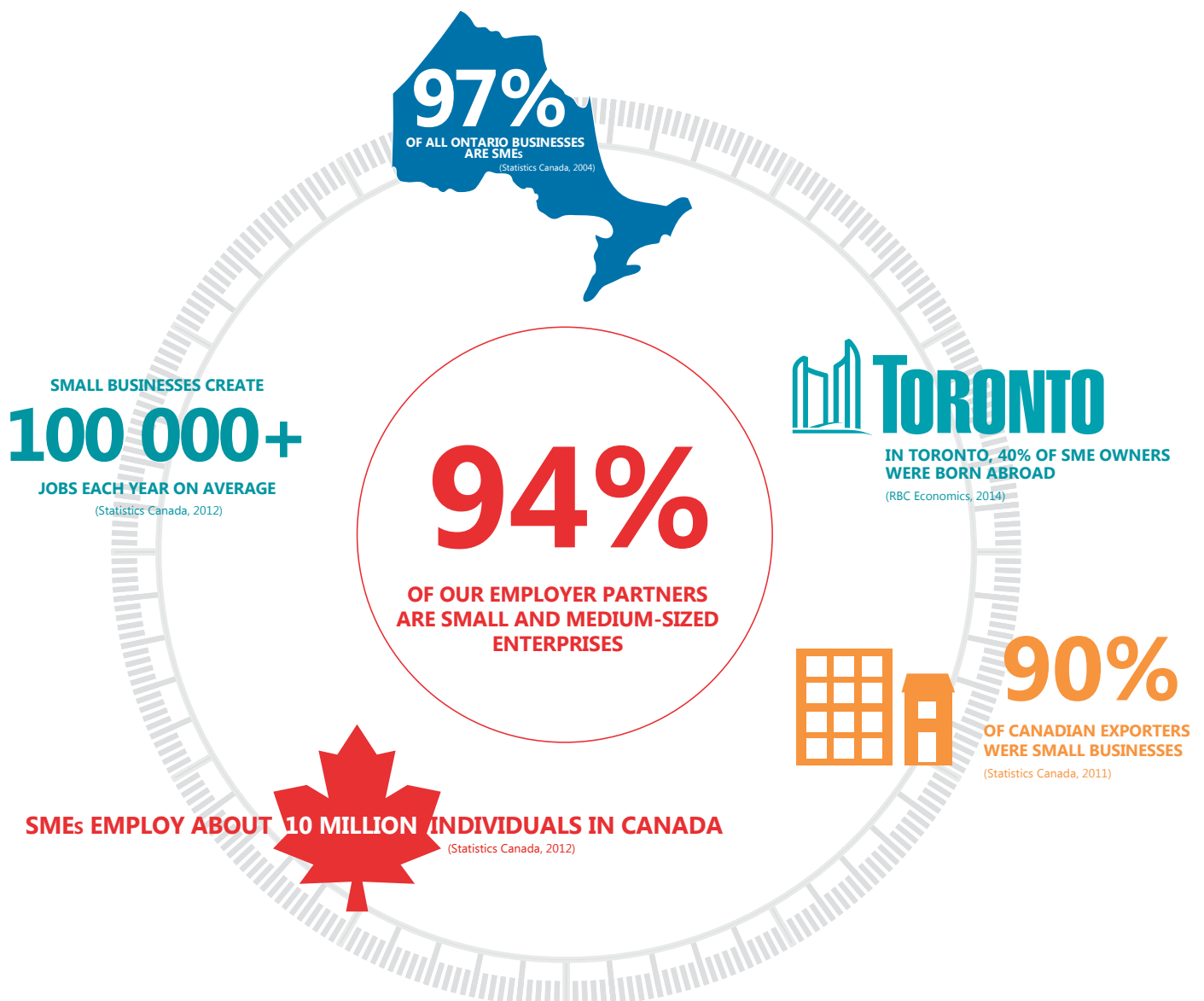


"It is a privilege to continue to be a partner with ACCES and help to provide programming that supports our youth. The programs that they have created to help battle the issue of youth unemployment are something we couldn't be more proud to support."

Curtis Hitsman Regional Vice President, RBC

WORKING WITH SMALL AND MEDIUM-SIZED ENTERPRISES (SMEs)

Working with a network of over 1000 companies across the Greater Toronto Area, ACCES Employment provides experienced and job-ready candidates to employers through a customized recruitment and engagement process. Over 94 per cent of the businesses that we work with are small and medium-sized enterprises (under 500 employees). This reflects the significant role that SMEs play in the Canadian economy. The following section highlights three SMEs that work closely with ACCES to build their businesses: Accounting Plus, Desjardins Financial Security Independent Network, and Signifi Solutions.



GROWING THEIR BUSINESS

ACCOUNTING PLUS



RECRUITING ACCES TALENT

Before Accounting Plus started working with ACCES, they were a small team of four. When the time came to hire more employees, they turned to ACCES to help them grow their company. Hiring is a high risk activity for small businesses and they wanted candidates with the right skills and experience. Peter Edrey, Founder, says “We wouldn’t have been able to expand our business if we didn’t have ACCES helping us.”

REFERRING OTHER SMALL BUSINESSES TO ACCES

Many of the clients at Accounting Plus are also small businesses. Peter regularly refers them to ACCES for their recruiting needs. He suggests that ACCES can help them to mitigate the challenges of hiring new employees by providing well-prepared candidates.

CONTRIBUTING TO ACCES AS A DONOR

Accounting Plus contributes to ACCES Employment’s World of Difference campaign to help new Canadians access the services and programs they need for success in the workplace. The yearly campaign helps ACCES to build capacity in order to serve more new Canadians and make our services more accessible. “It’s important to help ACCES extend and expand their programs because we all benefit in the end – ACCES, new Canadians, and businesses,” says Peter.

“When I first arrived in Canada, I didn’t know how to job search in this market. ACCES helped me through their workshops and provided one-on-one support. I was hired at Accounting Plus through my job developer at ACCES. Since then I’ve attained my CGA and grown my career with the company.” **Jim Zhang** CGA, Accounting Plus

RECOGNIZING THE POTENTIAL OF NEW CANADIANS

DESJARDINS FINANCIAL SECURITY INDEPENDENT NETWORK



RECRUITING NEWCOMERS

Desjardins recognizes the role new Canadians play in building the present and future of Canada's workforce. Desjardins chooses to work with ACCES because we make the process easier and refer great candidates. "ACCES Job Developers are a huge help in meeting our human resources needs," says Al Roissl, Managing Director.

RECRUITMENT EVENTS AND JOB FAIRS

ACCES has hosted a number of job fairs for Desjardins at our Mississauga and Scarborough sites. For Al and the business, "it's a win-win for both the company and the candidates who are seeking employment."

SUPPORTING AS A SPONSOR

At the 2015 Speed Mentoring® Marathon, Desjardins sponsored the Better Current solar-powered charging station. They have also contributed generously to the World of Difference campaign at ACCES. "When you look at the number of newcomers going through the process of finding employment, it's clear that there is a need for ACCES's programs. ACCES plays a significant role in helping newcomers and making their job search easier. I think it's important to support that," says Al Roissl, Managing Director.

"ACCES does a great job of keeping us involved in what they're working on and where they're growing. Being part of the objective helps us make more informed decisions about where we can help. When you stay involved in what's going on, there are always areas we can play a part."

Al Roissl CFP, Managing Director, Desjardins Financial Security Independent Network

EMPLOYING YOUTH AND PROMOTING DIVERSITY

SIGNIFI SOLUTIONS



20
staff members

6
HIRED THROUGH ACCES
EMPLOYMENT

TRUSTING IN THE HIRING PROCESS

Signifi Solutions has made it a goal to actively hire and recruit youth and newcomers into their retail technology company. They are a growing business that is looking to ACCES for recruiting solutions. David Dickson of Signifi works with ACCES to identify candidates that fit the profile of experience that he is looking for. David says, "ACCES is always ready to meet our hiring needs. There is a great deal of trust involved throughout the recruitment process. They ensure that I have an easy hiring experience."

GIVING YOUTH VALUABLE WORK EXPERIENCE

Signifi has hired several young professionals through ACCES for six-month paid internships with the support of the Youth Employment Fund. The internships provide a valuable opportunity for youth to gain practical experience in the workplace. When the right fit is there, internships have turned into long-term employment.

PROMOTING DIVERSITY IN THE WORKPLACE

Signifi is an international company. "Newcomer candidates who come to us through ACCES have rich backgrounds," says Signifi CFO, David Dickson. The international perspective that newcomers bring is important to the company, as 60 per cent of their sales are exports to an international market.

"ACCES introduced me to Signifi Solutions. I started at the company as part of a paid placement and was later hired on full-time. I'm really happy with how my career has progressed here."

Neema Agrawal Accounts Receivable, Signifi Solutions

360 GIVING: CORPORATE ENGAGEMENT AT ACCES

Our approach to working with employers is to offer a variety of opportunities for them to get involved in the mission, vision and work of our organization. We continuously strive to develop new ways for companies to grow their relationship with ACCES. Our corporate engagement strategy involves:

Engaging corporate supporters at the leadership level to advise our programs and services.

Providing volunteer and mentorship opportunities for employers to experience first-hand the talent of our job seekers.

Aligning ongoing sponsorship opportunities to the interests of employers.

The following section shares four engagement stories that demonstrate the exceptional support that we receive from our corporate engagement partners.

BUSINESS DEVELOPMENT BANK OF CANADA (BDC)



SUPPORTING NEWCOMER ENTREPRENEURS TO START THEIR BUSINESSES IN CANADA

ACCES first approached BDC in 2012 with an idea for the development of a program to support newcomer entrepreneurs to bring their international business experience to the startup community in the Greater Toronto Area. The Entrepreneurship Connections program became a reality with BDC's in-kind support which included offering their expertise and staff to pilot a new program. This support was instrumental in launching the program that received ongoing funding support from Citizenship and Immigration Canada in 2013.

AN AWARD-WINNING AND INNOVATIVE PARTNERSHIP

In 2014, the Entrepreneurship Connections program won an Immigrant Success Award from the Toronto Region Immigrant Employment Council (TRIEC), recognizing champions for the Toronto region's diverse and highly skilled talent pool.

ACKNOWLEDGING THE IMPORTANCE OF SUPPORTING WOMEN IN THE WORKPLACE

Around the world, women and men celebrated International Women's Day by acknowledging the achievements, challenges, leadership and future goals for women around the world. BDC and ACCES Employment hosted a morning breakfast that saw a group of 60 women and men in Toronto take one step further in developing the equality, success and leadership of women in the workplace. "BDC was pleased to host this very important mentoring event for women. In addition to providing insights to the mentees, we as mentors were also the recipients of a great experience," says Susan Rohac, Senior Vice President, Financing with BDC.



SUPPORT AND ENGAGEMENT:

- **3 years** of sponsorship support for Entrepreneurship Connections
- **50+** volunteers & mentors (2015)
- **20+** ACCES candidates recruited
- **5+ years** of support from Ellen Austin, HR Business Partner, BDC on the Advisory Committee for Financial Services Connections™

"In an economy where business success is defined by the ability to attract and engage talent, ACCES has referred to BDC highly qualified financial professionals. By capitalizing on their rich and varied knowledge, skills and experience levels, we have strengthened our organization and our capacity to meet the needs of Canada's diverse business community."

Peter Lawler, Senior Vice President of Operations in Ontario, BDC

CONNECTING NEWCOMER IT PROFESSIONALS TO THE SUPPORT THEY NEED FOR SUCCESS

Accenture has been the proud sponsor of the IT Connections program for the past two years. Their support for this program extends well beyond sponsorship. In every IT Connections cohort, Accenture builds in a volunteer support program that engages their team as guest speakers and volunteers. Accenture volunteers help program participants to refine their resumes and build their interviewing skills. This support is of tremendous value to the participants of the program. "The Accenture volunteers provided excellent support with my resume. I had worked for Accenture before I arrived in Canada and the volunteer gave me excellent advice on how to present my experience and work profile in a Canadian context. I eventually secured a job as an Infrastructure Analyst for Accenture Canada," says Priji Pillai a graduate of the IT Connections program.



BUILDING ACCES'S CAPACITY TO DELIVER ONLINE SERVICES

ACCES has had the opportunity to participate in Accenture's Digital Learning Circles. These learning opportunities provide an exceptional support to ACCES as we develop our online services for newcomers. The learning circles allow Accenture's non-profit, charitable partners to share best practices and approaches in the development of online learning and digital services platforms. This innovative and unique approach to support truly brings to life Accenture's corporate citizenship program.

GOVERNANCE AND LEADERSHIP AT ACCES

Janet Krstevski, Managing Director, Accenture Canada's Talent and Organization Practice, currently volunteers as a member of the ACCES Board of Directors. She contributes to all Board activities including the advisory, governance and leadership of the organization. She has been a board representative since 2012.

SUPPORT AND ENGAGEMENT:

- **2 years** of sponsorship support for IT Connections
- **116+** volunteers & mentors (2015)
- **9** ACCES candidates recruited
- **2+ years** of support from Michael McMurrich, Program Manager, Accenture on the Program Advisory Committee for IT Connections

"Accenture has been a corporate partner of ACCES Employment for the past six years. Our partnership with ACCES has helped further our global goal to equip more than 800 000 people globally with the skills to get a job or build a business through our Skills to Succeed program. Accenture is now aiming for 3 million people by the end of fiscal 2020. We look forward to continuing to work together in the future and extending the reach of ACCES's programs and Accenture's support."

Janet Krstevski, Managing Director, Accenture Canada's Talent & Organization Practice



SUPPORT AND ENGAGEMENT:

- **3 years** of sponsorship support for Speed Mentoring®
- **150+** volunteers & mentors (2015)
- **40+** ACCES candidates recruited

"We believe that a diverse workforce that mirrors the communities where we work and do business is critical to attracting and retaining talent and we're proud that our efforts have been recognized in the business community...We believe that diversity leads to better business performance, as it brings broader insights and more creative ideas to the organization."

Bindu Cudjoe, Deputy General Counsel and Chief Administrative Officer, BMO Financial Group

MENTORING SUPPORT FOR NEWCOMERS AND THEIR JOB SEARCH

Imagine 350 mentors and mentees, all coming together for a Speed Mentoring® Marathon. Our largest-ever event, the Marathon offered an unparalleled networking opportunity for newcomers – and it was just one of 75 Speed Mentoring® events held this year across five ACCES locations. It was made possible by BMO Financial Group, the lead sponsor of ACCES's Speed Mentoring® program since 2012. A team of 45 BMO mentors has also participated in events in Toronto, Scarborough and Mississauga for the past five years, providing a total of 675 hours of insights and support to 225 newcomers, helping them be successful as they search for jobs in Canada.

VIRTUAL VOLUNTEERING: A NEW WAY TO GIVE BACK

In 2013, BMO approached ACCES with a new idea: using Virtual Volunteering to connect newcomers with mentors from across Canada. ACCES worked with BMO to brainstorm ideas, and then organized 'Mock Phone Interviews' for newcomer clients to simulate the screening calls recruiters often use before a formal interview. The pilot was successful, giving job seekers a chance to prepare for their real-life experience – and Virtual Volunteering has become part of our regular offer to volunteers. "The mock interviews with BMO's Virtual Volunteering initiative was a great experience. The volunteer gave me good advice and feedback on my resume, job search and overall interview," says Jose Rodriguez, a participant in the pilot.

ACROSS THE ORGANIZATION: RECRUITMENT FROM DIFFERENT SECTORS

BMO recruits ACCES graduates from a number of programs including IT Connections, Financial Services Connections™ and Human Resources Connections. Maha Al Amin was a graduate of the HR Connections program at ACCES Employment, and now works as a Senior Advisor, Talent Acquisition in the HR group at BMO. She also gives back to ACCES as a mentor.



TD BANK GROUP



HELPING NEWCOMERS TO “START THE CONVERSATION”

TD Bank Group is a long-standing supporter of ACCES's Talk English Café, a program that helps newcomers to learn and practice their English conversational skills in an informal, drop-in setting. Last year, 5000 newcomers attended Talk English Café across five locations thanks to the generous support of TD and co-sponsor, Tim Hortons.

SUPPORTING THE NEXT GENERATION OF NEWCOMER LEADERS

Mike French, SVP and COO Finance at TD is a member of the Advisory Committee for ACCES's Leadership Connections program which includes senior representatives from various sectors. Nicole Jacksic, Senior Manager, Diversity Recruitment, Enterprise Talent Acquisition at TD also contributes her time to the Financial Services Connections™ Advisory Group.

MAKING A WORLD OF DIFFERENCE AT ACCES

In early 2015, ACCES held our first World of Difference campaign launch event with a goal to raise \$10 000. Thanks to TD's sponsorship support of the launch event and a number of generous sponsors, ACCES successfully raised over \$23 000 in less than 24 hours! TD helped us to make a World of Difference in the lives of newcomers starting their careers with the support of ACCES.

WOMEN IN LEADERSHIP EVENT

Twenty women leaders from TD generously contributed their time and knowledge to mentor newcomer women from several ACCES programs. Organizers noted the importance of bringing senior leaders together with newcomer women to offer guidance and knowledge about the strengths and roles of women in Canadian workplaces. Kelley Hoffer, Vice-Chair, TD Securities, and Mike French, SVP and COO Finance at TD sponsored the highly successful event.



SUPPORT AND ENGAGEMENT:

- **9 years** of sponsorship support for Talk English Café
- **150+** volunteers & mentors (2015)
- **200+** ACCES candidates recruited

"It was a pleasure to help organize the TD Women in Leadership Speed Mentoring® event in collaboration with ACCES Employment. The feedback received from the participants was very positive and it was rewarding to see the engagement and enthusiasm displayed by both mentors and mentees. I am looking forward to future collaborations with ACCES Employment."

Andreea Amariei, Senior Manager, Trading Business Management, TD Securities

2015 WALK OF FAME WINNERS: ALUMNI CHAMPIONS

ACCES is honoured to recognize the amazing contributions of the many alumni champions who have graduated from our programs and now dedicate their time to supporting newcomers as they start their careers in Canada. We congratulate our 11 Alumni Champions for “coming full circle” to support ACCES and our programs.

KAMRAN AKBAR Account Manager, BDC
Financial Services Connections™ Graduate

“As a newcomer, I know the challenges others are facing when they arrive and can now offer help and guidance on how to start – whether they want a job or to start a business. Sometimes a small piece of advice can make a big difference in someone’s life.”



SUPPORTS: Entrepreneurship Connections & Financial Services Connections

Mentors Newcomers

Ambassador for ACCES programs

Recruits ACCES Graduates

Guest Speaker

Leads Speed Mentoring® Events with his Employer



NIMMY MARTIN Resource Manager, Randstad Canada
Human Resources Connections Graduate

“It’s important for me to support newcomers because I traveled the same path a few years ago. Helping newcomers find the right career path is directly related to the work I do on a daily basis. If I can help a newcomer find a job in their field, I feel like I have done my job and provided something meaningful to their new life in Canada.”

SUPPORTS: Human Resources Connections & IT Connections

Mentors Newcomers

Mentors Young IT Professionals

Recruits ACCES Graduates

Leads Speed Mentoring® Events with her Employer

Guest Speaker



GIUSEPPE BASILE Founder, FibStalker Consulting Inc.
Information Technology Connections Graduate

"I had the wrong expectations when I arrived in Canada and I didn't achieve success until I used ACCES services. Now that I'm established in my career, I feel compelled to share my path so that others can benefit from my experience and approach their career development in the right way."

SUPPORTS: Information Technology Connections

Mentors Newcomers

Guest Speaker

Online Mentor - IT Alumni Group

AÏSSATOU SONKO Project Coordinator, OCASI
Language for Workplace Connections Graduate

"I found my job because of the LWC program and I'm happy to be employed in this role. Everyone needs proof that something works – I am an example that ACCES can help you succeed and build your career."



SUPPORTS: Language for Workplace Connections

Guest Speaker

Ambassador for ACCES programs

Refers Newcomers to ACCES



MAHDI ZANGENEH Senior Noise Engineer, Ontario Ministry of the Environment and Climate Change, Engineering Connections Graduate

"Finding a job in Canada is different; you need to do it in an efficient way. Engineering Connections gave me the support I needed when I was new to the country, and now I want to give back and share my experience with other newcomers."

SUPPORTS: Engineering Connections

Guest Speaker

Supports Newcomer Engineers

Mentors Newcomers



IMRAN KHAN Resource Manager, Duca Financial Services
Credit Union Inc., Leadership Connections Graduate

"ACCES did such a great job preparing me for the Canadian workplace – I want to pass on the message that the preparation works. It would be awful for a highly qualified newcomer to go to an interview and make all these mistakes because they missed out on the grooming and preparation that ACCES offers."

SUPPORTS: Financial Services Connections™ & Leadership Connections

Mentors Newcomers

Active Alumni Network Member

Recruits ACCES Graduates

Leads Speed Mentoring® Events with his Employer

Guest Speaker

MIGUEL LOPEZ Director of Operations, SciCan Ltd.,
Employment Ontario

"ACCES was the first to open doors for me. Now I'm in the position to help other newcomers and to share the message of the lessons I learned. I'm here to help bring awareness to newcomer professionals around the differences here in Canada so that they can find success more quickly."



SUPPORTS: Supply Chain Connections

Guest Speaker

Supply Chain Advisory Committee

Mentors Newcomers



LALITHA RAAVI Technical Recruiter and Resource Manager,
Brainhunter Systems Ltd., Human Resources Connections Graduate

"A newcomer's first challenge is finding employment and I know that ACCES will ease those fears. I'm a member of the ACCES community as a past graduate and now, as a mentor. I want to help connect newcomers to a network in Canada."

SUPPORTS: Human Resources Connections

Mentors Newcomers

Recruits ACCES Graduates

Refers Newcomers to ACCES

ESTEBAN DAVILA Country Marketing Manager Printing Group,
Hewlett-Packard (Canada) Co., Sales and Marketing Connections Graduate

"Arriving in Canada and finding employment in your field is a challenging process. It takes courage to come to this country and make it your new home and the key ingredient is a positive attitude. I learned that from ACCES and now I pass it on to newcomers I meet."



SUPPORTS: Sales and Marketing Connections

Mentors Newcomers

Guest Speaker

Ambassador for ACCES Programs



SNEZANA KULAKOVSKA Account Manager, BDC
Financial Services Connections™ Graduate

"Newcomers need to believe in their success and that ACCES is there to help them. I'm a real example of how success happens with the help of ACCES. It's important for me to pass that message along."

SUPPORTS: Financial Services Connections™ & Entrepreneurship Connections

Mentors Newcomers

Guest Speaker

Supports New Business Owners

IRFAN KHAN Franchisee and Service Advisor, Active Green + Ross,
Employment Ontario

"When I bought my franchise I stayed in touch with ACCES Employment because I had built a trusting relationship as a client. Now I can give back and hire ACCES candidates for my business."



SUPPORTS: Employment Ontario

Supports Newcomers

Recruits ACCES Candidates

Ambassador for ACCES programs

FINANCIALS*

Accessible Community Counselling and Employment Services (A.C.C.E.S.)

Statement of Financial Position

As at March 31	2015	2014
Assets		
Current		
Cash and cash equivalents (Note 2)	\$ 908,390	\$ 1,170,145
Accounts receivable	1,730,068	1,625,002
Prepaid expenses	228,861	172,004
	<u>2,867,319</u>	<u>2,967,151</u>
Capital assets (Note 3)	876,579	1,183,856
	<u>\$ 3,743,898</u>	<u>\$ 4,151,007</u>
Liabilities		
Current		
Accounts payable and accrued liabilities	\$ 1,331,704	\$ 1,532,628
Deferred contributions (Note 4)	480,343	552,692
	<u>1,812,047</u>	<u>2,085,320</u>
Non-current		
Deferred income (Note 5)	16,895	38,610
Deferred contributions—capital assets (Note 6)	185,198	350,119
	<u>2,014,140</u>	<u>2,474,049</u>
Net assets	\$ 1,729,758	\$ 1,676,958
	<u>\$ 3,743,898</u>	<u>\$ 4,151,007</u>

Accessible Community Counselling and Employment Services (A.C.C.E.S.)

Statement of Revenues, Expenses and Changes in Net Assets

For the Year Ended March 31	2015	2014
Revenue (Schedule 1)	\$ 16,555,938	\$ 14,834,477
Expenses		
Amortization of capital assets	419,334	306,369
Bank charges and interest	20,687	11,999
Building occupancy	1,286,210	1,182,926
Consulting and other purchase services	51,213	154,267
Insurance	40,042	48,574
Licenses and dues	8,461	9,640
Office supplies and resource material	329,442	345,753
Office equipment rental and repair	89,480	197,107
Program delivery services	1,479,402	1,714,275
Professional fees	105,698	107,259
Promotion and publicity	97,696	99,305
Salaries and benefits	9,197,816	8,628,169
Staff development	88,549	91,753
Telephone	83,741	72,781
Training supports and subsidies	3,148,045	1,669,200
Transportation	57,322	51,103
	<u>16,503,138</u>	<u>14,690,480</u>
Excess of revenues over expenses	52,800	143,997
Net assets, beginning of year	<u>\$ 1,676,958</u>	<u>\$ 1,532,961</u>
Net assets, end of year	<u>\$ 1,729,758</u>	<u>\$ 1,676,958</u>

*The financial statements also include other schedules and footnotes that are integral to the report as a whole. The full report is available upon request.

SPECIAL THANKS

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FUNDERS & FOUNDATIONS

Employment Ontario, Ministry of Training Colleges and Universities (MTCU); Ministry of Citizenship, Immigration and International Trade (MCIIT); Citizenship and Immigration Canada (CIC); Ministry of Economic Development, Employment and Infrastructure (MEDEI); City of Toronto Employment & Social Services; United Way Toronto and York Region, and Toronto Foundation.

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EMPLOYERS

We acknowledge our growing list of employers and thank them for partnering with us to employ our community.

COMMUNITY PARTNERS

Afghan Women's Organization, Agincourt Community Services Association, AYCE Employment Services, Brampton Library, Brampton Multicultural Community Centre, Brampton Board of Trade, Caledon Community Services, Canadian Supply Chain Sector Council, Catholic Cross-Cultural Services, Career Edge Organization, Centennial College, Centre for Education and Training, Centre for Information and Community Services, Centre for Women's Education and Development, City of Toronto, Coalition for Persons with Disabilities, Collège Boréal, COSTI, Council of Agencies Serving South Asians, Diversity in Action, Dixie Bloor Neighbourhood Centre, East Metro Youth Services, East Scarborough Storefront, Family Services of Peel, George Brown College, Humber College, ICTC, Job Skills, JobStart, John Howard Society, JVS Toronto, MicroSkills, March of Dimes, Mississauga Board of Trade, Muslim Community Services, Newcomer Centre of Peel, NPower Canada, OCASI, ONESTEP, OTEC, Operation Springboard, Peel Career Assessment Services, Peel Halton Workforce Development Group, Peel Newcomer Strategy Group, Peel District School Board, Polycultural Immigrant and Community Services, PCPI, Punjabi Community Health Services, Region Of Peel, Ryerson University, SAFSS, Scarborough Housing Help Centre, Scarborough Women's Centre, Seneca College, Settlement Assistance and Family Support Services, Sheridan College, St. Michael's Hospital, St. Stephen's Employment and Training Centre, Skills for Change, Tamil Eelam Society of Canada, The Canadian Centre for Victims of Torture, The Ontario Institute of the Purchasing Management Association of Canada, Toronto Region Board of Trade, Toronto District School Board, Toronto Public Health, Toronto Public Library, TRIEC, Toronto Scarborough Hospital, United Way of Peel Region, University of Toronto, VPI, Warden Woods Community Centre, West Hill Community Services, WoodGreen Community Services, Youth Employment Services, YouthLink, YMCA, YWCA.

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