



Building an Inclusive Workforce for a Better Future

ACCES Employment
Annual Report
2021-2022

[Accesemployment.ca](https://www.accesemployment.ca)

Leadership Report: Building an Inclusive Workforce for a Better Future

In 2021-22, ACCES continued to deliver on our mission of assisting jobseekers facing barriers to employment to integrate into the Canadian labour market. We relied on our ability to adapt and innovate, as world events and demographic trends collided, transforming our world in complex ways. The year marked the beginning of our recovery from the global COVID-19 pandemic, we saw hundreds of thousands of individuals flee war and violence in their home countries of Afghanistan and Ukraine, and Canada experienced the greatest demand for employees since 1970. ACCES was ready to respond immediately to these transformative world events by customizing our services to the emerging needs in our communities.

ACCES began working with our community partners to help in the settlement of thousands of Afghan refugees and Ukrainian nationals who have sought refuge and a new home in Canada. We developed and launched two new programs tailored to support Afghan and Ukrainian newcomers to connect with good jobs as they settled in Canada. These programs are funded by our federal government through IRCC and offer targeted services, such as hiring events, networking and mentoring events, to help build professional networks, language coaching, upskilling, and post-hire supports.



Allison Pond
President & CEO,
ACCES Employment



Brian G. Bachand
Chair of the Board,
ACCES Employment

ACCES Services for Jobseekers

The Future of Canada's Workforce

At ACCES, we know that the clients we serve represent the future of our workforce. They provide in-demand skills and talent that is needed by businesses across Canada to succeed and prosper. Our goal is to support each jobseeker client at ACCES with finding meaningful work that aligns with their education, experience, and career aspirations. We provide continued support to clients after they are hired, helping them and their employers to sustain success throughout the career journey. Together, with our employers, we are preparing our clients for long-term success and prosperity.



Highlights of Results

**TOTAL NUMBER OF
VISITS, IN-PERSON
AND ONLINE**

230,265+

AN INCREASE OF 2.5%
FROM PREVIOUS YEAR

**TOTAL NUMBER
OF JOBSEEKERS
SERVED**

40,000+

INCREASED DIGITAL CAPACITY AND THE
RETURN OF IN-PERSON SUPPORT

**TOTAL NUMBER OF
WORKSHOP PARTICIPANTS,
IN-PERSON AND ONLINE**

25,862

FLEXIBLE LEARNING OPTIONS
FOR ACCES CLIENTS

EMPLOYMENT ONTARIO RESULTS



OF CLIENTS
**RECOMMEND OUR
PROGRAMS AND
SERVICES**



OF CLIENTS **FOUND
EMPLOYMENT OR PURSUED
TRAINING OBJECTIVES**

ACCES delivers Employment Ontario services across six locations in the GTA, including Brampton, Mississauga, Newmarket, North York, Scarborough, and Toronto.



OF CLIENTS
**ACHIEVED A
POSITIVE OUTCOME**
(Including Employment,
Placement, Training or
Education)

SECTOR-SPECIFIC BRIDGE TRAINING PROGRAM RESULTS



OF CLIENTS **FOUND EMPLOYMENT WITHIN
ONE YEAR OF PROGRAM COMPLETION**

ACCES Services for Jobseekers

Highlights of Results Continued



RESULTS FOR ENTREPRENEURS

ACCES PROVIDED SUPPORT TO

572

PRE-ARRIVAL AND LANDED
NEWCOMER ENTREPRENEURS
TO START THEIR BUSINESSES IN
CANADA

The businesses they started were in the following areas:

1. Sales and Services **30%**
2. Importing **14%**
3. Catering/Food Production **11%**
4. Consultation Services **10%**
5. Education and Services **8%**
6. Construction/Real Estate/Trades **8%**
7. Production (goods, audio/visual) **7%**
8. IT Services/Development **5%**
9. Arts related **3%**
10. Logistics **2%**
11. Exporting **1%**
12. Recreation **1%**

INNOVATIVE, DIGITAL SUPPORT FOR JOBSEEKERS

2665

TOTAL NUMBER OF ONLINE LEARNING
EVENTS AND WEBINARS DELIVERED

1428

GRADUATES FROM 'DIGITAL-ONLY'
PROGRAMS AT ACCES

Building our Workforce for a More Inclusive, Prosperous Economy

ACCES is helping to build a workforce that is more inclusive and more resilient in our rapidly changing environment. We prepare and train clients for high-demand roles in our labour market.

Read through some of our success stories.



Tülin Kuzulu

Front-end Developer, CoinSmart

WOMEN IN TECHNOLOGY

Generously funded by TD Bank, and delivered in partnership with IBM, our Women in Technology Program helps newcomer women to start a career in IT by building essential technology skills in areas such as programming, web development and coding.

Tülin arrived in Canada from Turkey with a Bachelor of Science degree in Software Engineering. With the help of ACCES Employment's Women in Technology program she was able to build her self-confidence, improve her interviewing skills, and build a professional network. She learned about the IT sector in Canada and was able to land her first role in Canada as a Front-end Developer with CoinSmart. "ACCES's Women in Technology program played a key role in my job search success. Before joining the program, I always doubted my skills and found it difficult to face interviews. ACCES helped me with my resume and prepared me for interviews. Connecting with mentors was a huge help and I was able to gain confidence in my skills, which landed me a job I've always wanted. It jumpstarted my career in Canada and paved the path for years to come."



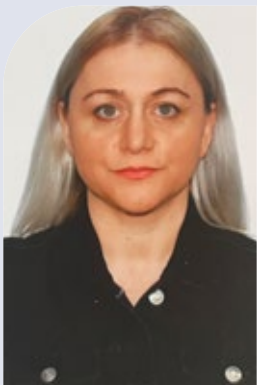
Binish Khowaja

Project Coordinator, Mount Sinai Hospital - Health Commons Solutions Lab

HEALTHCARE CONNECTIONS

Healthcare Connections supports internationally educated healthcare professionals in securing non-licensed employment in the broader healthcare sector.

Binish was a dedicated nurse in her home country of Pakistan. After arriving in Canada, she enrolled in the Healthcare connections program and learned about alternative healthcare careers. She was hired by Mt. Sinai hospital and now tells her inspirational story to other newcomers as an ACCES guest speaker. "The ACCES team was the most awesome and encouraging team I've ever worked with! They were so supportive and helped me to adjust to my new work environment."



Tessa Nejla Ayvazoglu

CYBERSECURITY CONNECTIONS

Cybersecurity Connections helps internationally trained IT professionals connect with employers while also gaining a better understanding of Canadian workplace culture, cybersecurity concepts, Canadian industry best practices for information security, and key security concepts.

Tessa arrived from Turkey with experience in software development along with an undergraduate degree in Mathematics and Computer Science and a Graduate Degree in Computer Engineering. After working with ACCES, Tessa had a renewed sense of confidence and realized the value of her skillset in the mainframe field in Canada. She gave multiple interviews to TD Bank and CIBC and was selected as a Senior IT Developer by TD Bank in May 2022. "I am so happy working at TD! I've found a new level of confidence and belief in myself, and I was empowered by ACCES and how the entire team trusted my skills and abilities to succeed."



Shifa Afthab

Azure Technical Advisor

ENGINEERING CONNECTIONS

Engineering Connections helps internationally trained engineering professionals to succeed in the Canadian labour market. Delivered in partnership with Humber College and Seneca College, the program provides participants with important insights into Canadian workplace culture, engineering codes and standards, the Canadian project management environment, and professional licensing in Ontario.

Originally from India, Shifa and her family arrived in Canada with hopes for a better lifestyle and job security. She was referred to ACCES through her settlement counselor and enrolled in the Engineering Connections program. Shifa had a strong background as a Computer Engineer but needed help in marketing her skills to Canadian employers. With ACCES, she overhauled her job search strategies, was able to land multiple interviews and was hired as an Azure Technical Advisor with SherWeb.

"The encouragement, support and resources at ACCES made a tremendous difference in my job search success and their personalized approach helped me to overcome my challenges quickly after my arrival in Canada."



Amandeep Verma

Construction Inspector, WSP Canada

TRADES CONNECTIONS

The Trades Connections program offers sector specific and essential skills training designed to support jobseekers interested in a career in the trades.

Amandeep joined our Trades Connections program with the dream of continuing his passion and developing his career in the construction industry, which he started in his home country of India. With the help of ACCES, he completed various certifications including Workplace Health and Safety and Soft Skills Solutions and was introduced to the apprenticeship pathway. Amandeep secured a role as a Junior Estimator and has recently progressed to Construction Inspector at WSP Canada. "I am now happy and doing well. Trades Connections at ACCES helped me gain the right certifications and knowledge for my career in Canada."



Sayed Nazeer Hashimi

Financial Services Representative, CIBC

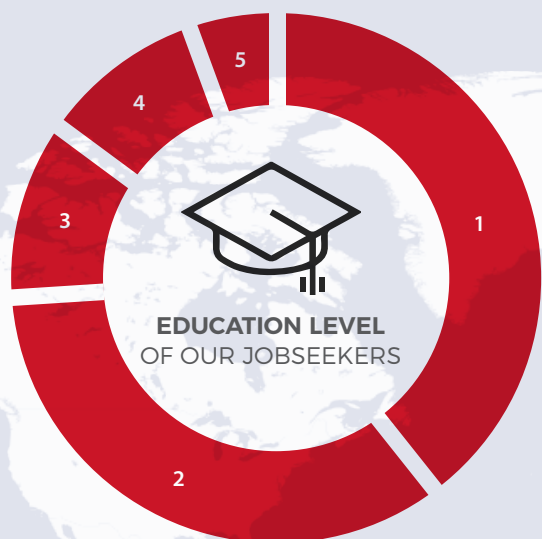
JOB SEARCH WORKSHOPS

Our Job Search Workshops (JSW) Program provides newcomers with the opportunity to meet and network as they learn job search skills and gather information about the Canadian labour market, trends in various sectors, and insights on Canadian workplace culture.

Sayed Came to Canada from Afghanistan following the political turmoil and the global pandemic. Sayed felt that the lack of Canadian experience was holding him back. After coaching from ACCES, he enhanced his resume, his online profile, and his interview skills. He also made use of our many networking opportunities and obtained a role as a Financial Services Representative with CIBC. "The ACCES Employment team is brilliant. As a newcomer from Afghanistan, I have received so much support. I learned how to present myself during interviews and the importance of networking during my job search. Thank you, ACCES!"

Jobseeker Demographics

At ACCES, our work is rooted in diversity and inclusion. We provide specialized services to support underrepresented communities, and we deliver customized programs to jobseekers within different sectors of work and across all demographics. We assess and identify the unique job search needs and goals of each individual we serve, then provide tailored support to help them achieve employment success.



1. Post Graduate **39%**
2. Bachelors Degree **28%**
3. High School or less **14%**
4. Certificate/Diploma **9%**
5. Other **10%**



1. Business, finance, administration **33%**
2. Natural and applied sciences **13%**
3. Sales and service **12%**
4. Management occupations **10%**
5. Health occupations **8%**
6. Social science, education, government service **8%**
7. Trades, transport and equipment operators **6%**
8. Occupations unique to processing, manufacturing **5%**
9. Occupations unique to primary industry **3%**
10. Art, culture, recreation and sport **2%**



OF CLIENTS ARE IMMIGRANTS



WOMEN 52%
MEN 48%



OF CLIENTS ARE YOUTH JOBSEEKERS

ACCES delivers programs specifically for women including Career Pathways for Newcomer Women, Empowering Women, The START Customer Care program, and Women in Technology, which is reflected in the higher number of women supported in 2021-2022.

TOP 10 COUNTRIES OF ORIGIN

(OUTSIDE OF CANADA)

1. **India**
2. **Nigeria**
3. **Iran**
4. **Pakistan**
5. **Bangladesh**
6. **China**
7. **Afghanistan**
8. **Sri Lanka**
9. **Syria**
10. **Philippines**

TOTAL NUMBER OF LANGUAGES SPOKEN

BY ACCES JOBSEEKERS

80

TOP 10 LANGUAGES SPOKEN

1. **English**
2. **Hindi**
3. **Farsi**
4. **Urdu**
5. **Bengali**
6. **Arabic**
7. **Tamil**
8. **Spanish**
9. **Mandarin**
10. **Punjabi**

BUILDING SUCCESS FOR PRE-ARRIVAL CLIENTS

THE JOB SEARCH JOURNEY AND SETTLEMENT PROCESS CAN HAPPEN MORE QUICKLY WHEN NEWCOMERS RECEIVE GUIDANCE AND SUPPORT PRIOR TO THEIR ARRIVAL IN CANADA. THROUGH OUR PRE-ARRIVAL PROGRAMS, AND OUR EXPANDING DIGITAL CAPACITY, ACCES DELIVERED ONLINE LEARNING EVENTS, WORKSHOPS AND JOB SEARCH SUPPORT TO PARTICIPANTS LOCATED IN **89 COUNTRIES** AROUND THE WORLD.

Connecting Canada Project

This past year, ACCES has launched the Connecting Canada Project. This initiative is helping pre-arrival immigrants learn more about opportunities to live, work, and settle in smaller urban and rural communities in Canada. Funded by Immigration, Refugees and Citizenship Canada, the project also works with the Social Research and Demonstration Corporation (SRDC) to actively create evidence of how making connections with employers and communities prior to landing in Canada influences pre-arrival immigrants' settlement choices.

"Participating in the Connecting Canada Project has enabled rural communities like Lanark and Renfrew Counties to reach a highly skilled newcomer audience and share the many opportunities that await them in our area"

Jodi Bucholtz, Manager, Local Immigration Partnership – Lanark & Renfrew



"Some of the things I've enjoyed most about living here is how peaceful it is and the close proximity of amenities and workplaces. I found people are so open and welcoming. Most of the businesses and attractions are within ten minutes drive. My advice for communities that want to attract newcomers would be to focus on affordability and quality of life. Be open about sharing information on jobs and career prospects."

Guihosse Attisso, Infrastructure Analyst, HCL Technologies, Moncton, NB

15,900+
PRE-ARRIVAL
IMMIGRANTS ACCESSED
OUR SERVICES BEFORE
COMING TO CANADA

89%
OF PRE-ARRIVAL CLIENTS
WERE EMPLOYED IN THEIR
FIELD WITHIN ONE YEAR OF
PROGRAM COMPLETION

COMMUNITIES
WHERE OUR
PRE-ARRIVAL
CLIENTS SETTLED:

- | | | |
|-----------------|------------------------|----------------|
| Toronto, ON | Kitchener-Waterloo, ON | Bradford, ON |
| Calgary, AB | Halifax, NS | Burlington, ON |
| Mississauga, ON | Victoria, BC | Cookstown, ON |
| Saskatoon, SK | Ajax, ON | Cornwall, ON |
| Edmonton, AB | Hamilton, ON | London, ON |
| Vancouver, BC | St. Catherines, ON | Markham, ON |
| Winnipeg, MB | Saint John, NB | Milton, ON |
| Montreal, QC | Brandon, MB | Milverton, ON |
| Regina, SK | Burnaby, BC | Neepawa, ON |
| Ottawa, ON | Langley, BC | Sudbury, ON |
| Brampton, ON | Port Coquitlam, BC | Vaughan, ON |
| Moncton, NB | Richmond, BC | Windsor, ON |
| Oakville, ON | Williams Lake, BC | |

ACCES Services for Employers

Impact and Success

We work closely with our employer partners to understand their most pressing needs and ensure jobseekers are trained and prepared for the workplace with the most current and in-demand skills. Our employers play an active role in our planning and service delivery by contributing industry insights and guidance as presenters, coaches, mentors, and volunteers. In turn, they get access to our talent pool of diverse candidates who will bring new perspectives and success to their businesses.



**TOTAL NUMBER
OF EMPLOYERS
WE WORK WITH**

3200+

(a 14% increase from last year)



SIZE OF EMPLOYERS

- **SMALL BUSINESSES: 68%**
(UNDER 50 EMPLOYEES)
- **MEDIUM BUSINESSES: 23%**
(51-500 EMPLOYEES)
- **LARGE BUSINESSES: 9%**
(OVER 500 EMPLOYEES)

EMPLOYER VOLUNTEERING

**TOTAL NUMBER OF VOLUNTEER
HOURS CONTRIBUTED BY ALL
VOLUNTEERS AND MENTORS**

8,440+



**TOTAL NUMBER OF GUEST
SPEAKERS AND SUBJECT MATTER
EXPERTS WHO CONTRIBUTED TO
PROGRAMMING AT ACCES**

2,813+

Mentoring at ACCES

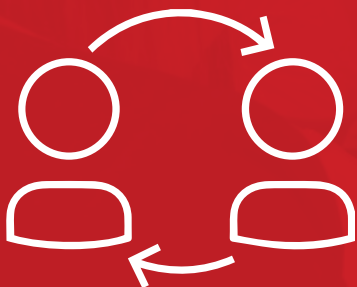
One of the most important things we do at ACCES is make connections. We work closely with our clients and tailor our service to their employment goals, and we connect them to real opportunities. We collaborate with our employer partners to develop industry knowledge and connect them to qualified talent. We also make connections between mentors and mentees so they can build their knowledge and their networks, open new opportunities, and benefit from meeting each other in different ways. Since the pandemic, our enhanced digital and hybrid approach has boosted mentoring at ACCES in various contexts: one-to-one, one-to-many, in person, and online.

Our Speed Mentoring® and Speed Mentoring® en Français programs provide opportunities for jobseekers to meet with many mentors who can respond to questions about their sector, receive advice about their resume and job search, and to build their network of professional contacts.

The TRIEC Mentoring Partnership helps immigrant professionals to succeed in their careers in Canada through the support of a one-to-one mentoring relationship.

Our Connector Program helps immigrants to build their professional network and secure meaningful employment in their community (delivered by ACCES in partnership with the Halifax Partnership).

In our commitment to breaking down barriers and helping to create inclusive opportunities for all jobseekers, ACCES is also proud to be a Local Coordinator for MentorAbility, a national 'supported-employment' initiative that facilitates unique, short-term mentoring opportunities between employers and people experiencing a disability.



TOTAL NUMBER OF
SPEED MENTORING®
EVENTS

82

TOTAL NUMBER
OF **MENTORS**

1,097

TOTAL NUMBER
OF **MENTEES**

2,979



Collaboration and Service Excellence

With more than 35 years of experience, a key strength at ACCES is our ability to engage and collaborate with various stakeholders to create partnerships, synergies, and communities of practice. We do this across our programming, as we work with employers, sponsors, funders, and other community-service organizations, all of whom are connected by dedication and commitment to our mission: to assist job seekers from diverse backgrounds, who are facing barriers to employment, to integrate into the Canadian job market. By sharing insights, ideas, and best practices, we enhance our services and improve our outcomes. These collaborations are evident, for example, in the work we are doing with our Stakeholder Advisory Council, our support for Afghan and Ukrainian newcomers, and through our Equity, Diversity, and Inclusion initiatives (EDI).

The New ACCES Stakeholder Advisory Council

This year, ACCES is pleased to launch our Stakeholder Advisory Council, which will provide an employer perspective and voice beyond our program-specific employer-engagement activities (e.g., volunteers, program advisories). Members of the council will act as thought leaders to support organizational initiatives by leveraging their expertise, connections, and influence in the business sector.

**ACCES is proud to introduce the inaugural members
of our Stakeholder Advisory Council:**



GEOFF RUSH
NATIONAL INDUSTRY LEADER,
FINANCIAL SERVICES,
KPMG CANADA
Chair



ANDREEA AMARIEI
ASSOCIATE VICE PRESIDENT,
WEALTH GOVERNANCE AND
CONTROL, TD WEALTH, TD
BANK
Co- Chair



ABE SALAM
SR. MANAGER,
WORKFORCE OF
THE FUTURE, PWC



ALEX TOM
HEAD OF PRIVATE SECTOR
PARTNERSHIPS AND
PSP OFFICER - CANADA
PHILANTHROPY, MARKETING
AND COMMUNITY ENGAGEMENT,
UNHCR, THE UN REFUGEE
AGENCY (CANADA)



ALIDA MEGHJI
ASSOCIATE PARTNER,
DIGITAL AND EMERGING
TECHNOLOGIES, EY



DANIELLE SHORT
DIRECTOR, HR,
BRUCE POWER



DEBORAH SWARTZ
CORPORATE
RESPONSIBILITY LEAD,
ACCENTURE



HALI FARAH
MANAGER, DIVERSITY
& INCLUSION - PEOPLE
EXPERIENCE, CITY OF
TORONTO



JASON THOMPSON
OWNER/CONSULTANT,
SUPERIOR STRATEGIES



KELECHI UZOMA
(ALUM), SENIOR
PRODUCT MANAGER,
VMWARE



MANISHA SINGH
MANAGER, DATA
PROTECTION & PRIVACY,
DELOITTE



MOHSIN KHAN
SR. PROGRAM
MANAGER, PRIVACY &
INNOVATION - DATA &
TRUST, TELUS



DR. PATIENCE ADAMU
DIRECTOR, EQUITY,
DIVERSITY & INCLUSION,
AECON GROUP INC



ROSS ANDERSON
PEOPLE & EQUITY
DIVISION, STARBUCKS



STEWART NAM
DIRECTOR, BUSINESS
DEVELOPMENT, SHOPPERS
DRUG MART - HEALTH
SOLUTIONS

Helping Afghan and Ukrainian Newcomers

ACCES is pleased to provide specialized programs to support Afghan refugees and Ukrainian newcomers who are arriving in Canada seeking safety and prosperity. Funded by IRCC, these customized programs are designed to help jobseekers build a professional network, learn about the labour market in Canada, improve their job search skills, and connect with employers through networking, mentoring, and local and national hiring events.

In addition to providing free, one-on-one employment counselling in Dari, Farsi, and Ukrainian, we offer English language communication coaching, skills development courses, a wide range of employment workshops, along with referrals and resources to mental health supports.

We gratefully acknowledge the employers who have supported our Afghan refugees and Ukrainian newcomers. A special thanks to Day & Ross, BMO, McCain Foods, Scotiabank, Rogers, IBM, Deloitte, IPEX, Amhil North America, and SciCan, who have been very responsive, in supporting and hiring hundreds of clients.

The following corporations have been instrumental in our efforts to support Afghan and Ukrainian newcomers:



ACCENTURE'S PRO-BONO "REFUGEE OUTREACH PROJECT" HELPED TO CREATE A ROBUST CONNECTION STRATEGY FOCUSED ON REFUGEE OUTREACH AND INTAKE FOR ACCES EMPLOYMENT.



THROUGH SPONSORSHIP FROM TORONTO PEARSON, ACCES WILL BE HELPING UKRAINIAN NEWCOMERS WITH INCLUSIVITY AND BELONGING, HELPING THEM TO INTEGRATE INTO CANADA.



STARBUCKS FOUNDATION WAS THE FIRST TO WORK WITH ACCES ON A GRANT TO SUPPORT THE AFGHAN REFUGEE FAMILIES AS THEY ARRIVED IN CANADA.



THE IKEA CANADA CUSTOMER EXPERIENCE TRAINING PROGRAM, FACILITATED VIRTUALLY BY ACCES, IS PART OF THE REFUGEE SKILLS FOR EMPLOYMENT INITIATIVE (RSEI) AND IS SPECIFICALLY DESIGNED FOR CLIENTS WITH LIVED-REFUGEE EXPERIENCE.



THE PRIVATE GIVING FOUNDATION AT TD STEPPED UP EARLY WITH A GRANT TO SUPPORT AFGHAN REFUGEE WOMEN AND GIRLS, ENSURING THEY RECEIVED IMMEDIATE SUPPORTS AS THEY ARRIVED IN CANADA.



Equity, Diversity, and Inclusion (EDI) at ACCES

ACCES continues to prioritize our commitment to Equity, Diversity, and Inclusion (EDI) as a central focus of our service delivery and our internal operations.

This year, we formed the ACCES EDI Council as a key mechanism for planning and operationalizing our goals and commitments relating to EDI. The EDI Council is responsible for championing our EDI strategy and for cultivating an organizational culture that values and integrates equity, diversity, and inclusion into all aspects of our business. Our EDI Council consists of an executive sponsor, an HR designate, and 10 staff members from across ACCES who reflect the diversity of our organization.

Highlights of our EDI initiatives and events:

- » Hosted a series of EDI Chats to engage staff in various discussions to promote learning, sharing, recognizing, and celebrating diversity and inclusion. Our Black Action Coalition for Change (BACC) continued to provide leadership and support to Black ACCES employees, and they actively contributed to planning and implementing all EDI initiatives at ACCES
- » Expanded our Pride month activities, including sponsoring a booth at the Toronto Pride Street Fair, and engaging Rainbow Railroad to train and educate our staff, on the global plight of LGBTQI+ individuals who flee persecution and find refuge in Canada
- » Participated in the OCASI Positive Spaces training to serve LGBTQ+ newcomers more effectively
- » Included indigenous guest speakers at various ACCES events including the National Day for Truth and Reconciliation

In last year's Annual Report, we highlighted the formation of our first Employee Resource Group (ERG), the Black Action Coalition for Change (BACC), a network of Black ACCES employees who convene to provide leadership and insight in addressing anti-black racism. This year, we are in the process of launching our LGBTQ+ ERG. We know that true equity, diversity, and inclusion within an organization is not an endpoint, but rather an ongoing journey that requires constant effort; and we pledge to continue with this important work.

Acknowledgements and Special Thanks

BOARD OF DIRECTORS

Brian Bachand, Evolution Evolution, Chairperson

Andrea Robertson, TD, Vice-Chairperson

Tolu Ajise, City of Burlington, Treasurer

Lucille D'Souza, Secretary

Alan Ng, Move to Where Inc.

Eliot Pobjoy, Clinical Pulse Media Corp

Enrique Cuyegkeng

Janet Krstevski, Accenture

Miguel A. Lopez, SciCan Canada

Raly Chakarova, Toronto Region Board of Trade

Sharon Connolly

Titi Akinsanmi, Google

FUNDERS

Ministry of Labour, Immigration, Training and Skills
Development (MLITSD)

Immigration, Refugees and Citizenship Canada (IRCC)
Employment and Social Development Canada (ESDC)

WCG Employment Ontario

Toronto Employment & Social Services (TESS)

United Way Greater Toronto (UWGT)

Social Research and Demonstration Corporation Canada
(SRDC)

Canadian Heritage

Ministry of Education (MEEd)

PROGRAM SPONSORS

Accenture – AI Chatbot (VERA), IT Connections & Online
Services Platform

Refugee Outreach Project - A Connection Strategy

BMO Financial Group – Hiring Event Series and EDI
Ambassador

Business Development Bank of Canada (BDC) –
Entrepreneurship Connections®

CIBC Mellon – START Customer Care

CPA Ontario – Event and Webinar Series

Deloitte – Alumni Network

GTAA (Greater Toronto Airports Authority) – Speed
Mentoring® (Peel region), MyPlan Project

HSBC – Entrepreneurship Hub

IBM Canada Ltd. – SkillsBuild Platform

IKEA – IKEA Canada Customer Experience Training

KPMG – Empowering Women

McCain Foods LTD. – Event Series Sponsorship

RBC Royal Bank of Canada – Online Event Series, Financial
Literacy, and Financial Services Connections

TD Ready Challenge, TD Bank Group – Empowering
Women, Women in Technology, Cybersecurity Connections
and Compliance Training for Refugees

COMMUNITY PARTNERS

ACCES Employment works with a number of community
partners throughout the Greater Toronto Area and across
Canada. Each partner plays an important role in our ability
to provide support to diverse jobseekers and to our success.
Partners include settlement agencies, employment service
providers, immigration services, municipalities, academic
partners, private sector organizations, and many more.