Every individual has opportunities for employment.
EMPLOYMENT, RECRUITMENT, ASSESSMENTS.

OUR VISION
Every individual has opportunities for employment.

OUR MISSION
We enable people to maximize their potential at work and school. We help employers connect with the right human resources.

OUR HERITAGE
JVS Toronto was founded in 1947 by a group of Jewish business leaders to provide employment and vocational services to Holocaust survivors and veterans of the Second World War. Building on our success in serving the Jewish community and its values of helping others, we expanded our outreach to serve the broader community.

WHAT IF EVERYONE HAD OPPORTUNITIES FOR EMPLOYMENT?

Who would notice you speaking up for their needs?

A youth in Jane Finch living in a shelter after leaving the justice system would.

A woman re-entering the workforce after a 16-year absence due to mental health would.

An adult with developmental disabilities wanting a part-time job would.

A university graduate working a survival job would.

An internationally trained professional immigrating to Toronto would.

JVS Toronto would.

Individuals gained employment: 11,281
Funders and donors providing support: 156
Employer relationships: 1,989
Advocacy leadership committee participation: 46
SPEAKING UP FOR THOSE WHO AREN’T BEING HEARD

Opportunities for employment give people a chance for a good life – the Canadian dream.

Ten years ago, Canada was rocked by the world financial crisis and the economic slowdown that followed. JVS Toronto saw first-hand the deepening need for employment services due to continued economic fluctuations, globalization and rapidly changing technology. Over time, full-time, permanent jobs with benefits have decreased, with part-time, temporary, contract and casual positions taking their place. This type of precarious employment has become commonplace affecting many in gaining financial stability.

Recent economic growth however, has seen more people find secure employment, increasing 5% between 2011 and 2017. Unfortunately, wages only grew by 1% with the economy. While 55.9% of employees in 2017 worked in full-time, permanent jobs with benefits, 44.1% continued in some form of precarious employment.

BUT ARE THESE OPPORTUNITIES ACCESSIBLE TO EVERYONE?
The shrinking of middle income neighbourhoods is a concerning trend across the Greater Toronto Area. Neighbourhoods are increasingly becoming either low or high income polarizing the “haves” and “have nots.”

With income inequality more people become marginalized, facing higher barriers to securing work. Sadly, those already in need are being pushed the furthest away from employment opportunities.

Throughout our long history, we have remained unwavering in helping those with complex personal circumstances find work. For decades, we’ve been speaking up for those whose voices aren’t being heard, one individual and one job at a time.

THE POWER OF INFLUENCING CHANGE

While individual advocacy has always been the core of our service model, we’ve steadily increased our participation in community capacity building initiatives for client needs across Toronto, York Region, and internationally for the Jewish community. Leadership in the UJA Federation’s network of Jewish community social service agencies, as a United Way Greater Toronto anchor agency, through the City-Wide Agency Network and the Network of Jewish Human Service Agencies (NJHSA), we are demonstrating our broader voice.

On a program-by-program basis, we’ve been building strong partnerships with community organizations, sector councils and institutions to develop client-focused programing to address the needs of specific populations like immigrants, refugees, individuals with disabilities, youth, and anyone facing unemployment or underemployment.

On an international, regional, municipal and community level, JVS Toronto participated in 46 committees and networks in 2017-18. We are working with our community partners and funders to tackle critical social issues like poverty, employment equity, newcomer settlement, self-harm, drugs, youth justice, and improving access to employment for all the populations we serve.

When people experience exclusion, disparity and instability, a slight change in circumstances can start the fall into poverty. A single voice can’t change this. But our work collaborating with others strengthens our advocacy and leads to lasting change.

Everyone deserves the opportunity for a good life. United, we can give the power of employment.

When people experience exclusion, disparity and instability, a slight change in circumstances can start the fall into poverty.

1 in 7 Canadians live in poverty.

At 17%, Toronto has the highest poverty rate among Canada’s largest cities.

Close to 25,000 Jewish people live in poverty in the Greater Toronto Area.

Immigrants and people with disabilities in Toronto are among those most at risk to living in poverty.

Youth, 16 to 24 years of age, are overrepresented in York Region’s homeless population.

SERVICES CLIENTS USED IN 2017-18:

We thank XBASE Technologies Inc. for being our 71st Annual General Meeting of JVS Toronto sponsor. It is our honour to recognize them and their ongoing support of JVS Toronto in our pursuit to ensure every individual has opportunities for employment.

JVS clients with no income source: 33%

JVS clients on financial assistance: 24%

JVS clients living on savings/pensions: 15%

JVS clients dependent on income of family: 13%
With social worker intervention, Michael left his abusive home and found himself living in a youth shelter at 17 adjusting to the culture shock of being isolated and alone. Michael needed money. He'd never worked before. There was no one to guide him on how to find a job. Soon it didn't matter how he got the money and Michael found himself in the youth justice system. He’d been a good student. He knew he was better than this. But he didn’t know how to break free.

A referral to JVS Toronto’s Toronto Youth Job Corps (TYJC) program in the Jane and Finch community helped Michael build the skills, behaviours and confidence to get on a better path. Through TYJC’s community paint project and workshops, Michael learned critical soft skills like how to interact within a group, communicating with employers, arriving to work on time, staying on task, and gaining hands-on work experience as a painter. He also obtained work references from the program staff that he used to secure his first “real” job as a homework tutor for school-age children with a community organization.

Ten years later, Michael is a youth worker providing a positive community role model for youth - something he never had.

He’d been a good student. He knew he was better than this. But he didn’t know how to break free.

INFLUENCING CHANGE FOR YOUTH

JVS Toronto advocates for youth needs through these community committees to improve processes for inter-agency referrals, identify service gaps, collaborate on programs, and address critical issues.

- Black Creek Community Collaborative Network
- Community Drug Strategy for York Region
- Employment Connections
- First Works
- Harm Reduction Coalition for York Region
- Intelligarde Jane Finch Task Group
- Jane Finch Support Network
- Jane Finch Toronto Strong Neighbourhood Task Force Economic Opportunities Group
- Linking Georgina Community Table
- Neighbourhood Action Youth Employment Committee
- One Love Committee
- Steeles L’Amoreaux Youth Empowerment Network
- Toronto Schools Youth Employment Partnership Committee
- Youth Employment Partners
- Youth Employment Partnership Networks
- Youth Justice Network

WHEN I WORK WITH YOUTH, I RECOGNIZE MYSELF IN THEM

Youth clients served across all programs: 934
Total group workshop sessions: 61
Total individual counselling sessions: 579
Transit fares provided: 14,487
In his mid-twenties, Akiva worked a part-time job while he completed his accounting degree and juggled parenthood. When he graduated, he found a part-time position with a small business as a bookkeeper that required a long transit commute. Akiva’s career dream was to work in accounting. He knew he’d never gain the experience he’d need in a small business. He didn’t want to settle for anything less than his education and abilities deserved, but wasn’t sure what to do.

A JVS Toronto newspaper advertisement caught his attention and led him to a career path in accounting.

Akiva participated in EMETemployment, a program supporting job seekers and employers in the Jewish community, with the goal of obtaining a full-time position with more responsibility and closer to home, that would build his experience for more senior roles. Learning how to create an effective resume, master a job interview, understand how corporate recruiters work and utilize tips on how to stand out among other candidates, Akiva moved through three progressive full-time bookkeeping positions.

By diligently building his knowledge and skills in full-cycle bookkeeping and reporting, Akiva recently started a new position as an accountant in a large, multi-location business. Feeling like he will fully meet his career goals, Akiva is moving confidentially into the future.

THE POWER OF INFLUENCING CHANGE
For 71 years, JVS Toronto has been an integral part of the network of Jewish social services organizations collaborating to ensure the vulnerable in our community are supported. We are active in addressing major issues such as poverty reduction by participating in committees such as the:

- Canadian Friends of Israel Elwyn
- Collective Impact for Poverty Reduction in the Jewish Community Steering Committee
- Miriam & Larry Robbins 1 Open Door
- Network of Jewish Human Services Agencies
- UJA Federation Social Services Planning Forum

He knew he’d never gain the experience he would need in a small business.
Neither Mike nor Neil ever thought they’d have a chance to work at Canada’s largest, end-of-summer fair held annually in Toronto for 18 days each August. It all began with a shared vision between the Ontario Disability Employment Network (ODEN), employment agencies including JVS Toronto, and the Canadian National Exhibition Association (CNE) to help people with disabilities increase their access to employment opportunities.

Mike, 29, and Neil, 39, are participants at JVS Toronto’s Al Green Resource Centre which provides employment-based programs for individuals with developmental disabilities. Both with a goal to paid employment and encouragement from program staff, were among 10 JVS Toronto clients who applied to the CNE.

JVS Toronto’s Disability Services team and ODEN, with support from United Way Greater Toronto, held mock interviews for the clients conducted by 15 volunteers from a leading professional services company. Clients received a better understanding of their strengths and areas to improve, and volunteers walked away with a greater appreciation of the capabilities of those with disabilities.

Mike and Neil, each with the support of their job coach, attended their CNE interviews with success. Through the CNE’s commitment to diversity hiring, Mike and Neil participated in orientation activities, received mentoring from returning employees, and arranged accommodations, such as providing Mike with a stool to sit and rest during his shifts. This enabled him to build his stamina and work without resting. Being in public and greeting people helped Neil improve his communication skills and confidence.

After their positive summer work experience with a great employer, Mike and Neil want to pursue working at the CNE next summer or other similar venues.

I’M MORE CONFIDENT NOW; I WANT TO BE A TICKET TAKER AT A BIG ARENA

NEW CLIENTS WITH DISABILITIES SERVED: 129
ADULTS WITH LEARNING DISABILITIES/CONDITIONS NOW EMPLOYED: 47
YOUTH WITH DISABILITIES WHO GAINED WORK SKILLS: 38
CLIENTS WITH ASD WHO COMPLETED WORK PLACEMENTS: 26

INFLUENCING CHANGE FOR WORKPLACE INCLUSION

Since 1956, JVS Toronto has been actively preparing individuals with disabilities for employment and promoting inclusive hiring. We are improving inclusion through these committees:

• COMPASS - Person-Directed Planning Collaborative
• Development Services Ontario (DSO) Toronto Region Service Providers
• Disability Services Urgent Response Committee
• French Language Services Work Group - DSO Toronto Region
• Lawrence Heights Inter-Organizational Network (LIHON)
• Ontario Disability Employment Network (ODEN)
• Program Advisory Committee - Centennial College Community Service Department
• Social Health & Advisory Committee - Toronto Employment & Social Services

New clients with disabilities served: 129
Adults with learning disabilities/conditions now employed: 47
Youth with disabilities who gained work skills: 38
Clients with ASD who completed work placements: 26
It was a cold, grey November day when Meeta arrived in Toronto from Mumbai. Meeta, 29, left her home, family and 35 degree Celsius weather behind to pursue employment in Canada ahead of her husband’s arrival. Soon she was facing newcomer challenges of the weather, long commutes, unfamiliar places, different communication styles and looking for work in her field. Although highly skilled in the technology sector, Meeta wasn’t getting any responses to her job applications.

PERSISTENCE PAID OFF, I’M SLOWLY SETTLING IN & IT’S GREAT

A referral to JVS Toronto’s Job Search Workshop for Newcomers helped Meeta sharpen her job search skills for the Canadian market.

Attending the four-day program, Meeta learned better ways to penetrate the Canadian job market, how to tailor her application to stand out during the hiring process, created a 30-second elevator speech, and most importantly, built her confidence. Putting her job search knowledge to work, Meeta introduced herself to recruiters, hiring managers, and started to get responses from her resume.

Meeta is now working as a Quality Assurance Tester with a leading entertainment company, and freelancing as a Testing Software Coach. Her husband Ankur arrived in Canada four months later and attended the Job Search Workshop for Newcomers. He is now employed as a Quality Inspector and is pursuing his Professional Engineering licence in Ontario.

Both Meeta and Ankur are settling into their new life and building their personal and professional network through people they met at JVS Toronto.

INFLUENCING CHANGE FOR NEWCOMERS

Since 1947, we have been helping immigrants find work. Our strong community partner network puts JVS Toronto at these committee tables as a collective voice for immigrants’ and newcomers’ needs:

- Bathurst Finch Hub
- Bridging Programs Coalition
- Consortium of Agencies Serving Internationally-trained Persons (CASIP)
- Duke Heights Business Improvement Area
- Local Immigration Partnerships
- Newcomer Leadership Table
- Pre-Arrival Service Provider Network
- Toronto Region Immigrant Employment Council (TREIC) Mentoring Partnership
It had been 16 years since Faith had worked full-time. Formerly a nurse, Faith held senior-level positions in insurance and banking until 2002 when her depression put her in an “invisible prison.” With her long-term disability coming to an end, Faith, 64, needed to re-enter the workforce. **She had no clear plan about what positions to seek and no idea where to find employment advice.**

A referral from her hospital social worker lead Faith to JVS Toronto’s downtown Employment Source and a job using her lived experience to help others. Uncertain that it was even possible to get a job at her age, Faith worked with her JVS Toronto employment specialist to pursue positions in the insurance industry. But what Faith really wanted to do was to help others facing mental health issues. With encouragement from her employment specialist, Faith began volunteering as a lived experience speaker on mental health for hospitals and other organizations.

With her self-esteem revived, Faith realized she was no longer suitable to any of her previous occupations. Using her growing public speaking experience, and her employment specialist’s expertise, Faith revised her resume and job search goal to target positions where she could provide peer-based support.

Today, Faith is happily working as a Peer Support Specialist at an urban hospital helping people transition from homelessness to secure housing. Faith has been released from her “invisible prison” with a stronger belief in herself and in community organizations like JVS Toronto.

**ADVOCACY FOR MY MENTAL HEALTH MADE ME BELIEVE I COULD GET A JOB I LOVED**

The need for general employment services has deepened with more people experiencing precarious employment. We reach individuals who are unemployed or underemployed by embedding our locations across Toronto and York Region. Participating in a variety of employment service committees, like those listed below, ensures we speak up for employment opportunities and equity for those affected by a changing labour market.

- ACT 4 Youth Collaborative Initiative
- Central Service Delivery Network
- Downtown Toronto Employment Partners
- Employment Services Advisory Committee
- Employment Services Advisory Network
- Employment Team Meetings
- George Brown Advisory Committee
- Toronto Central Service Delivery Network
- York Region Employment Network

**INFLUENCING CHANGE FOR THE UNEMPLOYED**

- JVS clients served in downtown Toronto: 645
- JVS clients served in North York: 939
- JVS clients served in Jane-Finch: 810
- JVS clients served in Markham: 786
- JVS clients served in Scarborough: 390
THANK YOU FOR SUPPORTING OUR VISION

Every individual has opportunities for employment.

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Gil and Gail Faclier
Harvey Kalles Real Estate Ltd.
Ivari
Joanne Smith Cutler
KIK Corporation
Lynda Brest
Martin Bloomberg
Mary Tripi
Melvyn and Marcia Eisen
Miller Thomson LLP
Minto Foundation Inc.
Paul Deegan and Rebecca Goldfarb
Paul Orlander and Helayna Shketek
Peter and Bonnie Levy
Real Property Management
Reconnect Mental Health Services
Rhonda Richer
Richter LLP
Robert and Judith Habert
RONA Foundation
Ruby Wong
Sharon Cohen
Stan and Ann Leibel
Stuart Mitchell and Fran Rasmisky
Suhana Meherchand
The Anne Butler Slaght Foundation
The McLean Foundation
Tim Hortons
Title Textile Company

FRIENDS’ CIRCLE
$1,800 - $3,599
4 Office Automation Ltd.
Alan Keith
Alexander E. Grossman Foundation
Alex Mayer
Allen and Sharon Karp
Andrew and Fay Weisberg
Anonymous
Anonymous
Anonymous
Avi Berger
Avi Pollock and Nicole Shuckett
Bernard and Frances Goldman
Bernard and Nancy Kraft
Best Buy Canada
Bill Woodley
Billy Bee Honey Products Limited
BMÖ Life Assurance Company
Brenda Proulx
Brian Korson
Bridgepath Properties Management Inc.
Brown & Cohen Communications & Public Affairs
Brown Group of Companies
Buddy and Leigh Eisenberg
Circle of Care, Sinai Health System
Channel 1 Media Solutions Inc.
Chartered Professional Accountants of Ontario
Corbin Visual
CTV
Cummings, Cooper, Schusheim & Berliner LLP
D+H Limited Partnership
David and Mary Saunders
David Smyth
David Walsh
Deanna Peranson
Dr Hadley Kotlun
Dufferin Business Centre Inc.
Elaine Lester
Engelte Charitable Foundation
EY
Frum Foundation
Firefly Advisory Services Inc.
Fogler, Rubinoof LLP
Fred and Joyce Zeamans
Gerald Epstein
Gerold and Roslyn Goldlist
Gerry z”l and May Cohen
Gortex Hosiers Inc.
Glad Epstein
Global Upholstery Co. Inc.
Greenhouse Graphics
Greg and Linda Wolfson
Harriet Bain
Harvey and Carol Hacker
Harweg Foundation
Hatch Ltd.
Holy Trinity Anglican Church
Hugh and Katherine Saunders
Humber College
Hy and Joan Eliey
Hydro One Inc.
Igor and Bonnie Korenzvit
INKAS®
Irving Borchiver
Jackman Foundation
Janice and Sheldon Baryshnik
Jim Mackay
Joel and Adrienne Slan
Junior League of Toronto
Kathleen Barret
Kenneth D. Campbell Consulting
Kroll Computer Systems Inc.
Larry W. Rich
Leo & Sala Goldfarb Foundation
Leon and Jocelyn Kadish
Lisa Woznica
Mackenzie Investments
Maple Leaf Sports and Entertainment Ltd.
Marc and Joy Koplowitz
Marvin Sadowski
McCarthy Tetrault LLP
Media Profile
Megan Thomas
Melanie Braga
Mick Mitrovic
MLSE Foundation
Monu Levenstein
Murray and Ellen Blankstein
Nahla Hanna
Naomi Judith Rose z”l
Nava Jakubovicz
Olga Fershaloff
Patrick Perdue
Penguin Random House
Piggbyback Design + Communication
Raisyl Mandel
Richard Davis
Richard Kreilstein
Robert and Dorothy Till
Robert and Sharon Myatt
Robert and Sheila Masters
Robert Hall, Q.C.
Ron and Anne Golden
Rose Baum
Russell and Jane Rendely
Senator Jerry Grafstein
Sensible Heating & Air Conditioning
Shibley Righton LLP
Shoppers Drug Mart
Sonic Print
Sporting Life
Stanley Kugelmass and Marjorie Hecht-Kugelmass
Stephen and Heshy Altbaum
Steps Foundation Inc.
Stewart and Jacqueline Irvine
St. George’s Anglican Church
St. Matthew The Apostle Anglican Church, Orioie
Temple Emanuel
The Goodman Family Foundation
The Leonard & Felicie Blatt Foundation
The Sam Sorbara Charitable Foundation
Thomas Schwartz
Toronto Blue Jays Baseball Club
UCAN Fastening Products
Union Lighting & Furnishings
Victoria Granger
Wayne Tanenbaum Charitable Foundation
Yale and Partners LLP
Zita Gardner

This list is updated on an ongoing basis. We have made every effort to ensure that all donors have been accurately acknowledged. Please report any errors or omissions to (416) 649-1631 or donations@jvstoronto.org.
Financial Summary

Revenue

<table>
<thead>
<tr>
<th>Source</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal, Provincial and Municipal Grants</td>
<td>14,399,555</td>
<td>14,270,366</td>
</tr>
<tr>
<td>Fees For Service and Other</td>
<td>1,578,590</td>
<td>1,663,969</td>
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<tr>
<td>UJA Federation</td>
<td>229,872</td>
<td>225,444</td>
</tr>
<tr>
<td>United Way Greater Toronto</td>
<td>569,516</td>
<td>549,467</td>
</tr>
<tr>
<td>Donations Recognized</td>
<td>110,749</td>
<td>109,933</td>
</tr>
<tr>
<td>per the deferred contribution method</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$16,888,282</strong></td>
<td><strong>$16,819,179</strong></td>
</tr>
<tr>
<td><strong>Total Donations Received in Fiscal Year</strong></td>
<td><strong>$163,559</strong></td>
<td><strong>$80,955</strong></td>
</tr>
</tbody>
</table>

Expenses

<table>
<thead>
<tr>
<th>Category</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment and Career Services</td>
<td>398,638</td>
<td>431,435</td>
</tr>
<tr>
<td>Disability Services</td>
<td>1,655,074</td>
<td>1,540,572</td>
</tr>
<tr>
<td>Newcomer Services</td>
<td>2,340,074</td>
<td>1,677,354</td>
</tr>
<tr>
<td>Employment Centres</td>
<td>6,155,044</td>
<td>6,836,451</td>
</tr>
<tr>
<td>Youth Services</td>
<td>2,330,814</td>
<td>2,387,288</td>
</tr>
<tr>
<td>Assessment and Education Services</td>
<td>1,342,233</td>
<td>1,448,001</td>
</tr>
<tr>
<td>Training and Other Services</td>
<td>433,398</td>
<td>352,818</td>
</tr>
<tr>
<td>Administration</td>
<td>1,491,364</td>
<td>1,568,515</td>
</tr>
<tr>
<td>Amortization and Other</td>
<td>138,703</td>
<td>117,821</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$16,285,341</strong></td>
<td><strong>$16,360,255</strong></td>
</tr>
<tr>
<td><strong>Net Surplus/(Deficit)</strong></td>
<td><strong>$602,941</strong></td>
<td><strong>$458,924</strong></td>
</tr>
</tbody>
</table>

Where we spent our revenue in 2017-18:

- Employment Centres: 37.8%
- Youth Services: 14.3%
- Newcomer Services: 14.4%
- Administration: 9.2%
- Disability Services: 10.2%
- Assessment and Education Services: 8.2%
- Employment and Career Services: 2.4%
- Training and Other Services: 2.7%
- Amortization and Other: 0.9%

Sources:
Every individual has opportunities for employment.