



75
Years

A HISTORY OF HELP
DURING DIFFICULT TIMES

JVS TORONTO
ANNUAL REPORT
2021-2022

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*Tip Top Tailors factory interior,
Toronto, circa 1933.*

*David Dunkelman, founder of Tip
Top Tailors, was instrumental in
training Holocaust survivors for
work in the clothing industry.*



About JVS Toronto

JVS Toronto plays a vital role in Toronto and York Region ensuring that job seekers reach their potential at work, employers build the workforce they need, and students perform at their best.

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.

www.jvstoronto.org



A Message From Our CEO

Over 15 years ago, I walked through the doors of JVS Toronto for the first time and found a community of like-minded people driven by a passion for helping others. I have seen many changes, new programs and new faces, but the deep and meaningful impact we have on the people we serve is one thing that has not changed. Now in our 75th year of service, I continue to be incredibly proud of our Agency's resilience and responsiveness.

Last year, over 13,000 individuals, each with their own unique story, came to JVS Toronto in search of support. While they all shared a common goal of finding meaningful employment, each represented much more than just a number in our database. Every person had individual needs and barriers to employment that impacted their journeys.

Even though employment rates across the country are improving, the most vulnerable in our community continue to struggle. The declines in mental health we suffered have not recovered to pre-pandemic levels. In fact, Statistics Canada reports that one in three Canadians indicated that their mental health has gotten worse. The Ontario Nonprofit

Network reported in 2022 that 81% of social service organizations across the province have seen an increase in demand this past year. Workers hardest hit by the pandemic, such as individuals from lower-income communities and those unable to work from home, are still struggling to get back on their feet and are turning to organizations like ours for help.

We were collaborating with our community partners across the GTA to continue to address the impacts of COVID-19 when the war in Ukraine began. It forced millions to flee their homes and seek refuge in other countries. To date, JVS Toronto has supported almost 450 Ukrainian newcomers as they build new lives in Canada. Targeted employment services and a new language training program are preparing refugees for entry into the Canadian labour market.

Together with community agencies, including Canadian Ukrainian Immigrant Aid Society (CUIAS) and Jewish Immigrant Aid Services (JIAS), we are providing a full spectrum of wrap-around support for these individuals. We are also partnering with employers, like IBM Canada, Loblaw Companies Ltd., and Atlantic

Packaging Products, to host hiring events that will provide meaningful job opportunities to those who need it most.

JVS Toronto was founded to help Holocaust survivors and refugees find employment in Canada after the Second World War. While the scope of our services have expanded to the broader community over the years, our commitment to serving newcomers remains unwavering. Whether we are responding to crises occurring on a global scale, or addressing the needs of our local community, we remain committed to a highly individualized approach to breaking down barriers and helping our clients achieve self-sufficiency.

I am proud to have taken on the role of Chief Executive Officer at JVS Toronto as we celebrate the remarkable impact our Agency has had over the past 75 years.

I am proud of our incredible staff who consistently demonstrate innovation and have amazing ability to connect with, guide, and uplift those who need us most.

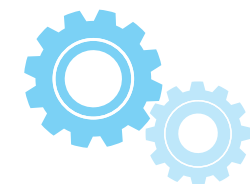
I am proud that there continues to be a place for everyone at JVS Toronto.



A handwritten signature in blue ink that reads "Allison Steinberg".

Allison Steinberg
Chief Executive Officer

"We remain committed to a highly individualized approach to breaking down barriers... there continues to be a place for everyone at JVS Toronto."



83%

of individuals served gained employment or returned to school/training

A Message From Our Board Chair

A group of Jewish business leaders gathered in a small office on Spadina Avenue, 75 years ago, with a shared purpose of helping Holocaust survivors and veterans of the Second World War find employment. Our founders could have never anticipated the vast impact that would come from the foundation they were building.

Since 1947, JVS Toronto has affected the lives of thousands of individuals by helping them plan their careers, find meaningful employment and build sustainable livelihoods. Many dedicated volunteers, donors and staff have made it possible for the Agency to carry out our mission over the last 75 years.

Last year alone, 150 staff, 266 volunteers, 188 donors and funders all played a role in impacting the lives of over 13,000 individuals. You will read about some of their stories in this Annual Report.

As Chair of the Board of Directors at JVS Toronto, I am so proud of our dedicated staff

team who has worked tirelessly over the last year to advocate for the individuals we serve, address their unique needs and strive each day to deliver the highest quality of service. The quick response and ability of our staff to adapt to challenges brought on by the pandemic, rising mental health needs, and the refugee crisis has been critical to supporting our clients and community.

JVS Toronto would not be able to do the important work we do without our community of supporters and stakeholders. Thank you.

Our generous donors and supporters including individuals, foundations, corporations, United Way Greater Toronto, and UJA Federation of Greater Toronto enable us to address the greatest needs in our community.

Our funders across all three levels of government – federal, provincial and municipal – support the important work we do.

Our dedicated volunteers give both their time and talents to help the Agency meet its goals.

Our community partners who collaborate with us to serve the needs of our community.

Our decades of experience are what guide us as we strive to stay true to our founding values, and respond to rapidly changing conditions. As we celebrate this milestone year, I am optimistic about the significant role JVS Toronto will continue to play as a social service agency in the Greater Toronto Area. The organization is well-positioned to bring new, innovative, and dynamic programming to our clients and community.

Thank you all for your generosity and dedication over the last 75 years. May we go from strength to strength as we embark on 75 more.



A stylized, handwritten signature in dark ink, appearing to read 'Avi Pollock'.

Avi Pollock

Chair, Board of Directors

"Our founders could have never anticipated the vast impact that would come from the foundation they were building."



13,315

individuals served
at JVS Toronto
last year

Celebrating 75 Years Est. 1947



On June 16, 1947, JVS Toronto opened its doors to the public and began helping Holocaust survivors and veterans of the Second World War find employment. At that time, Canada would only allow skilled labourers to immigrate into the country. As part of the Tailor Project, Max Enkin and a group of Jewish business leaders travelled to Displaced Persons Camps in Europe. If the survivors they met with could sew a buttonhole, they were considered skilled tailors and permitted entry into the country. As a result, 2,000 Jewish garment workers came to Canada to rebuild their lives.

After the war, the labour market in Toronto was thriving. Work ethic and experience

mattered more, education less; men made up 75 percent of the workforce, and one wage earner could manage the family's expenses.

JVS Toronto worked with other Jewish agencies – partnerships that continue today – to provide settlement and employment programs to the Jewish community. Building on our success, we expanded our services to support all individuals in need of employment, creating pathways to more fulfilling lives.

75 years later, JVS Toronto continues to honour our history by meeting the needs of an ever-changing world. Today, women make up half of the workforce, jobs rely more on technology

and, more recently, hybrid workplaces have become commonplace. Recently, the challenges brought on by the global pandemic further changed how we view the future of work, yet also exacerbated inequities in the labour market. Significant barriers continue to threaten the livelihood of many individuals in our community, mostly those working in low income or precarious positions.

At 75, our legacy continues, and now, more than ever, we remain committed to our vision that **every individual has opportunities for employment.**

IN 1947

200
clients

100%
of clients were
born outside of
Canada

1
location

3
staff

\$7,314
annual budget



*JVS Toronto's Founder Max Enkin (centre) at Bergen Belsen Displaced Persons Camp, 1947.**



*The Tailor Project, Toronto, 1947. *Ontario Jewish Archives, Blankenstein Family Heritage Centre.*



Clients participating in sheltered workshops designed to build employable skills and provide practical work experience.

Celebrating 75 Years Est. 1947



Dear Friends:

I am pleased to extend my warmest greetings to everyone attending the 75th Annual General Meeting of JVS Toronto.

Since 1947, JVS Toronto has offered a wide array of employment programs and services for job seekers in the community. I would like to commend all those involved with this organization for their valuable work. This milestone offers a wonderful opportunity to reflect upon the history of JVS Toronto, to celebrate its many accomplishments and to set goals for the future.

I would also like to thank the organizers of this year's AGM for putting together a rewarding program for everyone involved. I am certain that delegates will make the most of this chance to network and share experiences and expertise.

Please accept my best wishes for a productive meeting and continued success.

Sincerely,

The Rt. Hon. Justin P. J. Trudeau, P.C., M.P.
Prime Minister of Canada



*Congratulatory letter from
Prime Minister Justin Trudeau.*

I am pleased to congratulate the staff and management of JVS Toronto on the occasion of this organization's 75th anniversary.

The enterprise and hard work of the men and women who have built JVS Toronto over these many decades is an accomplishment that has benefited the community and our province.

Congratulations once again.

I wish you continued success.

Doug Ford
Premier
Legislative Building, Toronto



*Congratulatory letter from
Premier Doug Ford.*

IN 2022

13,315
clients

72%
of clients were
born outside of
Canada

9
locations

150
staff

\$17M
annual budget

Youth Services

Supporting unemployed and at-risk youth through individual counselling and training programs



3,366
youth served



82%
of youth gained employment or returned to school/ training

Valerie's Story

"The Youth Entrepreneurship Program was great; full of knowledge and practical experience. My confidence, ambition, and business acumen increased after being in this program. I am now a stronger and more confident business woman."

Valerie Amponsah had a vision of what she wanted her company to be. ***The Goddess Essence*** would be a luxury candle and wellness brand inspired by the goddesses of West African folklore and dedicated to celebrating femininity and self-love for Black women.

She knew launching a new business would be challenging, especially in the competitive self-care industry, but Valerie was uncompromising in her commitment to see her vision through.

The **Youth Entrepreneurship Program (YEP)** provided Valerie with a wide variety of learning opportunities. She worked



with business management mentors to learn about large scale production, daily business operations, marketing and sales, and time management to turn her idea into a viable business.

Over the decades, partnerships with industry experts have helped many of our clients develop their employability skills and build professional networks.

Valerie's unwavering work ethic as an entrepreneur, along with the monetary support and professional guidance she received, made ***The Goddess Essence*** a success.



The Freedman family generously funds the Youth Entrepreneurship Program.

The Freedman Family

Years ago, I worked at JVS Toronto as a Manager of one of their women's programs and later as a Director of Employment Services. I know firsthand the incredible work JVS Toronto does in the community.

As a family, our focus is to support youth and make sure they have the opportunities to succeed. It's been wonderful working closely with JVS Toronto and watching the YEP program develop and grow.

- Nancy Freedman

Newcomer Services

Helping newcomers to Canada from around the globe prepare for and find meaningful work



139
countries
newcomer clients
originated from



191
internationally-
trained professionals
participated in bridge
training programs

Carla's Story

"JVS Toronto helped me to build my career plan, create my resume, and reach my goals of finding a job related to my background. That support was important to overcome my career gap and improve my self-confidence."

Carla de Sousa was a Psychotherapist in her home country of Brazil before immigrating, but she didn't have the English language skills or Canadian work experience to build her career in Canada. She spent 4 years working a survival job and slowly losing hope that she would find employment in her field again.

Her self-confidence was low when she discovered **Job Search Workshop for Newcomers**, but the 4-day program opened up a world of opportunities for her. She worked with an Employment Counsellor to create an action plan designed



to improve her English and eventually help her register with the College College of Occupational Therapists of Ontario.

Like our first clients 75 years ago, Carla had to bravely overcome several barriers that are part of immigrating to a new country.

Today, Carla is working in her field as a Rehabilitation Support Worker Assistant where she is utilizing the education she received in her home country, developing her expertise, and helping others in her new home.



Olha is an Administrative Assistant at JVS Toronto.

Olha Sysoieva

I first heard about JVS Toronto when I just arrived to Canada. This is one of the most famous agencies here in Toronto that helps Ukrainians. That's why I decided to apply here and was happy to be offered the position I am currently in. I like the team and the pleasant atmosphere at my job.

Now, together, we are helping newly arrived Ukrainians build their lives here in Canada.

Jewish Community Services

Addressing the needs of job seekers and employers in the Jewish community



1,025

individuals served in Jewish community funded programs



1,031

active employers working with EMETemployment

Jonah's Story

"I entered the workforce at a challenging time in my industry. JVS Toronto helped me improve my resume and gave me lots of advice. With their help, I was placed in a fulfilling career in the tech industry. Thank you JVS Toronto for helping me launch my career."

Jonah Hoffman* graduated from university with a Bachelor's degree in Aerospace Engineering and a strong interest in computer science.

But that was in late 2019, right before the aerospace industry came to a standstill because of COVID-19. With no possibility of employment in his field, Jonah was forced to make a change. He began learning more about software development and switched his career goals.

When he came to JVS Toronto, he needed help to break into this new industry.

EMETemployment helped Jonah rework his resume, connected him to industry

experts, and coached him through job interviews. Through our partnerships with employers in the Jewish community, EMETemployment connected Jonah to a tech company looking for a Junior Software Developer. Jonah's hard work and ability to learn quickly made him a valuable team member and he continues to work for them as a Technical Consultant.

Like many of our clients over the decades, external circumstances forced Jonah to make a career change. Today, he is building expertise in his field and has a promising future ahead.

* Identity changed at request of client.



Zack is CEO of Dodds Garage Doors.

Zack Belzberg

Dodds Garage Doors began partnering with JVS Toronto in 2013. They have always provided us with qualified candidates in search of meaningful employment. As CEO, I am invested in the welfare of my employees and committed to helping them grow both personally and professionally.

A business is only as strong as its people, and JVS Toronto has made sure that our employees are not only capable, but align with our values. We are so appreciative of JVS Toronto's commitment to helping our community and, by extension, Dodds Garage Doors.

Psychology & Career Services

Understanding disabilities, managing challenges, and providing supportive strategies



296

individuals served through Psychology and Career Services



771

sessions for assessments and counselling delivered in Psychology and Career Services

Nancy's Story

"Working with a Career Counsellor at JVS Toronto helped me gain a better understanding and appreciation of my abilities, by not only focusing on my strengths, but also boosting my self-confidence."

Nancy Chicas knows what it means to face life's challenges. Her family immigrated to Canada from El Salvador when she was just two years old. Due to learning issues and family displacement, she did not finish high school. She has experienced homelessness and has been a single mother to two young boys, both of whom are on the autism spectrum and have their own learning difficulties.

Nancy wanted a career that would make a difference in her community. After applying to the Social Service Worker program at Seneca College, Nancy was referred to JVS Toronto's **Psychology and Career Services Division** where she worked



with a Career Counsellor to discover her strengths and manage the challenges she would face as a post-secondary student.

During counselling, Nancy was always engaged and ready to learn. Since then, she has completed her first year at Seneca and is excelling in her first work placement as a co-facilitator at an after-school program for youth. She is feeling "really positive about where I am in my life right now. I feel like a contributing member of society."

Like our founders, Nancy's passion and commitment to helping others is truly inspiring.



Kim Coulter, pictured with her family, is the former President & CEO at JVS Toronto, and a dedicated donor.

Kim Coulter

It gives our family great pleasure that the Kim Coulter Career Counselling Award was created to recognize the perseverance of career counselling clients. Having started my 30-year career at JVS Toronto as a Career Counsellor, I have always valued the importance of individuals using their understanding of self to make career choices based on values, personality, interest, skills, and knowledge of the labour market.

JVS Toronto continues to be experts in the career counselling field.

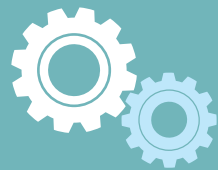
Disability Services

Supporting individuals living with disabilities to achieve employment and community inclusion



173

individuals served through specialized employment and inclusion programs for people with a variety of disabilities



147

JVS Toronto employers partner with our Disability Services programs

David's Story

"JVS Toronto helped me build confidence in job applications and interviews. I don't think I could have had the success I did without them. I am truly thankful for what you've done for me; a person with disabilities."

David Patel* has a Bachelor's degree from the University of Toronto and a Research Analyst Certificate from Humber College. He also has Autism Spectrum Disorder (ASD) and has challenges with eye contact, socializing, and understanding non-verbal communication.

For individuals with ASD, it can be difficult to find employers who can recognize their strengths. David sent out many job applications, but had difficulty getting past the interview stage.

Through the **ASD Job-Readiness Program**, David practiced his communication skills in mock interviews. He also learned to network



on LinkedIn, and connect with employers to ask for informal meetings and interviews.

The support that individuals need in order to overcome barriers to employment often goes beyond simple resume assistance. JVS Toronto offers highly specialized programs based on each job seeker's unique needs, allowing them to build self-confidence and realize a path to a brighter future.

Always optimistic, David kept moving forward and his hard work paid off. Today, he is working as a Banking Clerk with the Girl Guides of Canada.

* Identity changed at request of client.



Sam is a Swiss Chalet franchise owner in North York.

Sam Ho

I partnered with JVS Toronto 20 years ago when I was a Manager at Swiss Chalet. At the time, the Path 2 Work program was looking for employers to provide job opportunities to adults with developmental and intellectual disabilities. Over the years, I have hired 22 people through the program.

JVS Toronto truly understands the needs of their clients and works with employers to provide accommodations, so that clients get the support they need to build their confidence and reach their employment goals.

The individuals I've hired and the staff at JVS Toronto have exceeded my expectations.

Employment Services

Providing general and specialized employment services to job seekers from all backgrounds



1,798

referrals were made to ensure individuals were connected with the right services



12,206

workshop attendees

Mahsa's Story

"JVS Toronto supported me above and beyond my expectations. I am excited with my new position as a Civil Engineer and am grateful to JVS Toronto for helping me in so many areas."



Mahsa Esfahani was a recent graduate in Civil Engineering when she immigrated to Canada. After five years as a stay-at-home mom, she was eager to start a career in her industry, but had difficulty finding a job. Mahsa faced multiple barriers including a gap in work history and a lack of Canadian experience. Unsure where to start, Mahsa turned to JVS Toronto.

She participated in several of our specialized programs; developing an action plan in the **Job Search Workshop for Newcomers**, improving her language skills in **Canadian Workplace Communication**, and taking

part in **Employment Ontario** workshops like Resume Writing and Interview Skills.

JVS Toronto became a refuge where she could talk to professionals and not feel alone. The Agency's wrap-around approach to service delivery helped Mahsa overcome her barriers and put her on the path to meaningful employment. She got a job as a Project Manager Administrative Clerk and was quickly promoted to Project Coordinator after just 8 months.

Since then, Mahsa has been promoted to Civil Engineer-Utilities and is now confident of her future success.



Irena is an Employment Counsellor at JVS Toronto.

Irena Qatipi

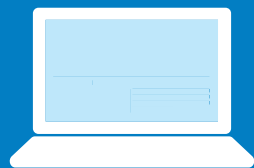
I am grateful for JVS Toronto's approach to discerning transferable skills and recognizing the strengths in individuals. This has become my lens in my work.

I can't say enough about the importance of offering customized services to our clients. At JVS Toronto, we focus on each client and their unique needs.

What I appreciate most about my work is witnessing the beauty and strength in each individual and helping my clients find their confident voices and take inspired actions to find work that fits them.

Pre-Arrival Services

Helping immigrating professionals prepare for careers in Canada before they arrive



1,305

individuals received occupation-specific job search support and/or mentoring prior to arriving in Canada



251

mentors dedicated their time to helping new Canadians

KD's Story

"With JVS Toronto, I've had the unique opportunity to have a positive impact on the lives of so many amazingly talented newcomers. Watching a mentee's successful transition to Canada is one of the best feelings ever."

When Kanwardyal "KD" Singh was preparing to leave India and relocate to Canada, he enrolled in **Canada InfoNet**, our pre-arrival program for immigrating professionals. Through the program, he learned to create a Canadian-style resume, update his communication skills, and was matched with a mentor in his field of product management. It was that mentor who helped him land his first job in Canada just 2 months after arriving.

Many people would have been happy with that outcome and moved on with their new lives, but not KD. He wanted to pay it forward, so he came back to Canada InfoNet



to volunteer as a mentor supporting other international professionals like himself.

Over the past two years, KD has helped 20 immigrants and their families through the challenging process of relocating to a new country. His mentees are always thankful for his guidance and praise his mentorship skills.

In addition to volunteering at Canada InfoNet, KD is a true program ambassador. He represents JVS Toronto at events and actively promotes our services through his own social media. Not only does KD supports his mentees, his dedication and compassion serves our whole Agency.



Paul Habert, pictured with his father-in-law, Manny Mitchell z"l.

Paul Habert

Manny volunteered much of his time and energy to JVS Toronto. He understood the necessity of giving people opportunities to take care of their families and to feed their self-worth. JVS Toronto's programs enable all individuals, regardless of ability, to make a contribution to the community, in whatever way is possible for them.

Our family is happy to support the Manny Mitchell Award for Excellence in Volunteerism and believe that we, as a community, have a responsibility to support those individuals who require a safety net. There is no greater act of charity than to help those with employment potential to become self-sufficient.

Thank you for your generous support last year

Our Funders

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Immigration, Refugees and
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Services

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Toronto
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We thank XBASE Technologies Corporation for sponsoring the 75th Annual General Meeting of JVS Toronto. It is our honour to receive their ongoing support.

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Wayne Burns
Wendy Glaser
Yelena Stepanyan
Yoel B. Abells
Yonit Fuhrmann

z"l identifies those who have passed away and means "of blessed memory" in Hebrew.
This list reflects dollars received between April 1, 2021 and March 31, 2022. Every effort has been made to ensure donors have been accurately acknowledged. Please report any errors or omissions to (416) 649-1631 or donations@jvstoronto.org.

A Lifetime of Giving

With gratitude, we recognize our donors within our Lifetime Giving Circles

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\$20,000+

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Elliott Eisen
Glennie Lindenberg
Helen Goldlist
Hugh Furneaux
Jeffrey Goldfarb
Jonathan Kopman
Mark Zaretsky
Ruth Abrahamson

PATRONS' CIRCLE
\$200,000+

CIBC
David Green, Daphne Wagner, Lita and Mikey Green
David ^{z"l} and Eunice ^{z"l} Mouckley
Freedman Family
The Friedberg Charitable Foundation/Dov Friedberg
The Schulich Foundation

PATRONS' CIRCLE
\$100,000 - \$199,999

Al ^{z"l} and Malka ^{z"l} Green
Holdbest Foundation
Irving and Toddy Granovsky
Judith Teller Foundation
XBASE Technologies Corporation

PATRONS' CIRCLE
\$50,000 - \$99,999

Anonymous
Bernard Berger ^{z"l}
Children's Aid Foundation
Dr. Barry and Helen Goldlist
Elliott and Wendy Eisen
Gary Bluestein Charitable Foundation
Karen and Sydney Goldenberg
Martin and Joan Goldfarb
Prosper Canada
RBC Foundation
Robert and Ellen Eisenberg
Ruderman Family Foundation
Thomas and Annie ^{z"l} Kohn

PATRONS' CIRCLE
\$25,000 - \$49,999

Al Libfeld
Broadridge Financial Solutions (Canada) Inc.
Hugh Furneaux
Intact Foundation
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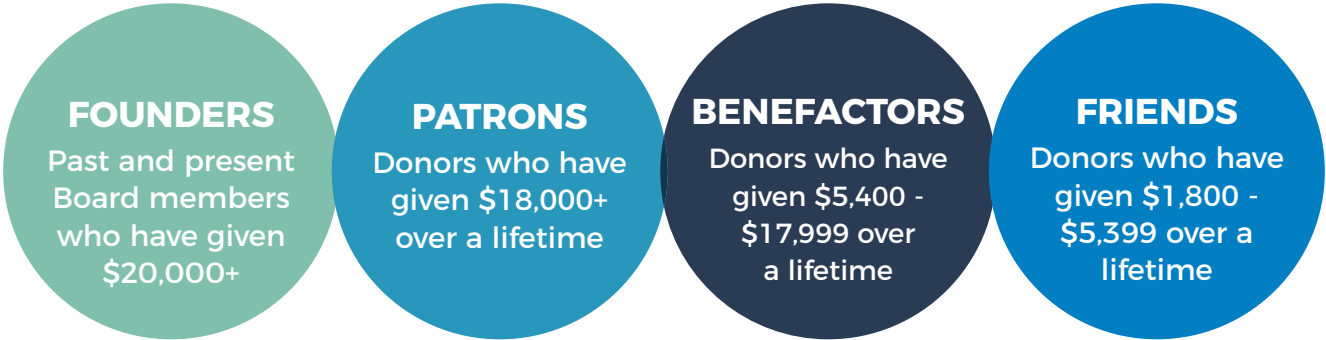
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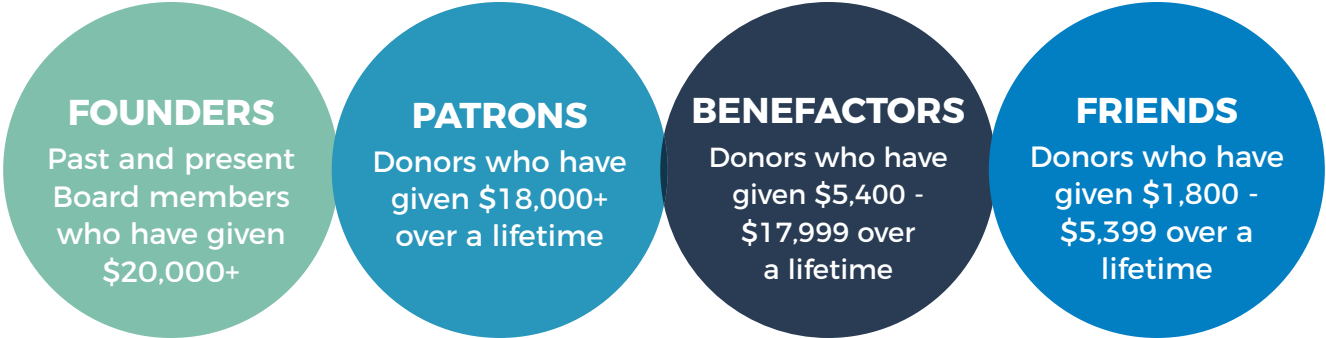
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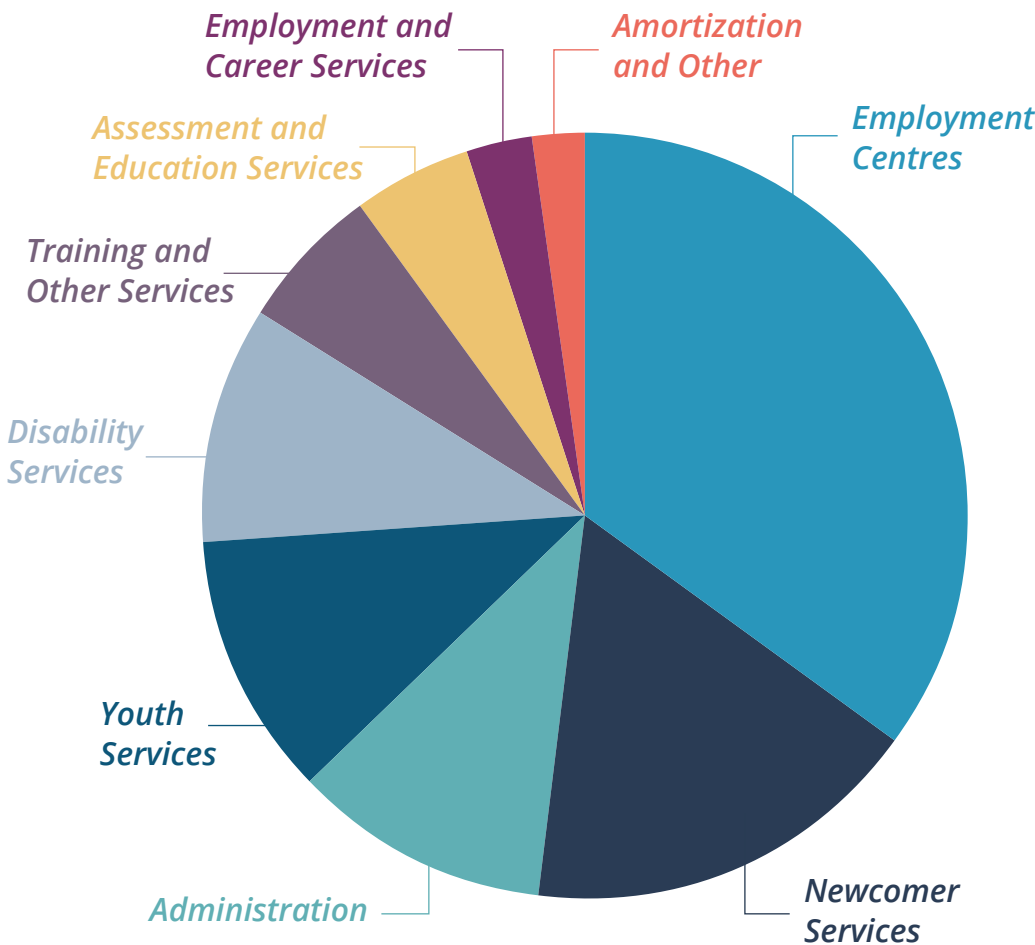
^{z"l} identifies those who have passed away and means "of blessed memory" in Hebrew.

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Financial Summary

REVENUE	2022	2021
Federal, Provincial and Municipal Grants	14,835,808	14,022,862
Fees For Service and Other	956,929	960,946
UJA Federation	500,521	382,477
United Way Greater Toronto	623,924	569,814
Donations Recognized per the deferred contribution method	128,309	115,087
Total	\$17,045,491	\$16,051,186
Total Donations Received in Fiscal Year	151,872	152,731

EXPENSES	2022	2021
Employment and Career Services	487,125	359,015
Disability Services	1,644,680	1,586,992
Newcomer Services	2,949,798	2,557,811
Employment Centres	5,969,818	5,854,186
Youth Services	1,804,891	1,657,482
Assessment and Education Services	830,871	701,519
Training and Other Services	980,607	915,293
Administration	1,936,257	1,830,487
Amortization and Other	297,269	316,139
Total	\$16,901,315	\$15,778,922
Net Surplus/(Deficit)	144,176	272,264



How we spent our revenue

- 35% Employment Centres
- 17% Newcomer Services
- 11% Administration
- 11% Youth Services
- 10% Disability Services
- 6% Training and Other Services
- 5% Assessment and Education Services
- 3% Employment and Career Services
- 2% Amortization and Other

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