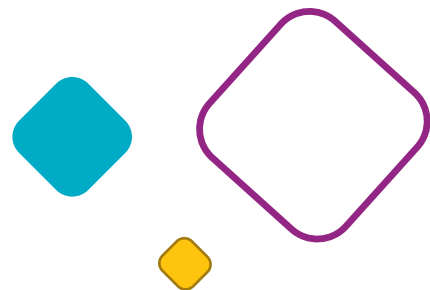


THE CAREER FOUNDATION

Developing Human Potential



The Career Foundation Annual Report: 2023-2024


 435-700 Lawrence Ave. West, Toronto, ON M6A 3B4
www.careerfoundation.com

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Our Core Values



Exceptional Customer Service



Innovation and Execution



Accountability and Transparency



Always Exceed Our Goals



Increased Impact through Collaboration



Empathy and Respect for All

Statement from CEO, Kristin Morrison



Kristin Morrison, CEO

For many years, collaboration has been at the heart of our work, but this year it emerged as one of our greatest strengths — both within our organization and across the broader community we serve. Together, we have fortified our teams, enhanced our systems, and deepened our partnerships, creating stronger outcomes for the most vulnerable individuals who rely on our services.

In this report, you will discover inspiring stories of transformation — powerful proof of the meaningful impact our programs have made in the lives of our clients. These successes were made possible only by our unwavering commitment to our core value: **Increased Impact Through Collaboration.**

Over the past year, we prioritized internal development to empower

our people and foster seamless collaboration across departments. By bringing together the expertise of all our teams, we built a robust foundation of knowledge and capacity to support clients from diverse backgrounds with unique challenges and varied career aspirations.

Initiatives such as our Lunch and Learns and cross-functional training sessions created opportunities for knowledge exchange, breaking down silos and fostering open dialogue. These efforts not only enhanced our collective expertise but also strengthened our ability to serve clients with complex needs more effectively.

To further this collaborative approach, we improved our operational systems with greater integration. We streamlined processes and connected programs through technology that enabled our teams to work together more efficiently.

We did not limit integration to service delivery but expanded it across critical functions like Finance, Marketing, and Human Resources. These advancements ensured a more cohesive, coordinated approach to supporting clients on their journey to meaningful employment.

Externally, we forged stronger alliances with employers, community providers, associations, industries, and other stakeholders. Through memorandums



of understanding, partnership agreements, and innovative initiatives, we expanded wraparound supports, skills training, and employment opportunities for our clients. These partnerships have been instrumental in driving better outcomes and creating pathways to sustainable employment.

As we prepare for the upcoming Employment Service Transformation in Toronto, we are excited about the innovative opportunities it presents to serve clients furthest from the labour market. The groundwork we've laid over the past year — strengthening both internal and external collaboration — positions us to embrace this transformation with confidence to deliver and scale our enhanced holistic and transformative services.

The accomplishments highlighted in this report are a testament to the collective effort of many. I extend my deepest gratitude to our board, whose strategic guidance ensures we remain focused

on our mission; to our people, whose dedication and creativity make success for each of our clients possible, to our partners, whose collaboration amplifies our impact and to our funders for investing in the future of our local communities.

Together, we are breaking barriers and building new pathways to opportunity for our clients and the communities we serve.

Thank you for your continued support and partnership.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Kristin Morrison'.

**Kristin Morrison, Chief Executive Officer,
The Career Foundation**

About The Career Foundation



The Career Foundation is a registered charity and non-profit organization that has been bridging the gap between job seekers and employers since 1988. With physical locations across the Greater Toronto and Hamilton Area (GTHA) and virtual services available nationwide, we support over 5,000 registered job seekers annually and engage with more than 300,000 individuals through our digital platforms.

Our mission is to support community members facing barriers to achieve meaningful employment. By leveraging the resources of private sector companies, educational institutions, and government, we help individuals successfully transition into the workforce and achieve their career aspirations.

Collaborating to Meet Workforce Needs

We work closely with industry partners to understand both current and future

workforce demands. Through sector-specific and tailored skills development programs, we equip job seekers with the tools they need to succeed in a dynamic labour market. These innovative partnerships create talent pipelines that connect local residents to sustainable, long-term employment opportunities while supporting the economic growth of our communities.

Delivering Accessible and Flexible Services for All

Our enhanced digital resources and tools allow us to provide uninterrupted, flexible job search support that meets the diverse needs of our clients. Whether delivered in person or virtually, our services are seamlessly aligned to respond to the needs of job seekers and meet them where they are.

In collaboration with local community service providers, we ensure clients have access to wraparound supports

that address their unique challenges. Our services are designed to be inclusive and fully compliant with the *Accessibility for Ontarians with Disabilities Act (AODA)*, ensuring equal access for all.

Commitment to Service Excellence

At The Career Foundation, our commitment to customer service excellence is at the heart of every interaction — with clients, employer partners, and community organizations alike. By fostering strong partnerships and delivering innovative workforce solutions, we continue to be a trusted leader in employment services.

Our commitment to building stronger and more inclusive communities increases year over year as we see the impact of our work change lives and economic prosperity for those we serve.



The Career Foundation is a certified **Service Excellence Organization**



Kibbi Job Board

This year, we successfully enhanced and integrated our job board with our NewOrg CRM, revolutionizing the way we provide employment support to the thousands of clients we serve across all our locations. By embedding Kibbi Job Board Technologies into our CRM platform, we created a centralized, dynamic hub for job opportunities, streamlining access for clients and empowering our teams to deliver more seamless, targeted support.

This integration represents a significant leap forward in our efforts to connect clients with meaningful employment pathways. It allows our Job Developers and Employer Services Consultants to post roles directly sourced from employer partners onto the job board, ensuring our clients have exclusive access to opportunities tailored to their skills and career goals.

In addition to these curated postings, the system scrapes local job boards, aggregating a diverse range of roles in one convenient location. Clients can now browse an extensive list of job openings, all without the need to navigate multiple platforms. Kibbi also leverages AI so resumes can be instantly customized for job postings. This user-friendly experience reduces barriers, targets and accelerates job searches, helping clients focus on preparing for and securing the right opportunities.



For our staff, the integrated system has proven invaluable in streamlining workflows and enabling better data-driven decision-making. By consolidating job postings within the CRM, teams can easily track client applications, monitor outcomes, and identify trends to refine their approach. This cohesive ecosystem supports cross-departmental collaboration, ensuring that all staff are aligned in guiding clients toward success.

Looking ahead, we are excited about the potential to further enhance the system's functionality, including personalized job recommendations based on client profiles and skills. By leveraging the full capabilities of this integration, we aim to continue boosting job connections and creating transformative employment outcomes for the diverse communities we serve.

Journey to Resilience

Faced with the unprecedented influx of refugees and asylum seekers arriving in Toronto — many of whom struggled with limited access to shelter, food security, and healthcare — our organization took action to restore hope and provide essential support to those in need.

A collaboration among our newcomer, youth, and general employment programs, we partnered with the City of Toronto to launch an innovative initiative: Journey to Resilience. The event was designed to empower newcomers with the tools and knowledge they need to begin their settlement journey. It served as a vital bridge between refugees and service providers, creating a space for meaningful connections, information-sharing, and tangible assistance.

The conference brought together over 30 service providers offering a wide array of resources, from housing support and

healthcare access to language services and job placement programs. People had the opportunity to engage directly with organizations that could address their unique needs, gaining clarity and confidence in navigating their new city, culture and environment.

A standout feature of the event was a dynamic panel discussion featuring inspiring speakers who shared their personal settlement stories on their journeys to resilience. These speakers candidly discussed the obstacles they faced and the strategies they used to overcome them, providing attendees with relatable role models and actionable advice.

The event's success was evident in its scale, drawing hundreds of refugees eager to access the supports available. Beyond the immediate connections made, the conference created a lasting impact by fostering a sense of community and belonging among attendees.

For many refugees, this gathering marked the first step toward rebuilding their lives in Toronto. By bringing together service providers, government partners, and the refugee community, we demonstrated the power of collaboration in addressing complex challenges and providing hope to those who need it most.

We are very grateful to our partners who joined us in making this event so successful, including event sponsors **EllisDon**, **RBC Insurance**, and **Activo**. A special thanks as well to our funders, the **Government of Canada** and **Government of Ontario**.



Year in Review: Highlights



84%

Percentage of clients from our specialized training programs that achieved positive outcomes¹



83%

Percentage of all registered clients that achieved positive outcomes



88%

Percentage of new immigrant clients that achieved positive outcomes



81%

Percentage of clients accessing ODSP² or OW³ supports who achieved positive outcomes



83%

Percentage of racialized clients that achieved positive outcomes



86%

Percentage of all youth clients (15-30) that achieved positive outcomes



247,451

Number of clients served through our digital services



267,167

Number of clients served through our Resource and Information (R&I) Centres



5,020

Number of job seekers registered for intensive case management



6,471

Number of job seekers that attended our **111 hiring events** in 2023-2024



1,734

Number of job seekers that attended our training workshops in 2023-2024



28,373

Number of followers on our social media accounts (*as of Sept. 1, 2024)

¹ Positive outcomes: Closed as employed or in training/returned to school

² Ontario Disability Support Program (ODSP)

³ Ontario Works (OW)



Google Reviews: 2023-2024

4.7/5

Average Google Review star rating for the year

535

Total number of Google Reviews *as of September 1, 2024

"I'm now a father and have an amazing job that I love. I owe a lot of it to the Completing the Circle program. I was extremely down on my luck when I joined, and these wonderful people really helped me dig myself out. I always look back with fond memories. I highly suggest anybody who's serious about changing their life and putting themselves on the right path to give this place a try. I learned so many valuable skills that I will take with me for the rest of my life."



"The employees go above and beyond to be helpful. Whether it's answering questions, providing guidance, or resolving issues, their dedication to customer satisfaction is evident in every interaction. The service itself is top-notch, consistently delivering quality and reliability. I feel valued as a customer and appreciate the attention to detail and commitment to excellence."



"As a newcomer to Canada, The Career Foundation provided me with numerous opportunities through their Network Cabling Bridging Program. Their expert guidance and comprehensive training have been instrumental in shaping my career in network cabling. The team was knowledgeable, supportive, and fully committed to my success."



"The Career Foundation is an outstanding organization that provides employment support to both employees and employers. The phenomenal service and attention we receive from start to finish make a big difference to us, as they make their whole process organized and simple for everyone. It has been a pleasure dealing with everyone I had the opportunity to work with."



"I had the pleasure of working with The Career Foundation as a participant in the Foundations in IT Bridging Program. It was an exceptional experience; their team went above and beyond to assist me in every aspect of my journey, providing invaluable support and guidance along the way ... Thanks to their assistance, I was able to secure my first job in Canada!"



"I cannot recommend The Career Foundation highly enough! Their team has been incredibly supportive and helpful throughout my journey. They provided me with the resources, guidance, and encouragement I needed to take my career to the next level. Their dedication to helping individuals grow and succeed is truly inspiring. Whether it was providing valuable feedback or helping me explore new opportunities, they always went above and beyond."



"I'm thrilled to share my outstanding experience with the Career Foundation! Their expert guidance and comprehensive training played a pivotal role in helping me secure my Gas G3 license. The team was knowledgeable, supportive, and dedicated to ensuring my success. I highly recommend their services to anyone pursuing a successful career in any field. Five stars well-deserved!"



Statement of Financial Position



Years	2024	2023
Current asset	\$4,426,332	\$4,649,001
Investment	366,505	322,925
Long term asset	851	9,456
Total	\$4,793,688	\$4,981,472
Current liabilities	\$818,090	\$46,593
Deferred revenue	387,981	1,410,372
Net asset	3,587,617	3,524,507
Total	\$4,793,688	\$4,981,472
Revenue		
Government grants	\$19,159,517	\$21,322,892
Interest income	125,152	82,629
Miscellaneous income	49,239	584,463
Total revenue + government grants	\$19,333,908	\$21,989,984
Expenses		
Salary and benefits	\$8,633,314	\$9,560,634
Occupancy	1,038,639	1,113,712
Office expenses and supplies	1,924,305	1,620,022
Independent contractors and professional services	603,546	133,009
Amortization	8,695	26,778
Client supports and subsidies	7,062,299	8,600,295
Total expenses	\$19,270,798	\$21,054,450
Excess	\$63,110	\$935,534
Net assets, beginning of year	\$3,524,507	\$2,588,973
Net assets, end of Year	\$3,587,617	\$3,524,507



Specialized Program Reports



Programs for Youth

Completing the Circle (CTC) Program

The Career Foundation's Completing the Circle (CTC) program provides individualized support to youth between the ages of 15 and 30, with a specific focus on those furthest from employment.

Youth furthest from employment include those who have been chronically out of employment, education, or training for six months or more and have other unmet basic needs, such as income security, housing, disability support, or health care.

This year, the CTC team completed the final year of the most recent project funding, which began August 31, 2020, and concluded in early 2024.

In the post-pandemic era, young people faced heightened mental health difficulties, reduced social interaction, and reluctance to work outside their



homes. Consequently, there was a greater need for outreach efforts to inform and educate Canadian youth, their families, and the broader community about the supports available through employment programs and initiatives.

Program Results (2020-2024)

The four-year CTC program ended in March 2024, with 81% of participants achieving positive outcomes (either securing employment or returning to school). This was 10% greater than outcomes expected by the funder.

Clients throughout the four-year program were comprised of:

- 72% visible minority youth
- 27% youth with disabilities
- 11% Indigenous youth

Looking ahead, The Career Foundation's CTC program has secured funding to resume programming in fiscal year 2024-2025 and through to March 2028.

Program innovations include testing new service delivery approaches that will combine the benefits of virtual and AI tools with community-based and in-person interventions that are key to success.

Client Success Story: Tyresha

The **Colin Morrison Award** is given annually to an inspirational young person between the ages of 15 and 30 who demonstrates exceptional resilience by overcoming challenges to achieve their educational or career goals.

The award honours the vision, tenacity, and fortitude of The Career Foundation's founder, Colin Morrison. The winner also receives \$3,000 towards their educational or career goals, such as school tuition, start-up costs for opening their own business, or tools and equipment for an apprenticeship.

In 2024, the award went to Tyresha M., a dedicated single mother to her three-year-old daughter. She began her journey with our CTC Program, focusing on building a secure future for her family. Originally pursuing paralegal studies, Tyresha put her education on

hold during her pregnancy to prioritize her daughter.

When she first joined the CTC program, Tyresha was reliant on Ontario Works assistance. Despite facing personal and physical challenges — including serious physical health challenges — Tyresha worked diligently with the CTC team to work towards her career goals.

The CTC team worked with Tyresha through group workshops and individually to help her rebuild her confidence and resilience, develop short- and long-term goals, and create a realistic path forward. We also provided essential financial support for food, transportation, work clothing, and certification fees.

Tyresha secured full-time employment at a nail salon, where she now manages administrative and customer service tasks. She is also enrolled in college and is set to continue her studies as a paralegal in 2024-2025. She continues to work hard to create a brighter future for herself and her daughter.

"Completing the Circle really helped me, because at that point in time I was stuck. I didn't know what to do with my life. It really helped my daughter as well. As an Afro-Indigenous person, it was nice to be around staff who had similar experiences as me. Some even had kids around the same age as my daughter. I know my new skills will help me in the future and in my life. I'm also very grateful for receiving the Colin Morrison Award; it will help with the cost of books, tuition, housing and childcare as I pursue my studies."

— Tyresha



Youth Job Connection/ Youth Job Connection Summer (YJC/YJCS)

The Youth Job Connection (YJC) program serves youth aged 15 to 29 experiencing multiple and/or complex barriers to employment by providing intensive job search and placement opportunities. We have been operating the YJC program since 2015. It operates out of our Etobicoke Employment Centre and consists of two components:

1. a year-round component that supports youth who are unemployed and out of school and experiencing multiple employment barriers
2. a summer component that provides summer, part-time, or afterschool employment opportunities to high school students, aged 15 to 18, who are experiencing life challenges and may need assistance transitioning from school to work.

In 2023-2024, the Youth Job Connection program notably achieved the following:

- introduced new training on how to leverage Artificial Intelligence (AI) to enhance interview skills and resumes
- enhanced training on critical soft skills for the future including building resilience, communication and collaboration
- increased social media presence and overall program awareness
- met and/or exceeded all KPIs for both the year-round and summer components for our 2023-2024 contract

To help participants successfully navigate and complete the program, staff:

- delivered in-depth training, coaching, and support on a broad range of topics related to job search, job maintenance, and life skills. Staff also customized content in accordance with our clients' unique needs.
- enhanced relationships with a range of community partners to ensure seamless referrals to financial,

housing, counselling, health, specialized training, and other meaningful supports.

- maintained flexibility to deliver support in a manner that aligned with client's unique needs, including providing individualized services, in-person supports, and homework, as required.

A key takeaway from 2022-2023 was our intensified focus on soft skills training. This was primarily due to the impacts of social media usage on skills like interpersonal communication and problem solving. In response, the YJC team focused on training youth in these areas, resulting in improved rates of job attainment and retainment.

Looking ahead, we aim to continue supporting clients in developing essential career and occupational skills beyond workshops and placement periods. Efforts include promoting options for general and occupation-specific skills development, harnessing AI tools and resources, and collaborating with other organizations for innovative job search tools.

Client Success Story: Tanvi

Tanvi, a newcomer from Congo, arrived in Canada in December 2023 with hopes of building a new life. She quickly faced challenges common to many newcomers, such as a lack of knowledge about the Canadian labour market and uncertainty about where to start her job search.

Recognizing the need for support, Tanvi joined The Career Foundation's YJC program, which marked a turning point in her journey. Program staff provided her with resources, guidance, and training necessary to succeed in the Canadian workplace.

The team not only taught her where to search for jobs but also equipped her with skills to stand out to employers. She received comprehensive job application training, including how to tailor her resume and apply for positions aligned with her skills and goals. Interview preparation workshops helped build her confidence and communication skills, crucial for securing job interviews.

The YJC program also offered practical support, such as assistance with transportation and professional clothing, ensuring Tanvi could present herself professionally and attend job interviews. Program staff actively advocated for her to potential employers, leading to her first job in Toronto.

After working in Toronto for four months, Tanvi relocated to Edmonton for family reasons. Armed with the skills, confidence, and experience gained from the YJC program, she quickly found a new job as an Office Administrator at an educational institution within a month of relocating. She is now a confident and motivated professional, ready to contribute to her new community.

"When I first arrived, I had no information about employment and applied for jobs for a month without any responses. Then, I was introduced to the Career Foundation and their YJC program. They trained me on how to apply for jobs and helped me integrate into the job environment. The support for transportation, clothing, and the kindness of the staff were invaluable. They recommended me to employers, and I progressed quickly. To all the Career Foundation staff: you are doing an amazing job!" — Tanvi



90%

Percentage of 2023-2024 carpentry program participants that secured employment in the trades

General Carpenter Pre-Apprenticeship Program for Youth

The General Carpentry Pre-Apprenticeship Program for Youth, delivered in partnership with Mohawk College and the Carpenters Union Local 18, completed its ninth year in 2023-2024.

During the 26-week training period, program participants received Level 1 in-class certification, a work placement, health and safety training, and exposure to Drywall, Acoustic and Lathing Applicator as a secondary trade.

In 2023-2024, our carpentry program notably achieved the following:

- 90% of participants completed Level 1 General Carpentry
- 85% completed all program requirements
- 90% of participants secured employment in the trade

Additionally, 28% of participants were registered as General Carpentry apprentices in their first nine months of employment.

This year, clients were comprised of:

- 10% newcomers
- 5% Indigenous youth
- 35% racialized persons
- 80% males
- 20% females

To help participants successfully navigate and complete the pre-apprenticeship program, staff provided various supports, including peer-to-peer tutoring, weekly Zoom or in-person check-ins with the program facilitator and program coordinator, and ongoing coaching and support while in placement and following completion of the program.

A key highlight of the past year was the growth of the program, which included

increased web visits and audience engagement through social media. Notably, we:

- increased web traffic and the number of applications to the program by 250%
- increased industry partnerships locally in the Hamilton Area and Southern Ontario areas with other job recruiting agencies and post-secondary schools
- increased program awareness and internal collaboration with teams across The Career Foundation, which has increased referrals to this apprenticeship program

Client Success Story: Miley

Miley applied to The General Carpentry Pre-Apprenticeship Program for Youth as a 23-year-old woman with a grade 11 education. While in high school, Miley suffered an injury that forced her to leave school early. Since then, she had worked various general labour jobs but struggled to secure long-term employment in her desired field of construction.

Towards the end of 2023, Miley successfully applied for and completed the General Carpentry Pre-Apprenticeship Program for Youth. For Miley to access the program, she needed to upgrade her math skills. We worked closely with her and arranged a math upgrading program for her through the Hamilton-Wentworth District School Board. After her completion, we supported Miley on each step of her journey to obtain her Level 1 General Carpentry Certification from Mohawk College.

Additionally, Miley achieved certifications in Working at Heights, 4 Steps, WHMIS, First Aid CPR Level C, and Power Elevations. She also completed two-week Drywall, Acoustic,

and Lathing Applicator training from the United Brotherhood of Carpenters Local 18.

After completing all components of the program, Miley worked with program staff to enhance her job search and interview skills. We targeted employers that she was interested in and that would meet her needs. Through this intensive support, we were able to help Miley secure employment with a local company – owned by and largely employing women who work on century homes in Hamilton – that aligned with her needs and values.

Miley has now been working full-time for the past year with the same employer and is well on her way to a successful career in the construction trade.

“It’s been the best learning opportunity I’ve had so far and I’m extremely happy. The training I received from The Career Foundations is what made me able to achieve a goal I’ve had for years and couldn’t attain alone.

I think this program and others like it are so important for our community and helping youth get started in their careers. The coordinators were extremely resourceful and worked alongside everyone to offer additional support at school and help with the job search. There was a large range of experiences in those taking the program, which curated an environment that allowed you to help/get help from your peers.

I’m really happy with the program and the outcome of the job placement for myself. Everything worked out better than I could have imagined. I highly recommend this program to anyone interested in the trades.” — Miley

89%

Three-month retention rate for participants of the Empowering Abilities Program in 2023-2024



Supporting Persons with Disabilities

Empowering Abilities Program (EAP)

In 2023-2024, the Empowering Abilities Program (EAP) once again made significant strides in helping persons with disabilities (PWD) realize their employment goals.

Notably, we strengthened partnerships with local employers to support their Diversity, Equity, and Inclusion (DEI) initiatives. We provided comprehensive assessments of each participant's needs and offered a variety of tailored supports, including Enhanced Employability Assistance Services (EEAS), work experience placements, workplace accommodations, and continuous retention support services.

Key Highlights from 2023-2024

- 84% of participants successfully secured employment
- 93% of employer partners expressed satisfaction with our DEI initiatives
- 89% of participants retained their employment after completing their work experience placements

This past year, there was a noticeable increase in employers' interest in DEI efforts that extended beyond simply hiring persons with disabilities. To address this demand, we expanded our DEI educational sessions for employers, with a focus on disability inclusion, gender and sex considerations, racial awareness, and best practices for creating equitable workplaces. Feedback from our employer partners has been overwhelmingly positive.

Consistent with previous years, many of our job seekers identified with multiple, intersecting identities in addition to having a disability. This included individuals from equity-deserving groups such as racialized communities, members of the 2SLGBTQIA+ community, and those living below the poverty line. To better serve both our clients and employer partners, the EAP team prioritized collaboration with companies focused on enhancing internal equity.

To further improve our participants' retention in the workforce, we provided a range of personalized accommodation supports, including:

- individualized assessments based on needs and disability severity
- access to psychotherapy services
- provision of back braces and other orthotic supports
- ASL interpretation services
- customized training manuals and plans
- ergonomic workstations
- occupational therapy assessments
- information and adaptive technology assessments (Zoom Text, JAWS, etc.)
- laptops and necessary peripherals
- financial assistance for workplace attire, equipment, and transportation

Through these efforts, the EAP continues to bridge the gap between employers committed to building inclusive work environments and PWD clients working to achieve their career goals.

Client Success Story: River

Before joining the Empowering Abilities Program, River, who identifies as non-binary, had been out of work for several years, apart from short-term service jobs. Adjusting to life with a debilitating auto-immune disease caused by long COVID was a major challenge. Additionally, River identified as a person with autism and social anxiety, limiting the types of work and hours they could commit to.

Feeling overwhelmed and unsure of where to start, River's family member recommended The Career Foundation's Empowering Abilities Program. The program staff made River feel welcome and eased them into the job search process, helping with job applications, interview skills, and identifying suitable work based on their transferable skills.

The team provided encouragement, support, and useful resources throughout the process.

River had struggled to ask for accommodations while job hunting. In previous short-term positions, hiding their disabilities often led to job loss due to inflexible hours or unmet job requirements. With support from their employment specialist, River gained confidence in handling accommodation questions and advocating for their needs.

River was thrilled but nervous when they received interview requests from two organizations. Working closely with their employment specialists, River prepared for the interviews and discussed how to answer difficult questions about their work history and employment gaps.

Feeling prepared and confident, River received two job offers and chose City of Hamilton, a strong employer partner of the Empowering Abilities Program. The Customer Service position provided the compensation, flexibility, and work environment River was seeking.

"The way that the staff at EAP have taken the time to really get to know me and my situation so that they can help me one-on-one with exactly the things I need makes the program feel tailor-made for me. It's very obvious that Lisa & Allan genuinely care about my success, and about helping me find a job that will be fulfilling and sustainable for me. I'm so grateful to the staff at EAP for helping to make employment more accessible to those of us who haven't always had an easy time with it." — River



Programs for Newcomers and Internationally Trained Immigrants

Ontario Bridge Training Program: Foundations in HVAC, Information Technology, and Network Cabling

The Career Foundation’s Ontario Bridge Training Program (OBTP) supports Internationally Educated Professionals (IEPs) in HVAC, IT, and Network Cabling. It offers sector-specific training to help IEPs succeed in the Canadian workforce.

Each program builds on the technical skills and education participants gained in their home countries. In 2023-2024, OBTP hosted 25 hiring events, connecting participants with employers and facilitating job placements. The programs established 81 new partnerships with employers in the Greater Toronto and Hamilton Area and 33 collaborations with community partners, expanding career opportunities and support networks.

Our Foundations in IT program notably saw increased participation and interest from women, with over 42% of candidates identifying as women. Participants in our IT program received a one-year free membership to Canada’s Association of Information Technology Professionals and had the opportunity to network with companies like Cogeco, Siemens, Rogers, Air Canada, Bell, Telus, and Numeris. Our team also appeared on the TV program, Toronto 360, to reach a broader audience.



To strengthen awareness of our OBTP programs, we attended Toronto Newcomer Day, moderating roundtable discussions at citizenship ceremonies to connect with the local community. Our Network Cabling program was also featured in a promotional video produced by Insauga, highlighting our client success stories.

In collaboration with COSTI and other community partners, we organized information sessions to raise awareness of bridge training programs. We also held hiring events at Herzing College on graduation days, offering graduates immediate access to employment opportunities.

All program participants also received assistance with microlending, educational credential assessments, and Canadian Language Benchmark (CLB) assessments.

The Career Foundation Bridging Program continues to empower IEPs, foster community, and enhance their integration into the Canadian workforce through innovative approaches,

strategic partnerships, and a strong support network. We are proud of our accomplishments and look forward to further successes.

Client Success Story: Preet (Foundations in HVAC)

Preet immigrated to Canada hoping to build a better life for his family. Before moving to Canada, Preet earned a College Diploma in Electrical Engineering, but his credentials were not recognized in Ontario. This obstacle did not deter him from working hard and providing for his family through multiple survival jobs. Preet was willing to prioritize his family’s success over his career.

After his wife achieved her career goals, she encouraged Preet to pursue his dream career. Preet, passionate about working with his hands, had always considered a career in HVAC – a prosperous industry in Canada. Together, they attended an information session with The Career Foundation to learn more about his options.



Preet was ultimately selected to enter the HVAC bridging program, which provided extensive support, including Workplace Culture and Communication Training, Technical Training, coaching, and employment assistance. Preet knew he had found the right fit.

During the program, Preet's instructors recognized his hard work, dedication, and eagerness to learn. He made the most of the opportunity, working hard to achieve his goals and further support his family. We worked closely with Preet to support his training and helped him to obtain his licence in the HVAC industry. After sharing his interest in opening his own business, we connected him with the City of Toronto and Access Community Capital Fund for business planning and financial assistance. He is now on track to being self-employed.

Preet credits The Career Foundation and its community partners for helping him realize his dream. Preet now refers family and friends to our Ontario Bridge Training Programs, grateful for the support he received and recommending their services to anyone looking to advance their career.

Client Success Story: Khadija (Foundations in IT)

Khadija came to Canada in 2017 as a refugee who relied on Ontario Works (OW) to meet her family's financial needs. Despite her Bachelor of Science in Information Technology, she struggled to find a meaningful full-time job. Volunteering in local NGOs, Khadija committed to upskilling her IT knowledge and applying to entry-level jobs. Referred to the Foundations in IT program through a refugee program,

Khadija sought to learn new IT skills and secure a full-time job. During her intake interview, she mentioned financial barriers impacting her family life and her low self-esteem due to her education being outside Canada and lack of local work experience.

Over 11 weeks of coaching and training in workplace communication, job search skills, and cloud security, Khadija showed commitment and eagerness to improve. She received one-on-one sessions to address her interview struggles, including frequent mock interviews and access to Devant, an online tool for asynchronous interview preparation. This helped her practice effectively and communicate her skills during interviews.

Khadija was also connected with a female mentor to navigate being a woman in tech and overcome self-doubt. Her progress was briefly halted as conditions in her home country worsened, affecting her mental health. The Foundations in IT team provided consistent check-ins and support, offering a platform for her to express concerns and seek additional help. Motivational coaching helped her overcome stress and rebuild her resiliency.

Ultimately, these strategies led to a positive outcome. With our continuous coaching, training, and connections to employers, Khadija was able to secure her first-ever full-time job in Canada!

"The Career Foundation really helped me. I took a cloud security course that taught me a lot. They helped me make a resume from scratch and apply for a job. The IT courses were really helpful and expanded my knowledge of my field." — Khadija

Client Success Story: Akena (Foundations in Network Cabling)

In October 2023, Akena arrived in Canada from Uganda as a refugee, bringing with him a robust background in Networking Cabling and IT. However, navigating the Canadian system posed challenges. Determined to find a solution, he embarked on a quest to transition into the Canadian market.

Guided by his Ontario Works caseworker and shelter manager, Akena discovered bridging programs designed to help professionals like him integrate into the Canadian workforce.

During the pre-employment portion of the program, Akena attended workplace communication workshops, actively engaging in learning about the interpersonal and communication skills required in Canadian workplaces. He received coaching on honing his presentation and interview abilities, which played a crucial role in his job search.

Akena consistently attended lessons, demonstrating eagerness to learn. We worked closely with him and coached him on job search strategies, effective networking, and optimizing his cover letter and resume for Applicant Tracking Systems (ATS).

Throughout the seven weeks of Technical and Essential Skills Training at Herzing College, Akena achieved significant milestones. He obtained certifications in Network Cabling, WHMIS, and Working at Heights. He deepened his understanding of structured cabling techniques and fiber optic cable technology in Canada. He also



improved his proficiency in using various power tools and hand tools essential in the Network Cabling industry.

Furthermore, Akena was supported with learning the Canadian and Ontario Building Codes, enabling him to read and interpret blueprints. Finally, he received training in Elevating Work Platforms (SL/BL), Scaffold and Ladder safety, Health and Safety Awareness, and Lockout/Tag Safety.

Akena not only acquired technical expertise but also gained valuable insights into Canadian work culture. His dedication paid off when he secured a full-time position as a networking field technician. Grateful for the opportunity to start anew in Canada, Akena eagerly anticipates a bright future in the trade!



Canada-Ontario Job Grant

The Canada-Ontario Job Grant (COJG) team at The Career Foundation operates on behalf of our five employment centres in the Greater Toronto Area. The program continues to empower employers to meet industry demands and upskill Ontario's workforce.

Approved training takes place in Ontario, benefiting both participants and companies across the province. Employers have the flexibility to choose employees with specific expertise and enhance their skills, all without bearing the full training cost. Here, the grant supports permanent, sustainable full-time jobs.

Moreover, the COJG program supports job creation and unemployed individuals, providing incentives to employers for training and additional material support to new hires during their placements.

Benefits for Employers

The COJG program has had a significant positive impact on our employer partners in 2023-2024. The grant has enabled employers to adapt to industry-specific trends and promote business growth and expansion.

Employers identified skills gaps in their workforce and provided training to address them, with the grant sharing the cost. The program also supported the hiring of new employees who required training, helping to fill job vacancies and further strengthen teams.

Benefits for Employees

For employees, the Canada-Ontario Job Grant has provided a pathway to increased marketability in today's highly competitive labour market. Through the grant, employees have upgraded their

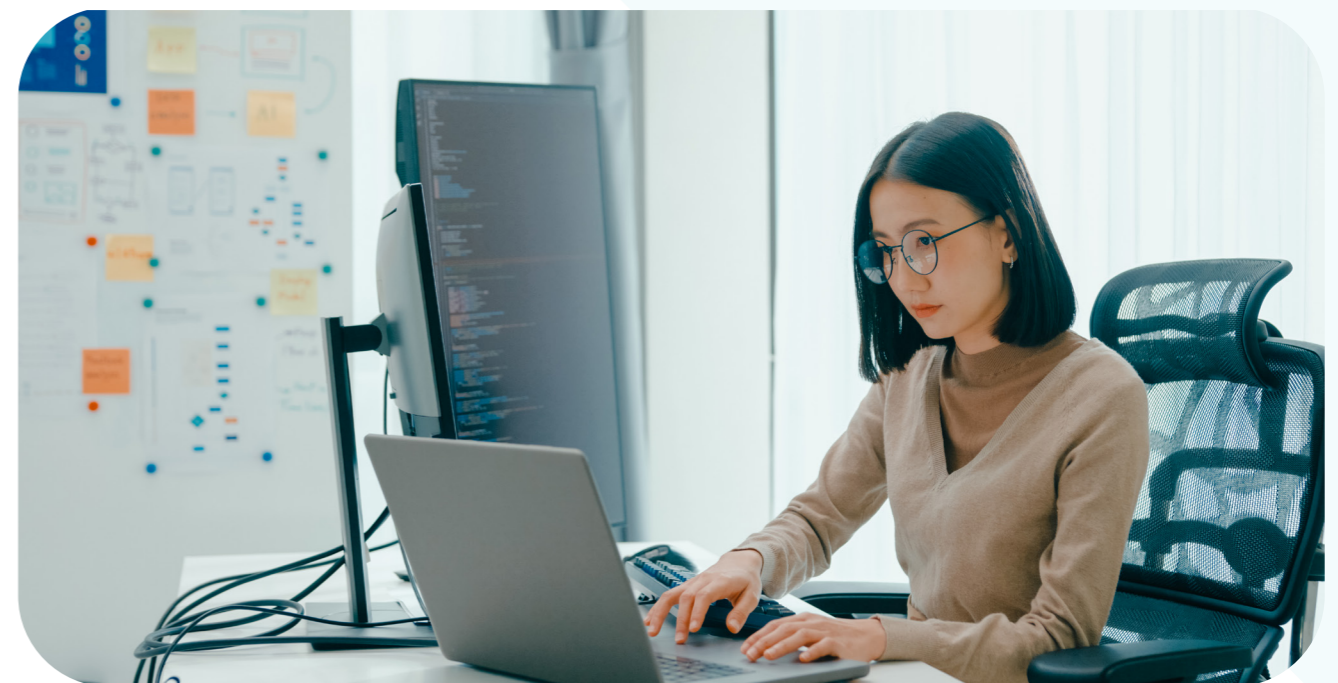
skills, leading to career advancement, promotions, and wage increases.

Eligible employees are also entitled to submit reimbursement of applicable participant supports items (for example, professional clothing), positioning them for success in their short-term placements and long-term careers.

Of all the New Hires in the last fiscal year, 100% of them went on to retain full time employment with their employers post-placement.

Additional Program Successes and Innovations

Overall, the COJG program has attracted a diverse range of companies from various sectors including educational services, manufacturing, and professional/scientific/technical services. Commonly funded training areas include management/leadership, sales, marketing, and technical engineering.



Throughout the year, the COJG team achieved notable successes, with all approved applications designated as "Tier 1." These Tier 1 applications, signifying training that leads to new or improved jobs, demonstrate equitable distribution among employers and align with the Ministry's preferences.

The COJG team is dedicated to continuous innovation and increased efficiency. A digital transformation is underway, streamlining the application process and reducing paperwork. Additionally, the team has developed additional enhancements to measure and monitor training dollars, ensuring effective grant distribution.

Looking Ahead

We continue to diversify the industries and sectors that we support, ensuring a wide reach and impact of the COJG funds. Moving forward, we will continue to work with employers to integrate new hires into the training program that will set them up for long-term success in this changing economy.

Employer Partner Success Stories

The Career Foundation works with over **4,000 employer partners** that range in size and industry. In 2023-2024, we developed exciting new partnerships and leveraged many of our existing relationships to help registered job seekers secure employment.

We have profiled some of our employer partners from the past year to give you a better sense of the services we provided and how they benefited job seekers.



Segovia Coffee Co.

Segovia Coffee Co. is a family-owned business that imports and roasts single-origin coffee from Nicaragua. They also operate a cozy espresso bar in Brampton, where they serve their coffee and empanadas, desserts, and other treats. Because of their dedication to hiring locally, they were given a special Business Excellence Award by the Brampton Board of Trade.

Segovia Coffee Co. has been a loyal and supportive employer partner with The Career Foundation's Completing the Circle (CTC) Program since 2021. They have hired participants from the program and benefited from financial support, providing opportunities to the community while offering quality employment experiences where youth can develop their skills.

Segovia Coffee Co. has provided our clients with a safe, respectful, and inclusive work environment and opportunities

for skills development, training, and advancement. One of our clients, who started as a barista, was promoted to a hand lead position and is now responsible for training other staff members. Another client who had no previous experience in the food industry learned how to make empanadas and other delicious dishes from scratch, providing her with new marketable skills.

Segovia Coffee Co. also offers flexible working hours for our clients. They have understood and accommodated our clients' needs and challenges during training. They have also kept CTC staff updated on our clients' performance and feedback, ensuring a smooth and successful transition to the workplace.

We are grateful for their collaboration and commitment to creating quality employment opportunities for youth in Brampton.



Cogeco

Founded in 1957 by Henri Audet, Cogeco is the only broadband services company with a significant presence in both Canada and the U.S. Over 65 years, it has grown steadily and operates 21 radio stations. With over 4,700 employees, Cogeco focuses on sustainable, inclusive growth, providing a respectful workplace, and enriching lives through human connection and vibrant communities.

In 2023, Cogeco and The Career Foundation's Foundations in IT program began collaborating to support internationally trained individuals (ITIs) arriving in Canada. At the time, they were primarily seeking Customer Service Associates with expertise in IT, telecommunications, and customer service.

Recognizing their talent, both The Career Foundation and Cogeco organized mentoring sessions and hiring events

to help program participants secure employment in Canada. After four hiring events, nine candidates from our Foundations in IT program were hired by Cogeco.

The success stories don't end there — three of these hires have already earned promotions, demonstrating the high calibre of candidates emerging from the Foundations in IT program. This partnership has flourished, with both organizations actively supporting each other to ensure a steady flow of qualified hires.

Looking ahead, the Foundations in IT team remains dedicated to working closely with Cogeco, organizing ongoing hiring events and ensuring that ITIs continue to find promising career opportunities.



Company Braised

Company Braised is a family business owned and operated by Sam Scanga and his relatives for several decades. It runs several booths in the CNE Food Building in Toronto, including the iconic Primo booth and four others, such as Cookie Dough Me!, which offers fried cookie dough and Reese’s peanut butter cups, and Bombay Spice Street, which serves giant samosas. Each year, Company Braised plays an integral role in upholding both the traditional and imaginative food offerings that CNE visitors look forward to each year.

The Career Foundation’s Youth Job Connection Summer (YJCS) program has successfully partnered with Company Braised since 2018. Since this time, our program has worked collaboratively with the organization to assist young workers in securing meaningful job opportunities that help them to acquire critical working skills. We have also assisted with referring program participants and organizing hiring events to match job seekers with opportunities.

In 2023-2024, we supported Company Braised with hiring six diverse high school students from our YJCS program for their CNE food booths.

Each year, Company Braised recruits many hires within a short time frame and has shared that the preparedness of students from our program has been valuable.

The six YJCS participants hired by Company Braised this summer all had limited to no work history. Accordingly, we increased their job readiness by providing training on strategies for success in the workplace as well as other critical employment skills. We also helped all six hires in securing their Safe Food Handler’s certification, further ensuring they had the requisite skills to thrive in their new roles.

Like previous years, all participants that secured work with Company Braised raved about their experiences. Specifically, our participants noted that their employment has provided them with a great environment to learn new skills, while also building confidence, having fun, and creating new connections. Many of our participants who worked with Company Braised in previous seasons have returned the following season, with several also referring their siblings and friends.

Company Braised has proven to provide stellar and highly supportive early job opportunities for young and diverse high school students!



Integral Tech Solutions

Integral Tech Solutions, a growing company based in Oakville, specializes in IP infrastructure services and cabling installations across the Greater Toronto and Hamilton Area (GTHA). Their mission is to deliver top-notch network cabling services while fostering technological advancement within the region.

Our partnership with Integral Tech Solutions began in late 2023, during a period when the company faced significant hiring challenges due to its small size and specialized needs. Recognizing their struggle, The Career Foundation reached out to offer support and resources, ensuring that the employer could find the qualified technicians they needed.

In 2023-2024, we supported Integral Tech Solutions through targeted recruitment efforts. We prepared and pre-screened our clients and verified their certification, and ensured they met other requirements. This meticulous process saved the company time and resources. As a result, Integral Tech Solutions swiftly hired several of our participants, who have been praised for their exceptional work ethic and dedication to learning the trade.

Additionally, we have engaged Integral Tech Solutions in feedback sessions that have been instrumental in enhancing our training programs, ensuring they align with the industry’s evolving needs. Their involvement has not only strengthened our relationship but also bolstered the credibility of our services within the network cabling industry.

Integral Tech Solutions was initially referred to us by another partner company, Idea Networks, highlighting the strength of our network and the trust we have built within the sector. This partnership exemplifies the positive impact we strive to achieve through our employment services, providing mutual benefits for employers and job seekers alike.

“I would like to thank you for all the help you have given me over these past few weeks, and as my business grows, I hope that we can stay in touch and help more of your candidates get the opportunities they deserve.” — **Ryan King, Founder of Integral Tech Solutions**





Community Partnerships

The Career Foundation participates in various service delivery networks in Toronto, Hamilton, Ottawa, London, and surrounding areas. We are also involved in online networks across the country.

We are active at community action tables, regional planning councils, local BIAs, Chambers of Commerce and Boards of Trade, industry steering groups, and other local and national issues-based roundtables. These connections have helped to deepen our relationships with our stakeholders and have resulted in increased referrals, formal partnerships, and working groups that collaborate on solving problems and advancing the sector.

Pop-up Mobile Housing Support Hubs

In 2024, The Career Foundation collaborated with The Neighbourhood Organization (TNO) and the United Way in delivering 16 Pop-up Mobile Housing

Support Hubs from May 30 to August 29. The goal was to bring services to community spaces where people with unmet housing needs gathered. A small collective of service providers formed the mobile unit, integrating a variety of services to ensure easier access to housing, food, settlement, healthcare, legal services, employment, and mental health support.

The mobile unit had a weekly presence in four different locations in North York, including Lawrence Heights Community Centre, Oriole Community Centre, 101 Placer Court, and Willowdale Welcome Centre. There were 25 supporting agencies, including Madison Community Services, North York Harvest Food Bank, TNO, Willowdale and Downsview Community Legal Services, JIAS, ACT Toronto, Homes First, VHA, NeighbourLink, NYCH, Baycrest, Working Women Community Centre, The Housing Help Centre, Mennonite New Life Centre, and more.



These pop-up mobile housing support hubs ultimately:

- supported 690 North York residents (specifically newcomers, refugees and unhoused people) with a variety of resources and support services
- helped shelter residents access affordable housing options, including assistance with transitioning out of emergency shelters into supportive housing, and improved service access to food, mental health, settlement, employment, and ethno-specific/multi-service organizations
- strengthened partnerships with various wraparound service providers, which we will continue to collaborate with in future community-driven events
- enabled The Career Foundation to develop an outreach pipeline to connect with vulnerable residents in North York
- fostered relationships with employers like Better Living Health and Community Services who attended one of our hiring events and employed some of our clients
- allowed us to connect with residents most distant from the labour market and in need of service





These are some of the other community partners we collaborated with in 2023-2024:

- Ability Learning Network
- Aboriginal Apprenticeship Board
- Accelerate Auto
- Accenture
- ACCES Employment
- Access Community Capital Fund
- Achēv
- ACSA Scarborough South Drop In
- Act First Safety
- ACT Toronto
- Addiction Services Central Ontario
- Adecco
- Adults in Motion
- Afghan Women's Organization
- Africans in Partnership Against AIDS
- Agilec
- Ahead of the Curve - Wellness
- Albion Neighbourhood Services
- Amazon Web Services (AWS)
- Anderson College
- Apogees IT services
- Aptus Treatment Centre
- Associated Youth Services of Peel
- Association of Translators and Interpreters of Ontario (ATIO)
- Aurora Dragonfly
- Authentic Business Communication
- A Women's Work Support Centre
- B.O.L.T
- Baycrest
- Bernard Betel Centre
- Better Living Health and Community Services
- Big Brothers Big Sisters of Peel
- Black Creek Community Centre
- Black Moms Connection
- Black Professional in Tech Network
- Brands for Canada
- Building Up
- Burnhamthorpe Adult Learning Centre
- Business Inc.
- CAFCAN Caribbean African Canadian
- CAMH
- Canada's Association of IT Professionals
- Canadian Centre for Diversity and Inclusion
- Canadian Council on Rehabilitation and Work
- Canadian Hard of Hearing Association
- Canadian Hearing Society
- Canadian Professional Sales Association (CPSA)
- Canadian South Asians Supporting Independent Living (C-SASIL)
- Canadian Training Institute
- Canadian Ukrainian Immigrant Aid Society (CUIAS)
- CAN WiN
- CARE Centre for Internationally Educated Nurses
- Career Dynamics Network
- Career Edge
- Career Pathways at Mohawk College
- Carpenters Union Local 18
- Catholic Cross Cultural Services
- Catholic Community Services York Region
- CDI College
- CEE - Centre for Young Black Professionals
- Centennial College
- Centre for Addiction and Mental Health
- Centre for Cybersecurity Innovat10n
- Centre for Diverse Learners
- Centre for Diverse Women and Families (MIAG)
- Centre for Immigrant and Community Services (CICS)
- Centre Francophone du Grand Toronto
- Children Services
- CIPS - Canada's Association of Information Technology Professionals
- City Adult Learning Centre
- City of Toronto
- City of Hamilton-Advisory Committee for Persons with Disabilities
- City of Hamilton-Strategic Youth Initiatives
- CMHA-Bounce Back Program
- CNIB
- Collège Boréal
- College of Nurses of Ontario
- Colleges & Institutes Canada (CICan)
- ComIT
- Community Healing Project
- Community Living
- Community Youth Programs Inc.
- Conestoga College
- ConnexHealth Inc.
- Consolidated Credit Counseling Services of Canada
- Construction Connections
- Construction Ontario (a division of Merit Ontario)
- Contact North
- Connectability Inc.
- Corbrook
- Correctional Service Canada
- COSTI
- Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC)
- CultureLink Settlement & Community Services
- CUTI Centre for Training
- Daily Bread Food Bank
- Delta Family Resource Centre
- Devant
- Developmental Services Ontario (DSO)
- Diversity Development Network of Canada
- Dixie Bloor Neighbourhood Centre
- Dixon Community Services
- Dixon Hall Employment Services
- Down Syndrome Association of Hamilton

- Downsview Community Legal Services
- Dress for Success
- Dress Your Best
- Durham College
- East Toronto Community Legal Services
- East York Housing Help Centre
- ECLYPSE Youth Centre
- Ecuhome Corporation
- Eden Community Food Bank
- Elevate Talent
- EllisDon
- ENAGB-Indigenous Youth Agency
- EnerQuality
- Enterprise Toronto
- Epilepsy Toronto
- Equitek Employment Equity Solutions
- Ernestine's Women Shelter
- Eva's
- Extend a Family Toronto
- Fair Chance Learning
- Family Navigation Project
- Family Social Services
- FCJ Refugee Centre
- FedCap
- FIELDS - Cyber Connexion
- First Aid Care
- First Canadian Health
- First Response
- First Work
- Food & Beverage Ontario
- FoodShare
- Foresight
- Forrest Green Resource Management Group: IndigenousTech.ai Corporation
- Fred Victor Bethlehem United Shelter
- Free Counselling Society Canada
- Frontlines Toronto
- Frontier College
- General Assembly
- George Brown College
- Global Experience Ontario
- Goodwill
- Good Shepherd Ministries
- Griffin Centre
- Grow With Google
- Halton Multicultural Centre
- Hamilton Literacy Council
- Hamilton Regional Indian Centre
- Hamilton Wentworth District School Board
- Hammer Heads
- Health Bound
- Heritage Skills Development Centre
- Herzing College
- Himark Occupational Skills Training
- Hire Canada
- Homes First
- Hospitality Training Action Centre Local 75
- Hospitality Workers Training Centre
- Houselink & Mainstay Community Housing
- Humber College
- Humaniti
- IBEW 353 Pathway Program
- ICAS Canada
- ICTC - Information and Communications Technology Council
- Imagined Transformations
- Immigrants Working Centre: Trades Gateway
- Immigration and Citizenship Canada
- Inclusivity Institute
- Independent Learning Centre
- IndigenousTech.ai
- Indigenous Services Canada
- Indus Community Services
- Institute for Canadian Citizenship
- International Brotherhood of Electrical Workers - Local 353
- Interval House of Hamilton
- Jamaican Canadian Association
- Jane Alliance Neighbourhood Services
- Jane Finch Community Ministry
- Jane Street Hub
- Jewish Russian Community Centre of Ontario
- Job Skills
- Job Start
- John Howard Society
- JumpStart
- JVS
- Kennedy House
- Kibbi Technologies Inc.
- KOFE
- Labour Education Centre
- LAMP Community Health Centre
- Landscape Ontario Horticultural Trades Association
- Learning Enrichment Foundation
- Learning Disabilities Association of Toronto and Hamilton
- Legal Aid Ontario
- Let's Get Together
- Lighthouse Labs
- Logics Technology
- Loyan Foundation
- Madison Community Services
- Malton Neighbourhood Services
- Manpower
- March of Dimes
- McMaster University-Equity and Inclusion Office
- Medex College
- Mennonite New Life Centre
- Merit Ontario
- Meta Centre
- Metro Toronto Movement for Literacy
- Midaynta Community Services
- Milestones Financial Group
- Military Family Resource Centre
- Mind Matters Physiotherapy
- Minute School
- MISA
- Mississauga Food Bank
- Miziwe Biik Aboriginal Employment and Training
- Mohawk College
- Mothercraft
- Native Child and Family Services
- Native Women's Resource Centre LBS
- Native Women's Shelter Hamilton
- Neighbourhood Link Support Services
- NetWORKS
- New Canadian
- New Circles Community Services
- New Horizons
- Newcomer Centre of Peel
- Newcomer Women's Services
- Next Steps Employment Centre
- Nexus Youth Centre
- Niagara Folk Arts Multicultural Centre
- Nisa Homes (NH)
- North Compass Immigration Consulting
- North York Community House
- North York Harvest Food Bank
- North York Women's Centre
- Notre Dame House Hamilton
- Nova Staffing
- NPower
- OCASI
- Occupational Safety Group
- Ontario Association of Certified Engineering Technicians and Technologists (OACETT)
- Ontario General Contractors Association
- Ontario Home Builders' Association
- Ontario Native Women's Association
- Ontario Non-profit Network
- Ontario Personal Support Workers Association
- Ontario Tourism Education Corporation (OTEC)
- ONxpress
- Overcomers United
- Palette Skills
- Pardons Canada
- PARO Centre for Women's Enterprise
- PATH Employment Services
- Pathways to Education
- PCPI
- Peel Alternative School
- Polycultural Immigrant and Community Services
- Prepr Foundation
- Professional Engineers of Ontario
- Pomerleau

- Project Liftoff
- Project Work
- Prometric
- Prosperity Project
- PTP
- Punjabi Community Services
- RACI Immigration Services
- Randstad
- RBC - Meeting Place
- Ready, Willing and Able
- reBOOT Canada
- Regent Park Community Health Centre
- Region of Peel Family Shelter
- Reliance
- Rest Centres
- Retail Council of Canada
- Rexdale Community Health Centre
- Rexdale Women's Centre
- Richmond Heights Health Care
- Riipen
- Rise
- Sakeenah
- Salvation Army
- San Lorenzo Latin American Community Centre
- Scarborough Centre for Alternative Studies
- Scarborough Community Legal Services
- Scarborough Good Neighbours Drop-in
- Scarborough Housing Help Centre
- Scarborough Storefront
- Scarborough Women's Centre
- Schulich School of Business
- Seneca College
- Service Canada
- Seva Food Bank
- Sheridan College
- Skilled Moms
- Skills Council of Canada
- Skills for Change
- Smart Serve Ontario
- Somali Canadian Association of Canada
- Spinal Cord Injury Ontario
- SpringBoard
- St. Joes-Cleghorn
- Stonegate Community Health Centre
- Strides Toronto
- Summit Coaching Group
- Syme Woolner Neighbourhood and Family Centre
- TALENT
- TAMOGO
- Tellent Services Inc.
- TELUS
- The African Centre for Refugees in Ontario
- The Canadian Information Processing Society (CIPS)
- The Canadian Training Institute
- The Centre for Spanish Speaking People
- The Coalition for Persons with Disabilities in Mississauga
- The Diversity Development Network of Canada
- The Housing Help Centre
- The Indigenous Network
- The Learning Place (TLP)
- The Neighbourhood Group/ St. Stephen's Community House
- The Neighbourhood Organization (TNO)
- The Present Therapy
- The Red Cross
- The Redwood
- The Stop Community Food Centre
- Times Change
- TMBUK2 Education Inc.
- TopNotch Employment Services
- Toronto Board of Trade
- Toronto Business Development Centre
- Toronto Catholic District School Board
- Toronto Community Benefits Network
- Toronto Community Employment Services
- Toronto Community Housing
- Toronto Council Fire Native Cultural Centre Employment
- Toronto District School Board
- Toronto's Economic Development Departments
- Toronto Employment and Social Services
- Toronto Metropolitan University
- Toronto North Support Services
- Toronto Parks, Forestry & Recreation
- Toronto Public Health
- Toronto Public Library
- Toronto Workforce Innovation Group
- Toronto Youth Partnerships & Employment
- TRIEC
- Trillium Health Centre
- Trinity Solutions Money Management
- triOS College
- Tropicana
- Unison Community Health Centre
- United Way
- University Settlement
- Up with Women
- Uvaro
- Ve'ahavta
- VHA Home Health Care
- VPI Inc.
- Warrior's Conquest
- Welcome Centre Immigration Services
- Wesley, Newcomer and Community Services
- West Scarborough Neighbourhood Community Centre
- Westwood
- William Osler Health Partners - Etobicoke General Hospital
- Willowdale Community Legal Services (WCLS)
- Wilma's Place
- Windmill
- Wizco
- Women's Centre of York Region
- Women in HVAC
- Women in Tech
- WoodGreen
- Workers' Health and Safety Legal Clinic
- Workforce Planning Hamilton
- Working Skills Centre
- Working Women Community Centre
- World Education Services-Canada (WES)
- Xperience Annex Hamilton
- YMCA
- Yonge Street Mission
- York Youth Coalition
- York Community Housing
- York University
- Yorkdale Adult Learning Centre
- Yorktown Family Services
- Youth Employment Services (YES)
- Youth Services Bureau Ottawa
- Youth Speaker Academy
- Youth Wellness Hub
- YWCA
- YWCA - TOP Program
- YWCA Metro Vancouver

Memberships on Committees and Community Advisory Groups

- Arboriculture SDF Advisory Committee (led by The Career Foundation)
- Black Professionals in Tech Network
- CICE/CP Program Advisory Committee at Mohawk College
- Diversity Development Network of Canada
- Employment and Labour Market Advisory (ELMA), Woodbine Community Benefit Agreement
- Employment and Labour Market Partners Working Group (ELMPWG), Woodbine Casino Project
- Employment Resource Connections Action Group (ERCAG) — Co-chair
- Etobicoke Service Delivery Network (ESDN)
- George Brown College Program Advisory Committee, Career & Work Counselling Program
- Hamilton Disability Employment Network (HDEN)
- Hamilton Skills Development Flagship (Adult Basic Education Association)
- Immigrant Youth Employment Roundtable
- Internationally Educated Professionals Conference (Annual Steering Committee)
- John Howard Society — Core Member of the Toronto South Community Reintegration Planning Table
- Lawrence Heights Social Development Grant Trustee and Advisory Chair
- Mayor Brown's City of Brampton Economic Development Council
- Mississauga Board of Trade
- North York Community Cluster
- Scarborough E-Team
- Service Delivery Data Hub
- Supported Employment Alliance
- Regional Diversity Roundtable (RDR)
- Ontario Council of Agencies Serving Immigrants (OCASI)
- Ontario Disability Employment Network (ODEN)
- The Building Show Career Hub Committee
- Toronto Centre Service Delivery Network
- Toronto Community Benefits Network
- Toronto East Quadrant Local Immigration Partnership (TEQLIP)
- Toronto North Local Immigration Partnership (TN-LIP)
- Toronto Region Board of Trade
- Toronto West Local Immigration Partnership (TW-LIP)
- Toronto West Partners (TWP)
- Vaughan Chamber of Commerce
- Youth Employment Partnership (YEP)
- York Weston Pelham (YWP) Cluster





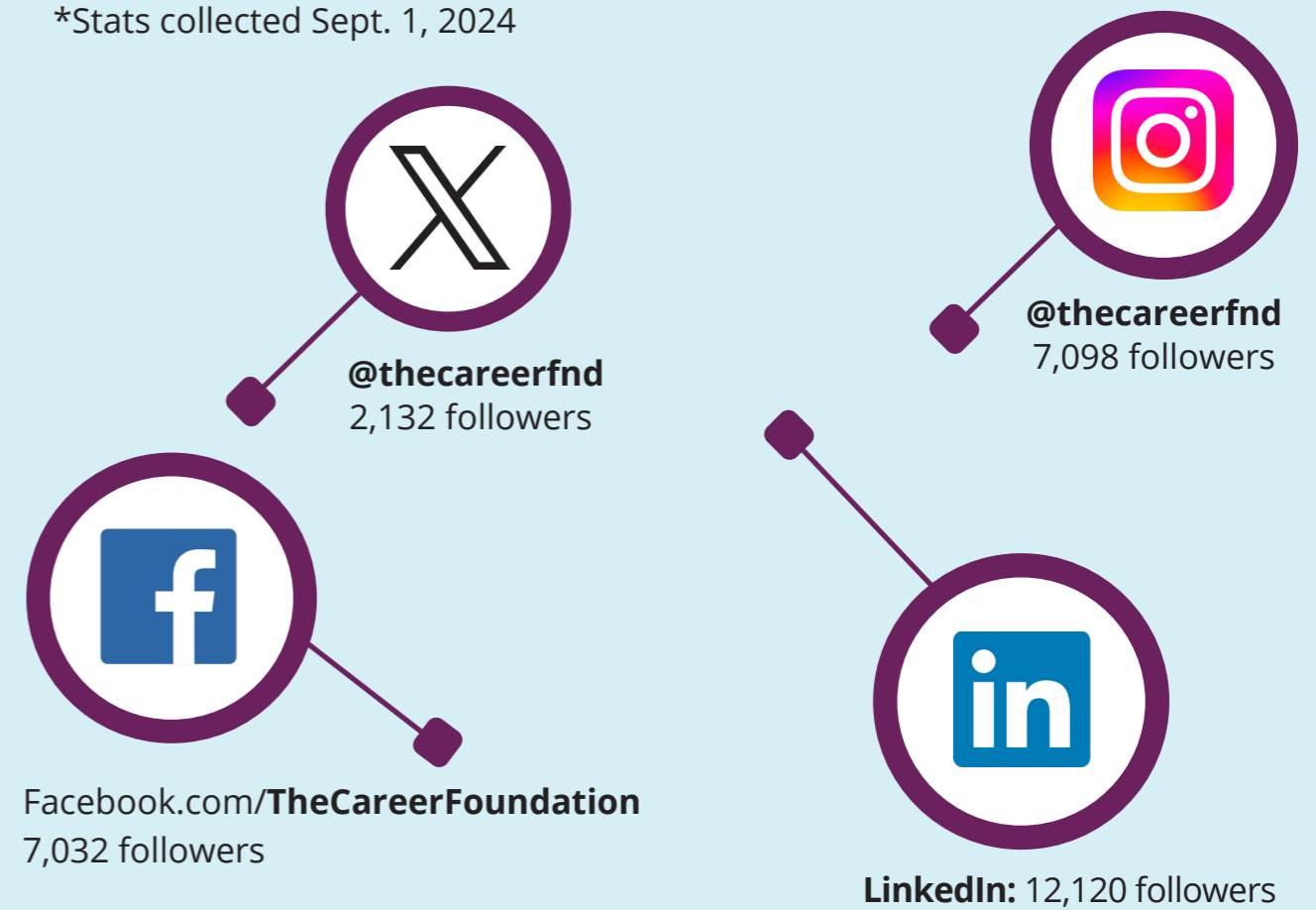
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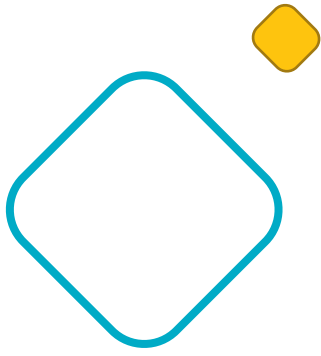
The Career Foundation gratefully receives funding from the government and sector partners, allowing us to deliver employment and training solutions at no cost to job seekers and employers.



Social Media Following

*Stats collected Sept. 1, 2024





THE CAREER FOUNDATION
Developing Human Potential



Head Office (Lawrence Allen Centre)
700 Lawrence Ave. West, Suite 435
Toronto, ON M6A 3B4



Toll free: 1-855-223-8231



management@careerfoundation.org

www.CareerFoundation.com

Designed and developed by: Kyle Reynolds

