



EMPLOY *Abilities*

Helping Real Albertans find Real Jobs

ANNUAL REPORT // 2017-18

The President's Annual Message



DR. OLLIE TRISKA
President

EmployAbilities was very busy with numerous projects undertaken by the Board of Directors and staff, and a number of graduations that took place over the past year. Many of the clients were employed before completing their programs. Some of EmployAbilities' accomplishments included a major Bylaw review to update the policies and be current and in concert with provincial legislation.

A project that the Board of Directors undertook was developing an investment strategy that would help offset the operating costs incurred by EmployAbilities. The investment portfolio has increased over the past year successfully. With responsible fiscal management of our investments, EmployAbilities will remain viable.

A membership campaign was started to gain new members to support EmployAbilities. This project is new and is an exciting chapter in EmployAbilities' history.

The past year was fulfilling, exciting, and it was a pleasure for the Board to interact with EmployAbilities management and staff. The next year will also bring many successes to EmployAbilities. Thank you to all who supported our organization.

EMPLOY
Abilities

BOARD OF DIRECTORS

Back row:
Simon Rowe, Ed Lavallee,
Logan Sawchuk

Front row:
Edgar Jackson, Dan Stannard,
Dr. Ollie Triska, Ken Saunders

Missing:
Carmen Thomas, Andrea Szabo



Message from the Executive Director



JASON LOEWER
Executive Director

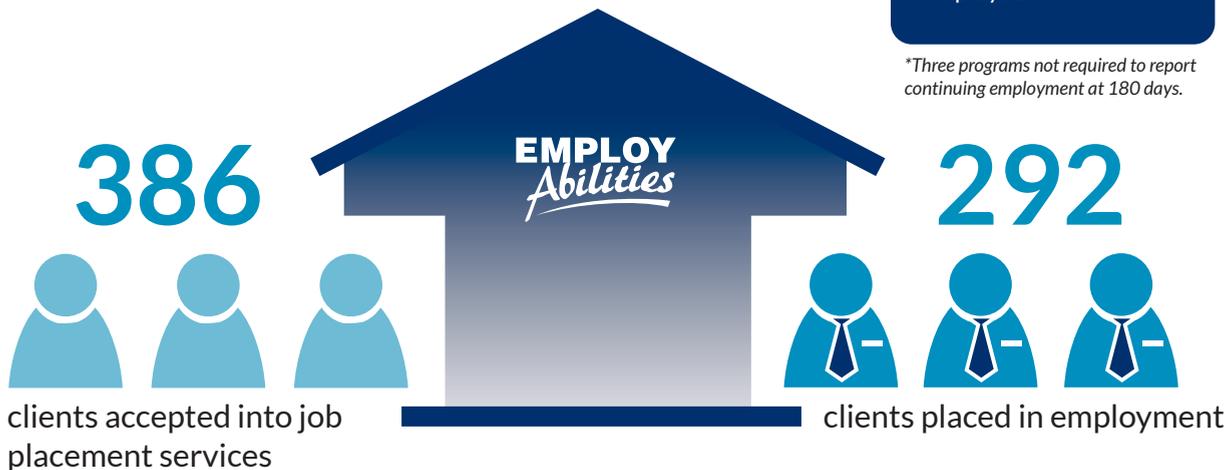
As I reflect back on this past year a few big accomplishments stand out that have had a positive or will have a positive impact in the lives of Albertans with disabilities and barriers to employment. EmployAbilities staff supported over 2,000 Albertans with services that included: resume development, computer supports and employment related supports. 386 Albertans with disabilities or barriers were accepted into in-depth job placement services with 292 supported to find employment. Not only did EmployAbilities support our clients to find employment but EmployAbilities also helped the right person find the right job at the right time; 89% of those clients supported were still employed at three months and 68% were still employed at six months.

The theme of our annual report is real people, real jobs. Every Albertan should have the opportunity to work no matter the disability or barrier.

Real people, real jobs the Alberta way!

Programs Statistics

July 1, 2017 to June 30, 2018



What's New

EmployAbilities has started 2 new programs in 2018 in the Bonnyville/Cold Lake region and in Hinton. Career Evolution North and Career Evolution West are two brand new programs that extend our services to other communities in Alberta and broaden our reach to help real people find real jobs.



Serving the communities of Cold Lake and Bonnyville, Career Evolution North provides client-centred services to help Albertans on EI and EI Reachback of 10 years gain employment utilizing their existing skills and qualifications.

Services provided in Cold Lake and Bonnyville:

- Employment Placement
- Direct Job Matching
- Unpaid Work Exposure
- Short Term Training
- Retention and Follow-up Support



Let us help you make your job search a success!

Career Evolution West serves Hinton and surrounding area, offering client support services to:

- Unemployed or under-employed Albertans.
- Income support clients who have a short-term medical report.
- Individuals who require supports to overcome employment barriers.

The support services we offer include:

- Employment Assessment
- Skills Analysis
- Resume and Cover Letter Development
- Employment Skills Development
- Work Exposure Courses
- Job Finding Club
- Job Search Assistance
- Job Placement
- On the Job Supports

If you're an employer, we offer the following supports:

- Assist in placing the right person in the right job.
- Provide potential employees who are ready, willing and able to work.
- Provide ongoing support and retention services.

FINANCIAL STATEMENTS

Audited financial statements for the fiscal year from July 1, 2017 to June 30, 2018 are available by contacting EmployAbilities at 780-423-4106 or by e-mail to employ@employabilities.ab.ca.

In the Community



**“Alone we can do so little;
together we can do so much.”**

- Helen Keller



EMPLOYABILITIES NORTH (COLD LAKE, BONNYVILLE, ST. PAUL, VEGREVILLE & LAC LA BICHE)

A program providing skills training and employment supports to individuals with disabilities to assist in finding, obtaining, and retaining employment.



LAKELAND EMPLOYMENT SERVICES (COLD LAKE, BONNYVILLE & LAC LA BICHE)

Lakeland Employment Services provides one-on-one assistance to those clients experiencing barriers to employment. Through Job Club activities, this contract also provides Albertans assistance with resume development, job search, online applications and computer skills.



Resource centre assistance:



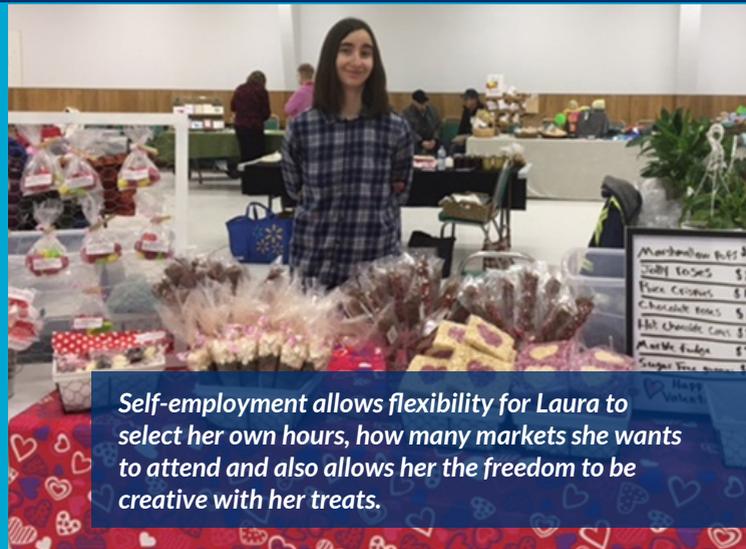
Share in the Success

Employment Stories from Our Participants

LAURA

Seraphim Sweets

Laura was thrilled to open her own treat making business Seraphim Sweets. Through the Customized Employment program in St. Paul, Laura was able to develop a business plan, purchase equipment and share her skills and talents. Laura has a passion for baking and plans to pursue culinary arts part time in college next year.



Self-employment allows flexibility for Laura to select her own hours, how many markets she wants to attend and also allows her the freedom to be creative with her treats.



Successful employment has helped Keegan gain confidence in himself and he has developed a great relationship with his managers.

KEEGAN

Bonnyville Forest Nursery

Keegan has a strong interest in assembly and he excels at detail oriented tasks. Keegan does well with lists and structure, completing each job with accuracy. A local tree nursery saw Keegan's strengths and skills as an asset to their business. Impressed with his speed and attention to detail, they created a position for Keegan on their team.

Over 400,000 Albertans, 15% of the population over the age of 15 have a disability. (2006 Census analysis)

Mission Statement

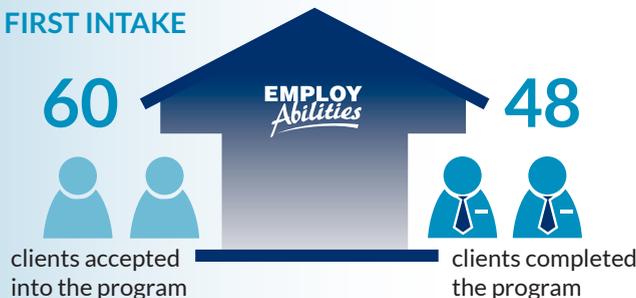
To provide specialized services to individuals with disabilities or barriers to employment by creating opportunities for skill development, education and employment.

RESTART YOUR CAREER (EDMONTON)

A 24 week skills training program serving individuals with diverse backgrounds and barriers to employment. The program prepares individuals for employment in entry level positions in various industries, such as administration, transportation, customer service, hospitality and data support. Training components include professional development, computer skills, work experience and certification in First Aid, CPR and WHMIS.



FIRST INTAKE



SECOND INTAKE: Still in progress

Think EmployAbilities for your business

Contact EmployAbilities today to find out how we can support your business to find dedicated, motivated employees.

AMINAT ABDULWAHAB

HR Assistant, Enbridge

Aminat Abdulwahab arrived in Canada from Nigeria with her spouse the third week in March 2018. She came to EmployAbilities to get some assistance to find work in this new country and culture. She enrolled in the Restart Your Career (RYC) program in April of 2018 looking to find a supportive and safe environment with the ability to acknowledge the adversity of adjustment to work in the Canadian culture. RYC was that environment. Aminat embraced the Professional Development modules, flourished with confidence and began to model the professionalism essential to success in the Canadian job market. She also made strides in growth throughout her time in Computer Training and demonstrated adeptness that would transfer into the workplace.

Aminat learned that securing employment as a newcomer has many challenges but with the support of Restart Your Career staff and expertise of the EmployAbilities Job Developers she continued to forge ahead. The Job Developers recommended her for an unpaid Work Experience with Enbridge.

She began her Work Experience within her professional field of Human Resources. After less than two days on the Work Experience, her manager suggested to her that they would like to recommend an offer of a work contract to follow her Work Experience completion at Enbridge. Initially, an offer of an Employment Contract offered by a prestigious employer was met with disbelief by Aminat. Then she was able to reflect on the many hurdles and sacrifices made by her in such a short time and now she had achieved the passage into the Canadian job market.

Aminat has expressed gratitude towards EmployAbilities and the Restart Your Career Program for their unwavering support and encouragement. She personally celebrated her achievements by welcoming her two young children into Canada two days before she began her Work Experience!



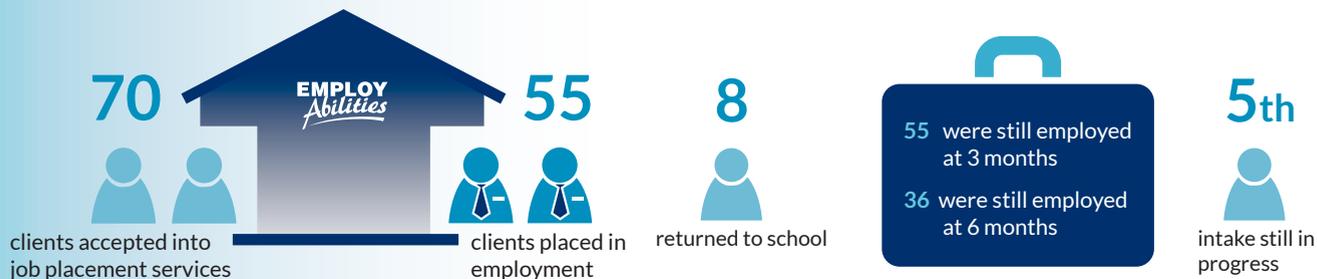
Aminat embraced the Professional Development modules, flourished with confidence and began to model the professionalism essential to success in the Canadian job market.

Values

We **collaborate** and **innovate** to provide **inclusive** services with **compassion** and **integrity** to all Albertans.

LEARN TO EARN (EDMONTON)

“Learn to Earn” Youth Skills Program at EmployAbilities is an innovative endeavor. The youth ages 15-30 who enroll in the program come from diverse backgrounds with multiple barriers to employment. The focus of the program is to deliver services with “Person Centred” planning, which emphasizes the gifts, abilities, skills, dreams and desires of the youth. In order to facilitate this process, the program uses interactive methods to keep the youth engaged throughout the program. Youth are given opportunities to demonstrate their skills and are provided with the tools to gain confidence, become motivated, and find meaningful employment.



13% unemployment rate for youth ages 15-24 in Alberta.

Share in the Success

Employment Stories from Our Participants

DANIEL OSTROSSER

Mark's Work Warehouse Ltd.

Every parent wants the best for their children. The best schools, best teachers, best coaches and best futures. Dan had completed his grade 12 but was short 1 credit to graduate. He decided to find a job and attend Alberta Distance Learning Centre (ADLC) to complete his grade 12.

His family helped him get his first 2 jobs, but since Dan had played hockey continuously from age 5 and this was his first year out of high school he wanted to get onto a Junior team. He tried out for and made the Beverly Warriors Junior hockey team. However, between his 10 hour day and night shifts, ADLC and Junior Hockey things fell apart quickly.

Dan was trying to get some direction for a career but could not seem to make a decision. As parents, we wanted to help him through this difficult time of uncertainty. Hearing about EmployAbilities on the radio, we felt that this was the direction to take. After an interview with the staff in the "Learn 2 Earn" program Dan really wanted to join the program.

There was an opening and he completed the Learn 2 Earn program. Little by little, we saw his confidence returning. The staff in the Learn 2 Earn at EmployAbilities were encouraging, insightful and knowledgeable.

Dan started a job at Mark's Work Warehouse Ltd. while he was completing the program. He enjoys his job and takes his responsibility very seriously. Dan is enrolled at Center High in Edmonton and is taking courses around computers and business. This time he is trying out for recreational hockey and only working part time until he completes these courses.

The staff in the Learn 2 Earn helped Dan to develop a focus and direction for his life.

We wish to thank the staff for helping Daniel complete the Learn 2 Earn program successfully at EmployAbilities.

Jeff & Lin Ostrosser



The staff in the Learn 2 Earn helped Dan to develop a focus and direction for his life.

Vision

We envision an inclusive society where all people are valued, respected and have the opportunity to work to their full potential.

EMPLOYABILITIES CAREER AND EMPLOYMENT CENTRE (EDMONTON)

Our centre provides assistance to Albertans with disabilities. The comfortable drop in model allows individuals to obtain skills training, supported job search, computer training, job placement support and development of their resumes and cover letters.



5780



A disability could be physical, mental health, developmental, learning, sensory or neurological.

Share in the Success

Employment Stories from Our Participants

BYRON

The Brick Furniture & Appliances

I arrived in Edmonton in January 2018. My grandmother had done some research about helping me to find a job. She gave me papers about this company called EmployAbilities and she really believed that these people would be able to help me find a job. I had been kind of going it alone looking for work in Westlock, with some help from my dad, but years went by with no work and I was getting depressed. I was beyond frustrated not knowing what I was doing wrong.



When I first went to EmployAbilities, I wasn't sure this was going to work. I didn't know anybody there and I filled out 2 applications for programs because I had no idea what this company was. The only thing I knew was that they helped you find employment. I attended some workshops for the "Putting Your Career in Gear" program through the EmployAbilities Career and Employment Centre (ECEC). I learned some very important things about the economy and how it relates to finding a job and I discovered that the job market depends 100% on the state of the economy. So after those workshops, I was assigned an EmployAbilities Job Coach. Her name was Brenda Behr and Brenda helped me with a lot of my employment issues. Between Brenda and EmployAbilities I was in good hands. The more workshops I attended, the more I understood how the system works and the more I realized not to be too hard on myself. I stuck with the idea that something would work out and I would be in the job I was looking for. And it did!

One day I was attending Job Club. That's where you're on a computer looking for a job with a resume or two. Jon from Job Development walks in says, "Hey Byron. I'm trying to get you in at the Brick." I wasn't sure what to say, so I said, "Okay cool. Thanks." A couple of weeks later, I got a call from the Brick asking if I could come in for an interview. We agreed on a time and I got all dressed up and Ken from Job Development drove me to the interview. The interview went great and I am working there now!

I am very impressed with the skills and knowledge that Employabilities has under its belt. Also, I am impressed with the Job Developers tenacity and drive to talk with employers and work their magic. Everyone at EmployAbilities works very hard at what they do and no matter how busy or frustrating things get, they still manage to put on a smile. I wouldn't have gotten to where I am without EmployAbilities' dedication.

All you need to come here is an open mind and heart and a willingness to change and succeed.

3rd Annual Iris Saunders Bursary Award

The Iris Saunders Bursary Award is given out to participants in our Restart Your Career program based on financial need, attendance and performance in the program. The recipients receive funding to go towards books and materials for their program.

This year, **Marsha Boychuk** and **Denise VanDomselaar** were the lucky recipients of the Iris Saunders Award. The bursaries were presented to the ladies by **Ken Saunders Sr.** and **Ken Saunders Jr.**, Iris' husband and son.



From left to right: Ken Saunders Sr., Marsha Boychuk, Denise VanDomselaar, Ken Saunders Jr.

Our Supporters

We extend our sincere thanks to our funders the Government of Alberta, Government of Canada and every individual, business and organization that donated to, funded or supported *EmployAbilities* in 2017/18.



TAPHOUSE & GRILL



GLOBAL WEALTH BUILDERS LTD.
INVESTMENT MANAGERS & CONSULTANTS



Rotary



Club of
Edmonton



DynaLIFE
MEDICAL LABS
Your health is our focus.

Royal Canadian Legion Ex Service
Women Branch #215

Contact Us

EDMONTON HEAD OFFICE

780.423.4106
employ@employabilities.ab.ca

#402, 10909 Jasper Ave
Edmonton, AB T5J 3L9

Monday–Friday 8:30am–4:30pm

ONLINE

www.employabilities.ab.ca

 /EmployAbilities/

 /EmployAbilities

 /company/employabilities/

NORTH CENTRAL ALBERTA LAKELAND EMPLOYMENT SERVICES

Job Placement Services

Bonnyville: 780.201.3311
Cold Lake: 587.201.2494
Lac La Biche: 780.213.1042

Job Club Services - Bonnyville

5201-44 Street
Bonnyville AB T9H 2G3
Tues, Thur 9:30am–3:30pm

Job Club Services - Cold Lake

408 Tri City Mall
6501B-51 Street
Cold Lake AB T9M 1P2
Mon, Wed, Fri 9:30am–3:30pm

Job Club Services - Lac La Biche

9503 Beaverhill Road
Lac La Biche, AB T0A 2C0
Mon–Wed 9:00am–3:00pm

NORTH CENTRAL ALBERTA EMPLOYABILITIES NORTH

Bonnyville: 780.201.6005
Cold Lake: 780.594.6244
St. Paul: 780.614.1944
Lac La Biche: 780.623.1281
Vegreville: 780.603.8182

Monday–Friday 8:30am–4:30pm

CAREER EVOLUTION NORTH

780.201.7755
780.201.7757

#113 4910 50 Avenue
Cold Lake, AB T9M 0G1

CAREER EVOLUTION WEST

Hinton
780.223.9033
780.223.9060

“EmployAbilities programs and services are highly effective in preparing Albertans for employment!”



EMPLOY *Abilities*

Helping Real Albertans find Real Jobs