

*45 Years  
of changing lives*

**EMPLOY**  
*Abilities*



**2018-2019**

**ANNUAL REPORT**

## *The President's Annual Message*



**KEN SAUNDERS**  
**President**

I am pleased to present the Presidents report for 2018/19. The Board of Directors is supportive of the management of EmployAbilities and the growth experienced over the past year. Three new programs were added in Cold Lake, Hinton and St. Albert. I had the pleasure of attending the grand opening and graduation ceremony at our location in St. Albert, bringing greetings and congratulations from the Board of Directors. I was humbled by the work EmployAbilities contributes to support individuals with disabilities and barriers to employment and very impressed with the placements of the graduating class with the diversity of jobs the participants obtained, from working at a funeral home, automotive and restaurants to name some of the paid work experiences in the Community.

As with life, there is always change and EmployAbilities is no exception. Dr. Ollie Triska resigned from the Board after providing five years of service as President and serving 11 years on the Board. EmployAbilities is excited to welcome two new Board members, Lorenzo Pasutto and Sue McGregor and look forward to their contributions to EmployAbilities.

Congratulations to EmployAbilities for 45 years of success and changing lives for Albertans.

## **Board of Directors 2018-2019**



**Board of Directors 2018-19**  
**(From left to right)**

**Back row:**

Dan Stannard, Ken Saunders, Andrea Szabo, Sue McGregor, Lorenzo Pasutto, Simon Rowe

**Front row:**

Logan Sawchuk, Edgar Jackson, Ed Lavallee

## ***Message from the Executive Director***

As I reflect on the past year, EmployAbilities has seen unprecedented growth in programs and services with the addition of three new programs across the province of Alberta. The three programs have extended EmployAbilities reach to Hinton, Cold Lake and St. Albert. The new programs offered; Career Evolution West in Hinton, Career Evolution North in Cold Lake and Strive 4 Work in St. Albert, have increased the number of individuals with barriers to employment and disabilities our staff support each year. EmployAbilities now offers eight programs in the province of Alberta funded by the Federal and Provincial Government. I am pleased to report that all of the programs offered by EmployAbilities are attaining the outcomes identified in the contracts. The annual client satisfaction survey demonstrates how satisfied clients are with the programs and services offered by EmployAbilities with 95% satisfied or very satisfied.

EmployAbilities is also celebrating our 45th Anniversary as a charitable non-profit organization. Our slogan for our 45th Anniversary is 45 years of changing lives. Everyday at EmployAbilities staff are changing Albertans lives by providing the skills training, computer training, employment supports or just lending a listening or caring ear to one of our clients to prepare them for employment. I hope that you will read our Annual Report and see how EmployAbilities is changing the lives of Albertans.



**JASON LOEWER**

**Executive Director**

## **MISSION STATEMENT**

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

## **VISION**

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

## **VALUES**

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

# EMPLOY Abilities

Program Statistics July 1, 2018 - June 30, 2019

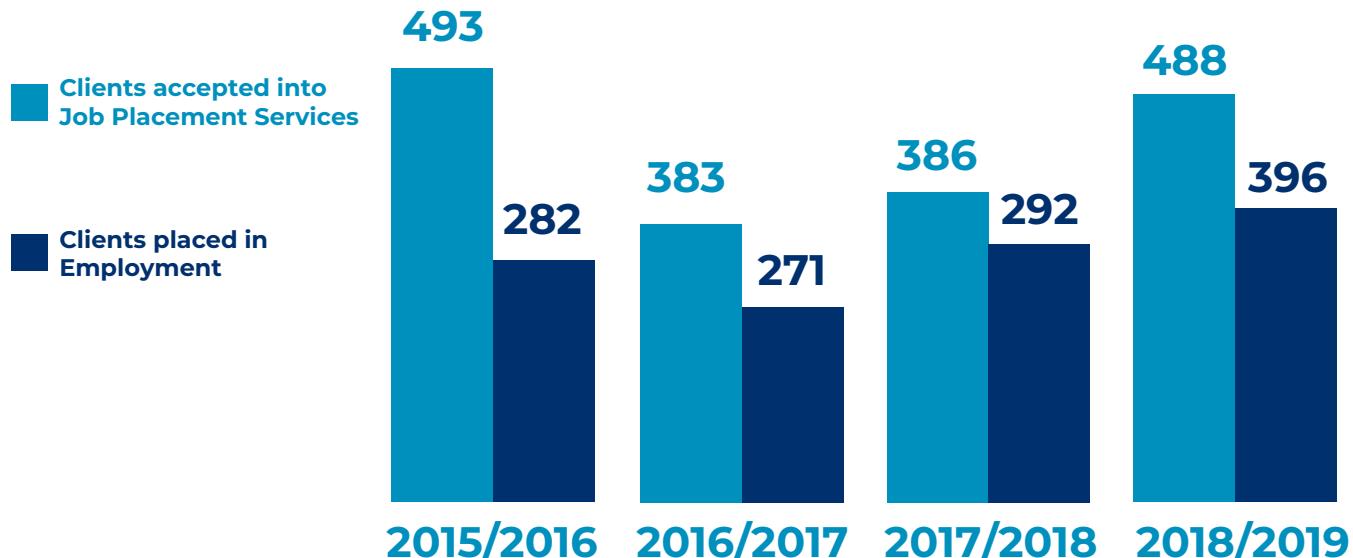
**488** clients accepted into job placement services

**396** clients placed in employment

**220** clients employed at 3 months

**178** clients employed at 6 months

## EMPLOYABILITIES ANNUAL STATS COMPARISON





Strive 4 Work is an employment focused program consisting of 10 intakes, involving 8 weeks of classroom skills training and 10 weeks of work experience.



Graduates and brothers Eric Fearon and Nelson Fearon, were singing praises of the Strive 4 Work program after their Graduation Ceremony. "This is probably one of the greatest decisions I've made in my life to really get me on track and start thinking about my future," Eric said. 'The program was very incremental. It was not overwhelming, and you always felt like, I am going to succeed. I have all the tools in my toolbox".....the amount of support was incredible.



Both of the brothers enjoyed coming in for the eight-week employment skills training and meeting the other participants who were a part of their Group. "I think it just helps to find employment that really works for your needs," Nelson said.

Eric Fearon has been kept on after his 10-week work placement and offered a permanent position at the Grapevine Deli in St Albert. Eric and his employer continue to keep in touch with the program and his employer is looking forward to offering future work placements

to Strive 4 Work Participants.

Nelson Fearon has also been successful in gaining a permanent position with The Cajun House Restaurant, where he completed his 10-week work placement. His employer is also highly encouraged by the positive experience of working with the program and would like to hire further participants as soon as Strive 4 Work have them available.

## Celebrations at EmployAbilities



**Strive 4 Work Grand Opening** Jason Loewer and Ken Saunders are pictured with Mark Stoneleigh, St Albert Chamber of Commerce Chair.



**The fourth Annual Iris Saunders Bursary.** The bursaries were presented to the Gergana Gospodarska, Jovanni Mejia and Christine Marchant by **Ken Saunders Sr.** and **Ken Saunders Jr.**, Iris' husband and son.

The bursary is given out to participants in the Restart Your Career program. It is based on financial need, attendance and performance in the program. The clients receive funding to go towards books and materials for their program.



**March 2019 Graduating Class-Restart Your Career**



## 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.



23 | were still employed  
at 3 months

19 | were still employed  
at 6 months

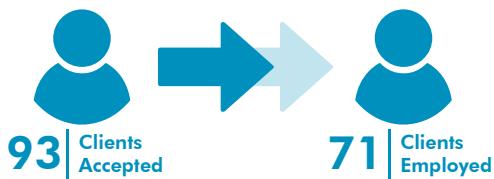
## Share in the Success

### Customized Employment

- Brad provides lawn care services such as mowing, aerating and fertilizing lawns, rototilling gardens and pressure washing siding, decks and walkways in the summer. He is also building up a list of clients requesting winter snow removal and salting.
- In the first five days of opening his business, Brad had four jobs completed and eight more lined up!
- While obtaining his business insurance, Brad independently negotiated a contract to do snow shoveling for his insurance company. Brad is very good at networking and already has several commercial properties on his list for lawn care services.
- When asked about his favourite part of the job, Brad says that he “enjoys being outdoors and takes pride in a job well done, I love being my own boss!”
- Brad hit the ground running when he opened his lawn care business, North of 55 Lawn care. Through the Customized Employment program offered by EmployAbilities in North Central Alberta, Brad was able to develop a business plan, purchase equipment and secure a base of customers. Brad is filling a gap for a much-needed service in his community.



**Brad**  
EMPLOYABILITIES NORTH



## 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.



**Destiny**  
LAKELAND EMPLOYMENT SERVICES

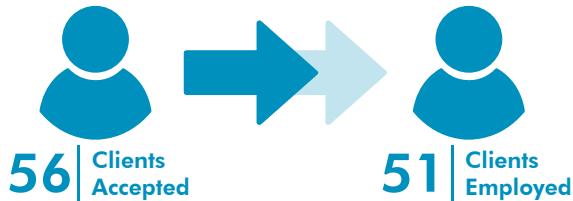
Destiny was a stay at home mom/wife for seven years when her husband and she split up. She had no income to support her three children. She moved from Grande Prairie to Lac La Biche with three young children. The challenges that she had to overcome was being a single unemployed mother with three children, no income and no work experience for seven years. EmployAbilities staff provided Destiny with supports in career planning and the development of a new resume and cover letter. Destiny was provided job leads and applied for a position at GDI Integrated Services where she got the job. Destiny is no longer on income support.

Destiny is now able to provide a stable home for her three children and support them financially. She is now employed fulltime is able to support her three children, and has gained her independence. Destiny says, "She is in a much better place financially, emotionally and has gained her independence for herself and her children."

## LEARN TO EARN (EDMONTON)



"Learn to Earn" Youth Skills Program at EmployAbilities is an innovative endeavor. The youth ages 15-30 who enroll the program come from diverse backgrounds with multiple barriers to employment. The focus of the program is to deliver services with "Person Centered" 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.



### Share in the Success

I started out not knowing anything about getting a job, I barely had any experience with work and allowed that to be the reason to stop searching for a job. I felt lost and had very little idea of what to do, how to find work, where to even start. I was a very quiet and shy person this made it even more difficult to find a job.

The Learn 2 Earn program gave me the abilities and knowledge to help obtain and maintain my current occupation. I started out as a Dishwasher/Grill cleaner at the Japanese Village restaurant on Calgary Trail. Because of the wonderful support from Kazumi and my very understanding/helpful co-workers, I have steadily improved to the point where I am able to reach my goal of being a Tapenyaki Chef. That's truly something I never expected to do in my life, but with the help of our wonderful instructors in Learn to Earn I was given the opportunity to work at this wonderful establishment, meet some amazing people and improve my skills further than I ever imagined possible. I love what I do. Thank you Kazumi for accepting me.

Our fantastic teachers gave us all a second chance to improve ourselves to the point where we can forge our own paths in life. They taught us how to save lives, how to present ourselves in front of others, how to maintain our finances and how we can strive to be a unique addition to any workplace. Without the help of this program, I fear that I would not be nearly as prepared for the future as I am right now. This opportunity has improved my life and allowed me and everyone else in my graduating class to become incredible work class citizens. Thank you for teaching me, helping me, and giving me the tools I need to live my life the way I want to. Thank you all for helping us improve our lives.



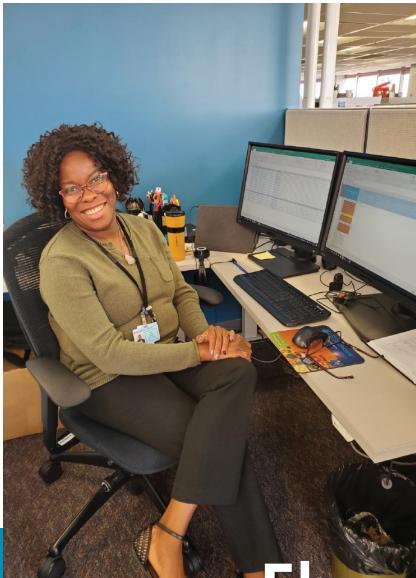
**Joshua**

LEARN 2 EARN



## RESTART YOUR CAREER (EDMONTON)

A 24-week skills training program serving individuals with diverse backgrounds and barriers to employment. This 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.



**Eby**

**RESTART YOUR CAREER**

### Share in the Success

Before I started the Restart your Career Program, I felt I was incapable of accomplishing anything, I felt I could not use my experience and education from my home country, Nigeria, as if all those years were a waste.

This made me have self-doubt and very low self-esteem.

I looked at every issue as impossible and I was scared to try.

Eby enrolled as a participant in the Restart Your Career Fall 2018 program. At this time Eby was in a part-time employment, which did not give Eby enough sufficient income, as well as Eby's employment was not anywhere related her education, experience, skills and caliber.

At EmployAbilities Eby was given the opportunity to learn and upgrade her skills through various topics in professional development like; career planning, resume/cover letter supports, labour market research, workshops on various personal development topics, confidence building, job search techniques, interviews skills as well as current job related computer skills.

Eby also received constant support and follow up through one to one sessions with her case manager as well as the computer instructors as needed.

After 5 months of classroom training, Eby had an opportunity to do her 140 hours of practicum work experience with Western Economic Diversification Canada starting in March 2019. Eby was able to put into practice everything she learned at EmployAbilities. At the end of the work place practicum, she was offered employment. Eby is immensely happy, way more confident and doing great in her new job.

## Learn to Earn graduation January 2019



EmployAbilities Career  
& Employment Centre

**5336** Visits by clients

**83** Clients accepted into job placements

**107** Clients placed in employment

**77** Employed at 3 months

**91** Employed at 6 months

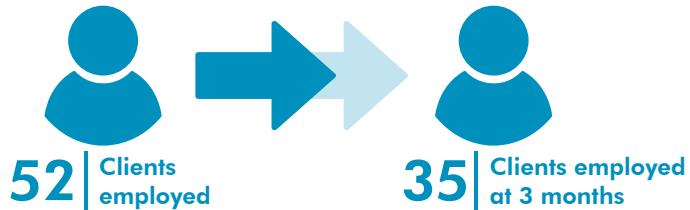


Career and employment centre in Edmonton



## CAREER EVOLUTION NORTH

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.



### Share in the Success

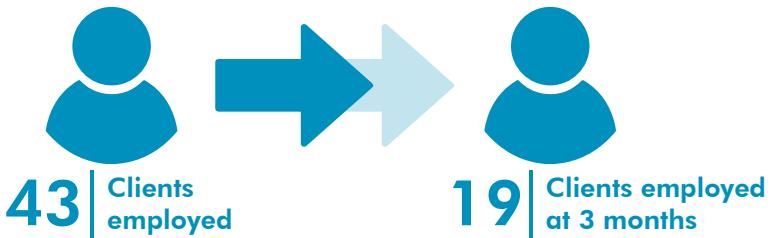
Terry after having her knee surgery and other weight loss surgeries was not sure what positions she wanted or was able to take. Terry was concerned about her advanced age and how long she had been off work. This and due to previous employment she was unsure if she was employable which caused her anxiety and feeling of low self-worth. When Terry attended Career Evolution North, she felt respected and her concerns were heard. Attending the marketing/interview workshop she gained more confidence. Terry felt more confident and well prepared for interviews. Terry learned to research employers to find out their company values. She worked in the center on her resume to understand how to target her skills. Terry received three job offers at once with the changes made in her resume. She chose to take a job at Walmart, as they were the most accommodating of her ability to stand on her feet for long periods of time. Terry had also worked there many years ago and felt this would be a comfortable space for her to start back in the workforce. "The transition has been positive; I feel supported in this environment and feel confident with my skills. I am very happy with my job choice," says Terry.



**Grand Opening of the Career Evolution North Location in Cold Lake**

**Terry**  
**CAREER EVOLUTION NORTH**

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



**Aaron**  
CAREER EVOLUTION WEST

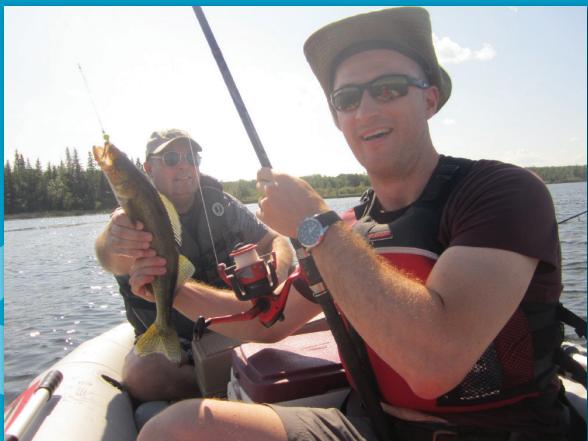
## *Share in the Success*

Aaron moved to Hinton with his wife and three grown daughters from Saskatchewan. The family has had challenges finding a place to live, but all family members have found employment.

The family feels more settled and secure and feels that they are no longer living dollar to dollar. Aaron is enjoying his new job at Boston Pizza. Aaron said with pride that he gives his tips from work to his daughters, and feels happy to be able to give them extra money for food and shopping. Aaron's family are getting familiar with the community, and have connected with other agencies including HELP and BRIDGES. Aaron benefitted from services at Career Evolution West through the creation of a new resume and cover letter, interview skills, computer instruction, job club services, labour market research, and referrals to community agencies for local housing resources. Aaron is very happy to be in Alberta, and living here with his family.

# TEAM BUILDING ACTIVITIES

EmployAbilities staff had lots of fun in various team building activities.



# 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

## Strive For Work Office

St. Albert  
#310 7 St. Anne Street  
780.918.2227

## 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  
Tuesday, Thursday 9:30am–3:30pm

### Job Club Services - Cold Lake:

408 Tri City Mall  
6501B-51 Street  
Cold Lake AB T9M 1P2  
Monday, Wednesday, Friday  
9:30am–3:30pm

## Job Club Services - Lac La Biche:

9503 Beaverhill Road  
Lac La Biche, AB T0A 2C0  
Monday–Wednesday 9am–3pm

## 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 - Cold Lake

#113 4910 50 Avenue  
780.201.7755 or 780.201.7757

## Career Evolution West - Hinton

780.223.9033 or 780.223.9060.

## Follow Us



[www.employabilities.ab.ca](http://www.employabilities.ab.ca)



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**45 Years  
of changing lives**



# 2018-2019

## EmployAbilities Staff

Audited financial statements for the fiscal year from July 1, 2018 to June 30, 2019 are available by contacting EmployAbilities at 780-423-4106 or by email at [employ@employabilities.ab.ca](mailto:employ@employabilities.ab.ca).

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