



*Changing Lives  
...Forever*



The Youth  
Employment  
Champions  
**ANNUAL  
REPORT**

Our Vision:

Changing Lives  
...Forever

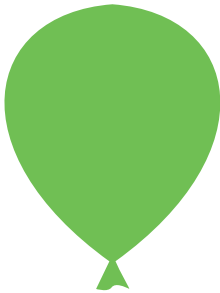
Our Mission:

YES believes employment is empowerment and the cornerstone of safe and healthy communities. YES leads the Canadian youth sector with innovative programs that empower disadvantaged and vulnerable youth to become self-sufficient contributing members of society.



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*My life before YES was a mess. I wasn't getting any phone calls from employers and needed help to find a job and improve my interview skills. YES helped me change my situation by preparing me for the workforce. Thanks to YES I now have a full time job and a paycheck! I will always be grateful for all the help and support given to me by YES. – JOSE*

# Youth Employment Services YES overview

Youth Employment Services YES was the first specialized youth employment and counselling centre in Canada and we quickly became the model for the development of similar employment programs throughout Ontario, Canada and the World. We have remained the largest youth serving employment agency and have continuously demonstrated our leadership and innovation in the field.

As the first youth employment organization in Canada YES, now in its 50<sup>th</sup> year, has years of experience in delivering youth employment, job readiness, entrepreneurship and empowerment programs for youth, especially at risk/disadvantaged youth. Our positive outcomes are 86% in jobs, training, entrepreneurship or return to school results.



## Since 1968 YES has been the employment champion for youth by specializing in:

- Employment, entrepreneurship and empowerment programming
- Employment assessment, case management and professional counselling
- Pre-employment training, skills enhancement
- Job placement services (subsidized and unsubsidized)
- Job retention and training
- Life skills training, financial literacy, mentorship

# Board Chair and President’s Message

*“Show me a successful individual and I’ll show you someone who had real positive influences in his or her life. I don’t care what you do for a living—if you do it well I’m sure there was someone cheering you on or showing the way; a mentor.” — DENZEL WASHINGTON*

YES has been at the forefront of finding meaningful work for hundreds of thousands of young people for nearly 50 years. Building on a history of stability and strength, YES continued to experience dynamic growth and change in the past year. We are now running more programs to help support youth than at any point in our history. Thanks to the drive and determination of our youth and the dedication of our team and our volunteers, in the last year YES was able to help over 10,500 youth- and achieve an 86% success rate. YES continues to see an increase in the needs of multi-barriered youth in our community, especially those youth who are new to our country. We are extremely grateful to our partnerships with all three levels of Government who help to ensure that YES can reach out and serve these vulnerable groups.

We continued to work with our generous private funders, whose support has had a direct impact on changing lives in so many ways. These partnerships have resulted in financial support for YES and our ever-growing programming, corporate employee engagement, in-kind support in areas such as marketing and online resources, and support for direct costs for meals, clothing and travel support for our youth. The valuable support from all of our donors has enabled us to expand critical services at YES and we are grateful to them all for their commitment to our youth. You can read about some of these partnerships further in this report.

Two key initiatives launched this past year, which we are especially proud of, are our mentoring initiative and our mental health initiative: Mentoring is vital in today’s employment market. It is even more crucial for those youth who are facing multiple barriers to employment and who might not benefit from a caring adult in their life. YES has been providing mentoring activities for

more than 15 years, and this past year we made a further commitment by providing an innovative online platform where youth could meet YES mentors in a safe environment. We are grateful to the many mentors who participated in this initiative and look forward to welcoming more in the months and years to come.

Our mental health initiative saw YES take our vast experience from our ground breaking YES-Lighthouse Project, which helps youth with mental issues gain employment after our specialized training, and share our curriculum with agencies across Canada. This project, funded by The Counselling Foundation of Canada, will help YES and agencies nationwide better serve youth with mental health issues.

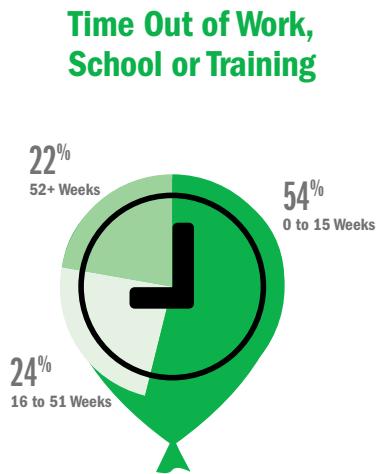
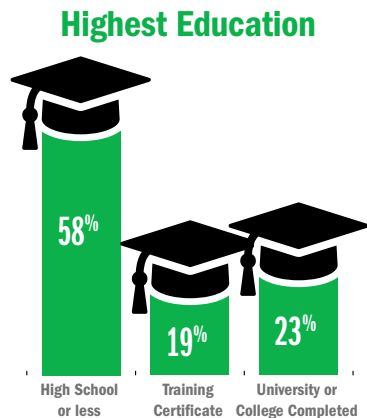
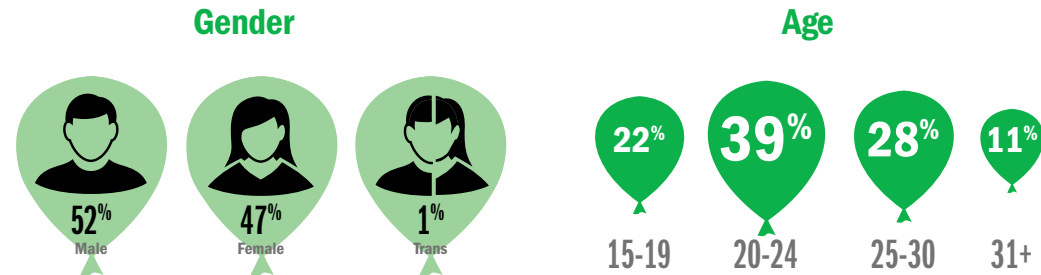
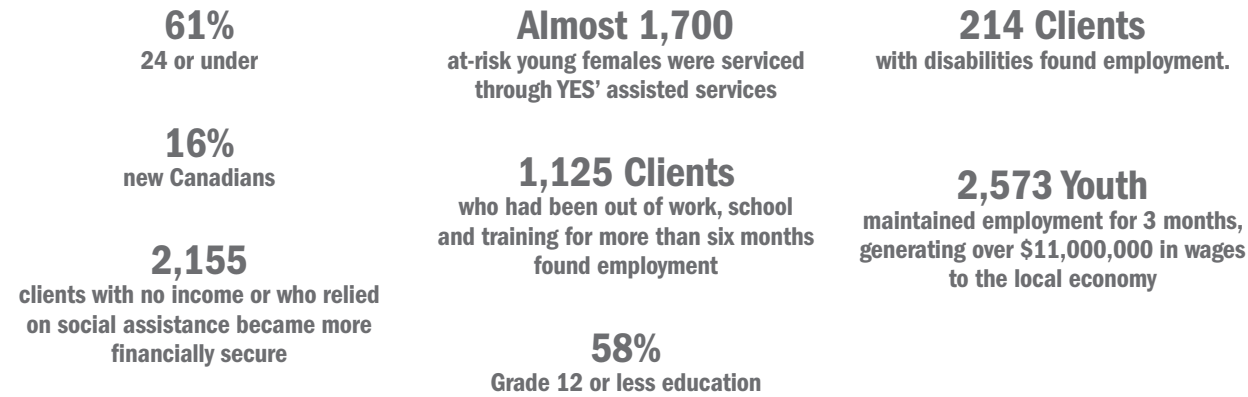
We would like to thank the YES Board of Directors for their on-going volunteer service and support which ensures YES will remain strong for generations to come. We would also like to thank our hard-working team at YES for their commitment and positive energy which is helping to empower youth. Thanks to all of their efforts, and those of our partners, this year we have been able to continue to change lives, forever.

*Patricia E. Wright*  
**Patricia E. Wright**  
Chair  
YES Board of Directors

*Timothy Lang*  
**Timothy Lang**  
President & CEO  
Youth Employment Services YES



# YES By The Numbers 2016-2017



In 2016-17, Youth Employment Services YES Helped 10,595 Youth, including 9,975 in all our programs, and a further 620 students who attended our workshops.

We achieved an 86% Success Rate in job, training, or education results.

# YES' Community

## Working with Employers

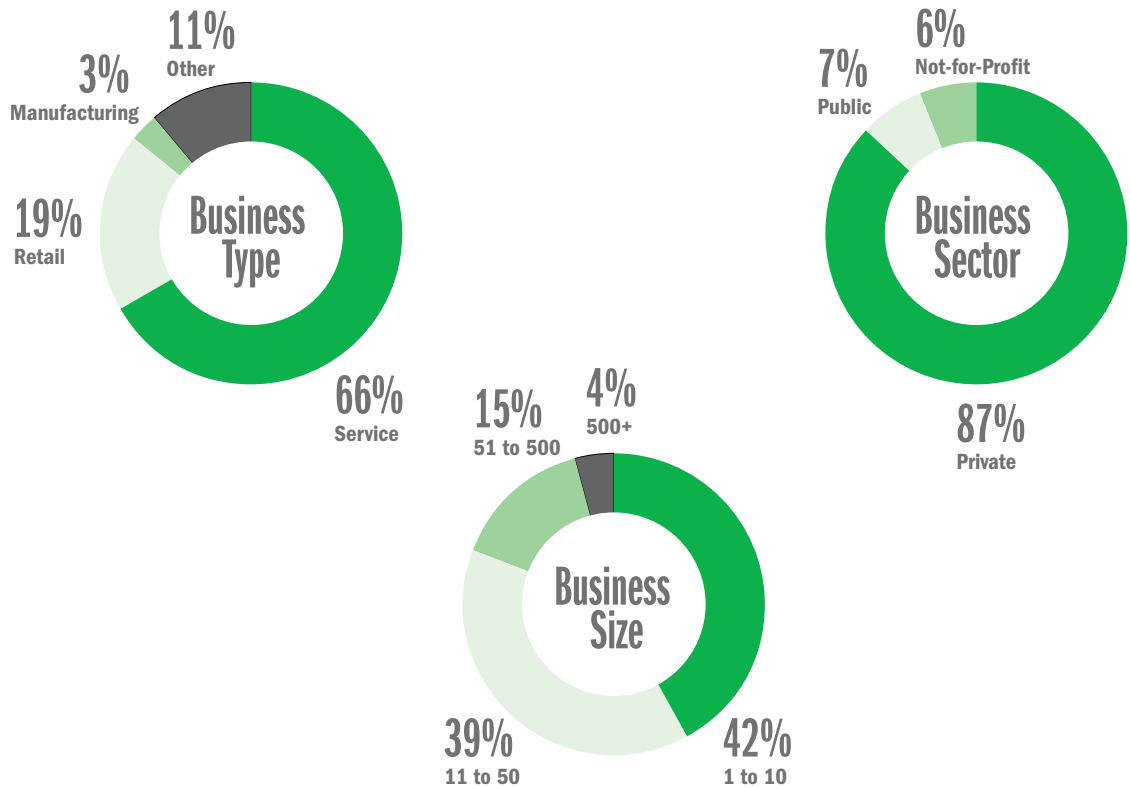
So much of the success that YES and our clients enjoy is thanks to the generous support of those in our community. Our most important partner are those employers that work tirelessly with YES to give our clients an opportunity to realize and meet their potential.

We worked with 1,814 employers last year that resulted in 1,495 work experience placements. We paid out over \$5,867,453 in wage subsidies and training allowances to employers and clients on behalf of the three levels of government supplementing initial training costs in

order to encourage employers to hire and to boost local economies.

YES hosted numerous hiring events for employers including Tim Hortons, Starbucks, Generis, A&W, Crave, Canadian Tire, Lavazza, and Metro!

## Where Youth Found Employment



# YES Highlights

## YES launches the inaugural Compass: Finding Direction through Mentorship event!

YES has long recognized the need for caring adults to act as mentors to our youth. For the past 15 years, we have been running mentor activities within our programs. In the past year, YES has formalized our mentor program and helped youth connect to industry leaders through our innovative [online mentor portal](#). This has been a great success and we are incredibly grateful to all the leaders who are currently volunteering their time on this important initiative! As part of our commitment to providing opportunities for our youth to connect with leaders, YES hosted the inaugural Compass: Finding Direction through Mentorship event in March 2017. Presented by HSBC, the event brought more than 100 youth and leaders together for an impactful session where our youth had the opportunity to hear from our keynote speaker, ex CFL star Orlando Bowen,



learn from our panel of experts about the impact of mentoring on their careers, and participate in table discussions with the industry leaders who attended. Guests included representatives from HSBC, Citi, CIBC, State Street, Kijiji, Starbucks, KPMG, Rogers, Capgemini and Scotiabank. We are incredibly grateful to CIBC who presented three of our outstanding youth with achievement awards, and also to Citi for their support of this event. And we give special thanks to Minister Han Dong who was able to share his thoughts on the importance of mentorship with the room. Thank you to everyone who attended!



## YES raises over \$15,000 at the Scotiabank Waterfront Marathon

YES participated in the Scotiabank Charity Challenge on October 16, 2016. Thank You to everyone who supported and participated in the Challenge! We raised over \$15,000 for our programs and services.



## YES becomes Gap Inc.'s first Canadian partner for This Way Ahead!

YES was honoured to be selected as the first ever Canadian partner for Gap Inc.'s innovative 'This Way Ahead' (TWA) program. The TWA program is aimed at helping youth gain work experience, and is focussed on those youth who are facing barriers to gaining employment. 70 employment opportunities were made available at Gap, Old Navy and Banana Republic stores throughout Southern Ontario for youth and we are

thrilled to say that, not only were all 71 spots filled by YES youth, but that 83% of the youth completed their placements with 66% of these youth being offered ongoing employment within the Gap Inc. family. We are extremely proud of our youth's achievements in this program! YES is currently working on year two of this program with Gap Inc. with 136 of our youth commencing their placements at stores in June 2017.

Before beginning the Gap Inc. This Way Ahead program, Ismael Ahmed was a high school student who described himself as shy, and his free time consisted of going to the gym, watching Netflix and doing homework. He was going into his last year of high school, and needed a job to help him save for university and to gain valuable skills for the future. As part of the TWA program, he attended YES workshops that included pre-employment training with a focus on retail and customer service skills which helped him prepare for his job at Old Navy. During his time on the program, Ismael was recognized as a Loss Prevention Most Valuable Player during his first month of work. He was also promoted to Men's Lead shortly after graduating from the TWA program. Ismael still continues to excel in his role at the Old Navy Eaton Centre. He has recently been promoted to Loss Prevention Lead. He is also taking on the role as a mentor to the new cycle of This Way Ahead participants entering his store this Summer.

"I look forward to seeing the new participants and I look forward to helping them excel in the program, just like what others have done for me."



## YES partners with HSBC on new entrepreneurship program!

HSBC generously supported the HSBC Ask A Business Consultant (ABC) program last year. The ABC program offered seminars on a variety of business-related topics that directly benefited young entrepreneurs as they sought to develop and operate their own business. The seminars were conducted by volunteers who are specialists in their fields in the business community. Volunteers in the program included representatives from HSBC, Pepsi Co., and Gowling WLG.

Through the ABC program, young aspiring entrepreneurs from a variety of backgrounds, including

youth from a diverse ethnic background, homeless youth, youth who have multiple barriers to employment and youth with disabilities, were able to access vital information and industry role models, develop life skills, build a network of contacts, and develop the framework for their businesses.

11 workshops were presented in 2016 through this program. For more information on this years planned workshops and how you can get involved, please contact Shari Raghoo at [shari\\_raghoo@yes.on.ca](mailto:shari_raghoo@yes.on.ca)

## Working with Capgemini to build our capacity to reach more youth through social media

 YES works with more than 10,000 youth annually. We use a variety of methods to outreach to these youth, including the use of social media tools. To help us increase our capacity to reach more youth through this route, YES was fortunate enough to engage Capgemini to work with us on a pro-bono project. The Capgemini team

are currently working with the YES staff to look at new ways in which we can use our existing channels to connect to more youth, while also looking at remaining relevant on new social media sites. We are so grateful to Capgemini for their support on this valuable project!

**Want to connect to YES?**  
[www.facebook.com/YouthEmploymentServices](https://www.facebook.com/YouthEmploymentServices)  
[twitter.com/yesontario](https://twitter.com/yesontario)  
[www.instagram.com/explore/locations/61300427/](https://www.instagram.com/explore/locations/61300427/)



# Building Capacity Within Our Community

In 2016, YES was pleased to receive funding from The Counselling Foundation of Canada for a capacity building project titled ‘Empowering the Employment Sector to serve youth with Mental Health issues’. This project saw YES capture the learning’s from the pilot year of the successful Lighthouse Program and use these to create specially designed curriculum to support youth with mental health issues who are seeking employment. The curriculum encompassed topics such as disclosure, knowing your rights, and mental health 101. A webinar discussing the project and sharing the learning’s of this was produced and, along with the full suite of curriculum developed, has been made available for employment counsellors across the Greater Toronto Area and beyond.

To date, YES has trained counsellors from our partner organizations including St. Stephens, Eva’s Phoenix, YMCA and Ryerson University Career Services, through an in-house session led by staff members from YES and our Lighthouse partners, the Centre for Addiction and Mental Health (CAMH), and through presenting a live version of the webinar to colleagues in the sector at the 2017 Cannexus conference. We look forward to continuing to share these impactful resources with the community over the next year. For more details, please visit our website at [www.yes.on.ca/empowering-the-employment-sector-to-serve-youth-with-mental-health-issues/](http://www.yes.on.ca/empowering-the-employment-sector-to-serve-youth-with-mental-health-issues/)



*When Valerie came to YES at her CAMH counsellor’s referral, she was unsure what options she had before her. When difficult family situations forced her to drop out of high school to care for her sister, she was left without a high school diploma, paid work experience, or a strong sense of hope. Alongside a lack of qualifications, Valerie was dealing with her own depression and anxiety.*

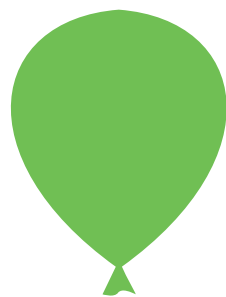
*When Valerie joined the Lighthouse Project she found staff that not only wanted to help her find a job, but wanted to help her build the tools to thrive at one. Valerie’s counsellor worked alongside her to find an employment opportunity that accommodated her mental health needs and her career goals. Even after finding a placement, they continued to work together to grow Valerie’s confidence in being able to self-advocate and to disclose her needs to her employer.*

*Valerie’s resilience and growth was recognized at the 2017 YES COMPASS: Finding Direction Through Mentorship event and she was awarded the Empowerment award. Since then, Valerie has continued working at her original work placement location in her desired field and has been making plans to complete her GED. Valerie is doing great and is grateful to YES team for staying with her every step of the way through her employment process.*



*Before YES I was unstable in my day to day life and homeless. The day I started at YES I was offered a place to sleep in a shelter thanks to the YES Counsellor who went out of their way to help me. I feel the daily workshops and topics like time management and how to handle stress played a major role in understanding how to deal with my problems. – OWEN*





Before I came to YES my family was managing with the little we had but due to some unforeseen health issues with my father our financial situation became more complicated. I needed a job to help support my family and heard about YES from a friend who had attended in the past. I had little work experience and had really struggled with finding a job. YES taught me how to write a proper resume and how to successfully search for jobs, as well as how to give a good interview. Thanks to YES and the wonderful staff members who work so hard to help youth I found a job! – **SAJEEL**



I was not motivated, was tired, jobless and broke. YES helped me by getting me into a daily routine and ready for the workforce. I loved YES, the programs are very helpful! – **BOB**

My life before YES was a mess! I was unemployed and struggling to find a job that was suitable for me. I applied everywhere but no one would call me back and give me an interview. I found out about YES who helped me with different skills including upgrading my resume, teaching me interview skills and how to dress and be prepared. Thanks to these new skills and the help of the YES team I secured a job at Shoppers Drug Mart in the Cosmetics Department which is the job I always wanted! Thank you YES for your hard work! – **LARA**



Before I came to YES I had been job searching for 6 months. My lack of work experience was a huge barrier to employment. I got to a point where I became deterred from applying due to the many rejection letters I received. I saw an advertisement for YES on the TTC and called that day. YES helped me with my resume and cover letter, and through lots of practice my interview skills got much better. As I was unemployed for some time, YES also helped me get on a set schedule and improved my people interaction skills. I gained the confidence I needed to ace interviews and ended up with multiple job offers! I am very thankful to YES. The services are much needed and I know they gave me a much needed boost in the right direction. I am proud to say that my career is underway and I will surely recommend YES to others and advocate for YES every chance I get. – **AMIN**



Before I attended YES I was a shut in who had given up on my goals. Two months before I came here I had been fired; I felt crushed having lost my job. I thought I was worthless. I suffer from many mental health illnesses. I came to YES for help as I knew I needed it. Thanks to YES I now have a job! This experience really changed my life and I'm very grateful to YES. – **JASMINE**

My life before attending YES was pretty hard. I had dropped out of school 8 months ago and have been job searching since then. YES helped in changing my situation by picking me back up on my feet. I had given up on myself but YES really encouraged me to keep trying and don't give up. I learned new skills which everyone can benefit from. – **AAMINO**



YES Featured in The Media

In the past year YES have been featured multiple times in the media including:

Globe and Mail

YES President, Tim Lang & YES Client, Alex Henry are featured in this article in the Globe and Mail: For young Canadians, a new reality: dealing with ‘job churn’

www.theglobeandmail.com/report-on-business/economy/jobs/canadian-youth-working-low-paid-temporary-jobs/article32579528/



24 Hours Toronto

YES Clients And CEO Tim Lang Featured In 24 Hours Toronto Newspaper www.yes.on.ca/yes-clients-and-ceo-tim-lang-featured-in-24-hours-toronto-newspaper/



CBC National Radio

Apr 24, 2017 – CBC Radio features YES CEO Tim Lang and YES Manager DiAnne Brooks in cross Canada interview on Youth Employment Tactics. www.yes.on.ca/yes-on-cbc-radio-20170424/



Young Canadians say YES to a bright future

Abigail Joseph and Isaac Boateng discovered purpose, place and a bright future thanks to Toronto-based Youth Employment Services (YES).

Abigail, now 21, journeyed to Canada in 2012, alone at just 16 years of age. As a new arrival, with limited language skills in her adoptive country, finding work and becoming self-sufficient was a challenge. Abigail remained unemployed for four years. That changed just a few short weeks ago after a conversation at a new mothers group. “They told me about YES and its Youth Job Connection program,” she said. “Now I have a job that I love and I can take responsibility for my own children.”

Youth Job Connection (YJC) provides 60 to 90 hours of paid pre-employment activities that help participants learn necessary skills, gain interviews and earn a rewarding position with one of the more than 3,000 businesses that partner with YES.

YJC helped Abigail find answers, she said. “They want to help and it gives you hope. When you leave after your 60 hours of training you have a job – not just any job, something that you really want.”

The key is to work with business partners and youth to find the right fit for their respective employment needs, explained Tim Lang, YES president and CEO. Some positions are in offices, others on a shop floor, and sometimes even outdoors. “There are many opportunities available to the graduates of our programs,” he says.

For college-educated Isaac, 28, the challenge is a debilitating illness that makes it difficult to hold on to a permanent position. He found YES through a friend who had recently completed the organization’s BizStart program. “YES gave me confidence and the mentors I needed to kick start my business,” he said. “I knew what I wanted to do, but I didn’t know where to start. YES

helped get me there.”

BizStart is a full-time entrepreneurship training program that lasts six months. Participants learn about marketing, business planning, management, web design and other business related topics. They are also matched with a mentor.

“The training helped me structure my business so that I was in the right position to move to the next step when the program ended,” says Isaac. His mentors have been an extremely important element of the program, he adds. “They were instrumental in helping to move my company forward, and they continue to support me as I build the business.”

Isaac’s future is full of opportunity. “I owe a lot of that to YES,” he said.

YES is a free service, founded in Toronto in 1968, in response to a growing number of unemployed youth. Over the almost half century since it began, the organization has helped find rewarding work for

hundreds of thousands of youth like Abigail and Isaac. YES has also trained groups across the country and around the world to provide youth employment services in their region.

“Our doors are open to all youth aged 15 to 29 who are looking for work, seeking job or career counselling, or perhaps looking to return to school,” Lang said. “We serve a very diverse range of young people. From those yet to complete high school to college and university graduates; disadvantaged or displaced youth; new Canadians; and, more recently, Syrian refugees.”

YES serves youth across the Greater Toronto Area and from as far afield as Aurora and Hamilton. “We go to areas of need and really make an impact,” said Lang. That is certainly the case for Abigail. “YES is like family and gives you a whole new lease on life,” she says. “I am happy to have a job. If you want one too, come to YES.”

Youth Employment Services partners with over 3,000 businesses. For more information, visit yes.on.ca. SUPPLIED



YES Programs and Services

All job seekers can access a variety of services and supports at YES to aid them in their career planning, job search, and job maintenance. Five offices located across the Toronto Area make it easy for youth to find help when and where they need it.

<b>BizStart Entrepreneurship</b>	BizStart is a full-time, 6-month entrepreneurship training program.
<b>Employment Service</b>	Employment Service provides employment services for all job seekers, including students.
<b>Job Central</b>	The Job Central assists youth ages 15-30 living in the under-served neighbourhood of Keele/Eglinton to find employment.
<b>Lighthouse Project</b>	The Lighthouse Project assists job-seekers living with mental health issues who are looking to obtain and maintain full-time (30 hours per week or more)
<b>Ontario Works Career Opportunity</b>	The Career Opportunity Program assists job ready individuals to find and maintain employment. Individual must be on social assistance and be referred by a TESS caseworker.
<b>Ontario Works Career Discovery</b>	Career Discovery provides career testing and assessment services for those receiving social assistance.
<b>Canada Ontario Jobs Grant</b>	Canada-Ontario Job Grant (the Job Grant) provides an opportunity for employers to invest in their workforce, with help from the government.
<b>Street to Jobs</b>	The focus of the Streets to Jobs is to aid homeless youth overcome the key barriers to employment that keep them out of work.
<b>YESAbility</b>	YESAbility is an employment program for youth and adults with disabilities.
<b>Youth Job Connection</b>	Youth Job Connection is a program to help youth, 15 – 29 years old, find and keep jobs. It is a PAID program with several components.
<b>Youth Job Link</b>	Youth Job Link is designed to help youth, including students, aged 15 to 29, who do not face significant barriers to employment, but who could benefit from some extra help to plan their careers and transition to the labour market.
<b>Youth Collaboration</b>	Youth Collaboration assists youth ages 15-30 to find employment through group based employability skills training and work experience.
<b>HSBC Ask A Business Consultant (ABC)</b>	ABC is a program designed to expose young people, 15-29 years of age, to the field of entrepreneurship as a career option by offering sessions on variety topics that have been identified as some of the most important things for young people to know when thinking of starting a business.
<b>Summer Company</b>	Summer Company is a program designed to help enterprising young people ages 15-29 to start up and run their own summer business.
<b>Youth Job Connections Summer</b>	This program provides summer, part-time and after-school job opportunities to high school students, aged 15 to 18, who are facing challenging life circumstances and may need support transitioning between school and work
<b>GAP – This Way Ahead</b>	This Way Ahead is Gap Inc.’s paid internship program for low-income teens and young adults facing barriers to employment. The program provides the opportunity for YES youth to apply their learnings from YES through paid internships at Gap, Old Navy, and Banana Republic stores.
<b>Empowering the Employment Sector to Serve youth with Mental Health issues.</b>	Through this project YES aimed to help agencies across the employment sector reform and improve their procedures and practices to better support youth living with mental health issues.

Our Donors

YES continued to see strong support from the community and thanks to the generosity of existing and new partners, fundraising exceeded its planned target in 2016-17. YES gratefully acknowledges all the individuals, businesses and foundations that have donated and helped to empower our youth to become self-sufficient contributing members of our community. None of this great work would happen without you. Thank You for helping us to change lives.

Hero



Leader



Partner	Investor	Supporter		
The Marjorie and Joseph Wright Memorial Foundation	Dynacare	Richard Shallhorn and Nancy Baker	Amutha Vipulananda	Michael H. Morgan
CIBC	Aerotek	Michael Kavanagh	Marie-Therese Forand	Nancy Peressotti
Economical Insurance	Acapella Foundation	Nancy Schaefer	Pat and Chris Snyder	Paul and Jannie Mills
The Pottruff Family Foundation	James Hunter	Kelli Wight	Ron Latvanen	Talwinderjit Kaur Gill
	The Henry White Kinnear Foundation	Rosalind Waxman	Deborah Barrett	Tim and Carol Devlin
	Patricia E. Wright	Matt & Natasha Shoom-Kirsch	Honourable Donald & Adrian Macdonald	Carolynne Veffter
	John and Kimberly Taylor	Nick Vaney	L. Faye Stephenson	Ria Jean McMurtry
	Edward Caffyn	Butler Recycling	Margaret Fisher	Benevity Community Impact Fund
	Susie Hendrie	Black Market Clothing	Jack Robertson	Daniel Stoffman
	Lawrence Foerster	Laser Quest	David Dimmer	Diane Karnay
	Gail Hendrie	Lucinda Flemer	John E.C. Carr	Chiara Switzer
	Fiera Capital	Robert Wright	Alexandria Pike	Neil Phillips
	Gion Marles	The Shepherd Group	Michael Nadler	John-Paul Bernardi
		United Way of Greater Toronto	Brian and Joyce Westlake	Anonymous
		Clayton Wilson and Donald W. Middleton	Chandravadan Chand Chandaria	ebayinc
		Luzita Kennedy	Dawn Howat	Jacob Brown
		Janice & Hugh Rennie	Julia Roy	Maureen Harrison
			Mark J. and An Richardson	Carolyn F. Swadron

Government

Without government support and recognition of the employment needs of young people, many of our programs and services would not be possible. We thank the City of Toronto, Provincial and Federal governments for their various contributions.





Youth from the BizStart entrepreneurship program visit the eBay/Kijiji/Stub Hub offices in downtown Toronto.

# Our Board, Volunteers and Staff

## YES Volunteers

YES thanks the extraordinary people who give of their time and energy to volunteer in our programs.

Aditya Sapru	Clive Lobo	Geneviève Pagulayan	Maor Daniel	Shannon Lee
Adrian Pryce	Clive Riley	Hannah Yakobi	Mariam Ekram	Shawn McIntyre
Adrienne Miller	Courtney Carswell	Henry Weinman	Mary Festa	Shirene Madani
Ahad Ghadimi	Courtney Mack	Jean Barrett	Melissa Leong	Siddharth Aiyar
Akila Bala	Cristian Bran Mendez	Jeanette Emery	Milan Amini	Stefan Milosevic
Alan Maitland	Cristina Maia	Jeff Baliat	Mun Wai Ho	Stefani Lara
Aleta Froemme	Dale Powell	Jeff Baliat	Nadine Parsons	Steve Conrad
Alissa Landry	Daniel Graham	Jen Azzano	Natalie Adams	Steven Shivcharan
Alon Ozery	Daniel Italiano	Jen Ger	Natalie Castro	Sukrita Prasad
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Andrea Robert	Daphne Magna	Jorge Ramos	Navneet Warrior	Syed Mubeen Ahmad
Andrew Tu	Davelle Morrison	Joseph Perreault	Nicole Hyatt	Talwinderjit (Twinkie) Gill
Andrew Zakharina	David Cohen	Justice Achampong	Nicolette Mueller	Tara Muldoon
Annie Lam	David Jordan	Kalam Abdu	Nixon Blake	Tawny Autumn
Arsi Siddiqi	Denise Lewis	Kelsey Symons	Olivia Aiello	Tim Eccles
Atul Sawhney	Domanique Grant	Kent Sikstrom	Otis Mushonga	Toa Liu
Bola Osagie	Don Clark	Kerry Lawrence	Rachel Lee	Umi Ali
Brent Stirling	Donovan Dill	Kevin Murdock	Rachel MacDonald	Venki Ramen
Brent Stirling	Dwayne Holness	Kevin Pennant	Raina Stein	Veronika Kvon
Caroline Yoon	Eleanor Edwards	Khierstyn Ross	Ryan Thomas	Vidhi Chadha
Catherine Qian	Eric Choi	Kiana Eastmond	Samantha Yarwood	Vishal Panchal
Charif Mekdache	Femi Agbayewa	Kim Parnell	Samantha Yarwood	Wendy McDonell
Christiana Aolaritei	Fernando Villanueva	Lejuane (Nixon) Blake	Samer Adi	
Christiana Aolaritei	Frank Cianciulli	Lindsay Pauze	Sarah Major	
Christine Discola	Gabrielle Lasporte	Lorena Murialdo	Sergio Perciballi	

## YES Board of Directors



**Patricia E. Wright**  
Chair



**Susie Hendrie**  
Vice-Chair



**Jim Hunter**  
Past Chair



**John Taylor**  
Director



**Sarah Nixon-Suggitt**  
Director



**Luzita Kennedy**  
Director



**Lawrence Foerster**  
Director



**Michael Kavanagh**  
Director



**Nicole Musicco**  
Director



**Jamie O'Reilly**  
Director



**Amanda Balasubramanian**  
Director



**Julie Crothers**  
Director



**Timothy Lang**  
Director – Ex Officio

## YES Staff

YES appreciates the dedication and professionalism of our staff in helping our clients each and every day.



Misty Ahmed	Anik Dave	Lillian Gudmundsson	Leticia Lemus	Michael Ruttan
Cythia Ainslie	Anna Deng	Lauren Hagen	Hannah Luka	Krystina Saffee
Kofi Amoama	Margaret Douglas	Ferdous Haque	Carman Ly	Fayzal Samji
Catherine Ankrah	Sharon D'Souza	Chaka Harris	Shane Lyons	Candace Sidoruk
Desmond Appiah-Bediako	Elena Dzyuba	Howard Henningham	Leandria Mack	Philip Ste Maria
Michelle Asante	Halah EL Shater	Jorge Henriques	Alyssa MacLean	Emily Summers
Haider Ashraf	Graham Engel	Rosa Henriquez	Katarina Markovic	Adam Tarzwell
Kamilah Ashraf	Rosita Esgard	Aisha Isaac	Carolyn Masse	Tamara Thalman
Evita Avakian	Mustafa Essa	Gabriel Jacobs	Sinead McCarthy	Timothy Lang
Caroline Bokwe	Emma Gabriella Evans	Jasmine Jivani	Kate McCord	Amutha Vipulananda
Dianne Brooks	Dima Farsoun	Mary-Ann Johnson	Sally Mistica	Dion Walcott
Sonia Buchanan	Jennifer Faulkner	Maria Jordan-Barzaga	Alan Ott	Cassandra Waldon
Mei-Fatima Cantos	Karlie Fisher	Heema Joshi	Yorick Parke	Kiera Waroway
Joseph Castro	Stacey Gawrylash	Raymond Ju	Marysia Parry	Jahred Weekes
Matthew Cho	Jessica Gayle	George Kavar	Wanda Parsons	Robert Wharram
Nahyan Choudhury	Natasha Gibson	Golam Khan	Shari Raghoo	Helena Wolanyk
Michelle Clarke	Carrie-Ann Goodfellow	Jennifer Kim	Arifur Rahman	Chelsea Wright
Nicole Cousins	Melanie Gorlicky	Nadia Kisunlal	Christopher Rhodes	Elaine Yang
Utamika Cummings	Louise Graybiel	Selma Laghrissi	Lennox Richards	Jane Yang
Lorna Daley	Heidi Gu	Annie Lam	Ansley Romano	Derek Yearwood



# YES Financial Statements

## Youth Employment Services YES Statement of Financial Position

Year ended March 31	2017	2016
<b>Assets</b>		
Current		
Cash	\$2,744,212	\$1,842,502
Investments	\$3,816,298	\$3,573,772
Accounts receivable	\$335,896	\$723,752
Prepaid expenses	\$20,344	\$13,970
	<b>\$6,916,750</b>	<b>\$6,153,996</b>
<b>Leasehold improvements and equipment</b>	<b>\$204,685</b>	<b>\$239,158</b>
	<b>\$7,121,435</b>	<b>\$6,393,154</b>
<b>Liabilities and fund balances</b>		
Current		
Accounts payable and accrued liabilities	\$1,997,922	\$1,597,648
Deferred revenue	\$1,249,653	\$1,440,736
	<b>\$3,247,575</b>	<b>\$3,038,384</b>
Deferred contributions	\$204,328	\$238,801
	<b>\$3,451,903</b>	<b>\$3,277,185</b>
<b>Fund balances</b>		
Operating Fund	\$(1,014)	\$(1,171)
Special Projects Fund	\$3,670,546	\$3,117,140
	<b>\$3,669,532</b>	<b>\$3,115,969</b>
	<b>\$7,121,435</b>	<b>\$6,393,154</b>

On behalf of the Board of Directors

  
Patti Wright

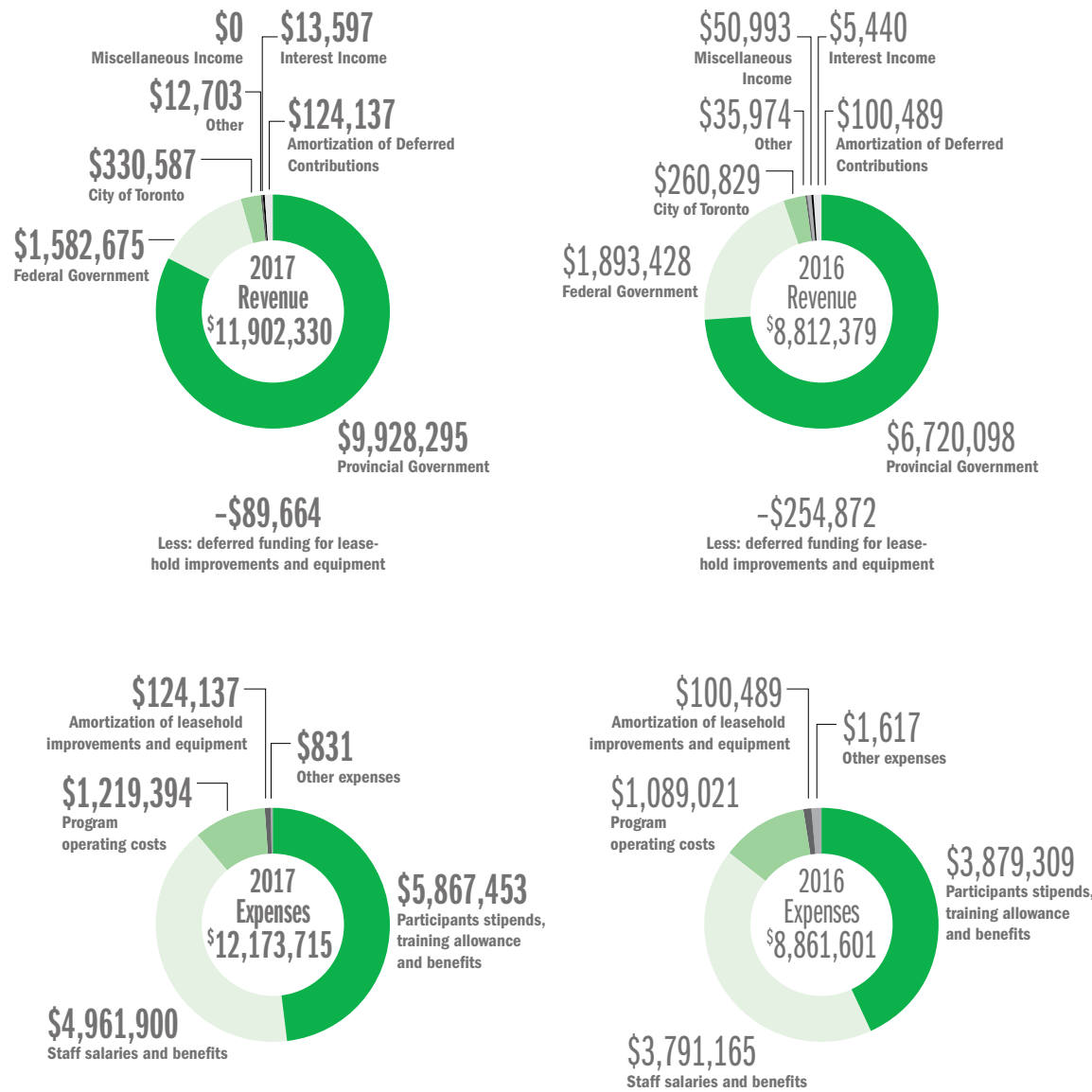
Director

  
Luzita Kennedy

Director

A copy of YES' full audited financial statements are available at our website

## Youth Employment Services YES Statement of Operations and Changes in Fund Balance – Operating Fund



Year ended March 31	2017	2016
Deficiency of revenue over expenses	<b>\$(271,385)</b>	\$(49,222)
Operating fund deficit, beginning of year	<b>\$(1,171)</b>	\$(3,949)
<b>Transfer from Special Projects Fund</b>		
GAP – This Way Ahead	<b>\$114,423</b>	\$-
HSBC – Ask A Business Consultant	<b>\$77,619</b>	\$-
Counselling Foundation – Empowering the Employment	<b>\$37,500</b>	\$-
Annual transfer	<b>\$42,000</b>	\$52,000

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... Forever*





*Changing Lives  
... Forever*

**Youth Employment Services YES –  
Head Office**

555 Richmond Street West, Suite 711  
Toronto, ON M5V 3B1  
Tel: 416-504-5516

**YES – Job Development Services**

555 Richmond Street West Suite 602  
Toronto, ON M5V 3B1  
Tel: 416-504-5516

**YES – Lighthouse Project**

555 Richmond Street West, Suite 1003  
Toronto, ON M5V 3B1  
Tel: 416-504-5516

**YES Employment Centre**

1610 Bloor Street West  
Toronto, ON M6P 1A7  
Tel: (416) 535-8448

**YES – Youth Job Centre**

2562 Eglinton Avenue West  
Toronto, ON M6M 1T4  
Tel: (416) 656-8900

[www.yes.on.ca](http://www.yes.on.ca)

Charitable Registration Number: 83275 6720 RR0001