



Annual Report: Community Services Year-End Report

To: Finance, Budget and Enrolment Committee

Date: 7 November, 2019

Report No.: 11-19-3783

Strategic Directions

- Allocate Human and Financial Resources Strategically to Support Student Needs

Recommendation

It is recommended that Annual Report: Community Services Year-End Report be received.

Context

Appendix A represents the Annual Report for the Community Services (CS) Department of the Toronto District School Board (TDSB). The mission of the CS Department is to develop and deliver services that support a diverse clientele to achieve their settlement, employment, language and/or skills development goals.

The CS team reports to the Executive Officer of Finance through the Senior Manager of Business, Community and Student Transportation Services which is led by a Manager of Community Services. By applying for external funds through a variety of funders, such as Ministry of Training, Colleges and Universities (MTCU Employment Ontario), the Government of Canada (Employment and Social Development Canada), CS is able to provide all services at no cost to the TDSB with a net surplus contribution to offset any administrative costs of operation. The annual administrative contribution varies from year to year but is normally in the ranges from \$2.5M to \$4M.

The attached appendix highlights the various projects, the impact on the community (including directly within the school community for the Welcoming Community program) and some testimonials of impact and numbers served. Over 20,000 unique users were served last year and many more were repeat service users or referred to other providers.

Action Plan and Associated Timeline

Appendix A also illustrates the impact of the department. Going forward, CS will continue to build on its program successes as well as its impact among parents, families and students. They will do so by expanding supports to newcomer youth, adding additional outreach to parents on the benefits of the Next Steps Employment Centres, Hairstyling Apprenticeship, On The Line culinary program, and the LINC and newcomer programming, among others. Also continue to work with guidance to facilitate support through the transitional phase of school to work, further education, apprenticeship and other positive outcomes. CS sees itself as a resource for the entire community, a positive contributor to the development of enhanced equity in the system and a leader in the development of Service Excellence responsiveness and best practices.

One such example of Service Excellence best practices is the Employee Recognition and Reward Program (ERAP), where staff nominate colleagues for recognition and awards are given annually at an MC'd event. Staff have remarked that this has been very motivational and because it is local, specific, detailed and coming from colleagues, they appreciate the award even more.

Resource Implications

Not applicable.

Communications Considerations

Not applicable.

Board Policy and Procedure Reference(s)

Not applicable.

Appendices

- Appendix A: Community Services Annual Report 2018-2019

From

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2018-19

ANNUAL REPORT

REACHING
BEYOND THE
SCHOOLS TO
SUPPORT OUR
COMMUNITY

MISSION STATEMENT

Community Services' mission is to develop and deliver services that support a diverse clientele to achieve their settlement, employment, language and skills development goals.

GUIDING PRINCIPLES

- **Service Excellence** – Enhancing responsiveness and providing high quality services through service excellence to support our clients and learners to achieve their goals
- **Collaboration** – Working together as a team and developing partnerships both internally and externally to respond to shared challenges and goals.
- **Innovation** – Fostering a culture of innovation and creative thinking in order to deliver high quality services and strengthen staff.

VALUES

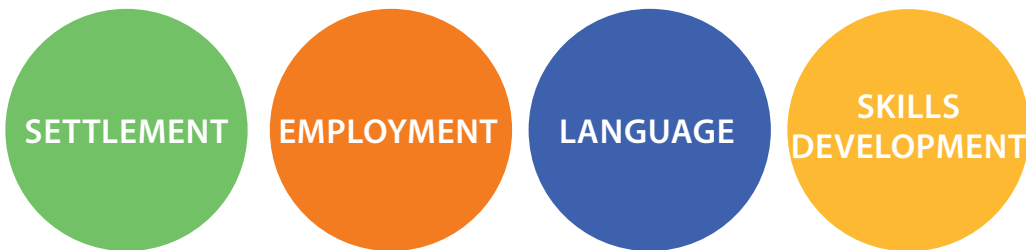
- **Respect** – Listening and treating each other with respect; recognizing everyone's unique and essential contributions.
- **Diversity and inclusiveness** – Valuing diverse perspectives and experiences and celebrating uniqueness of all voices; ensuring a welcoming environment for all.
- **Openness and transparency** – Fostering an atmosphere of trust by being honest and transparent in our communication.
- **Integrity** – Leading by example and taking responsibility for our actions.

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INTRODUCTION / WHO WE ARE



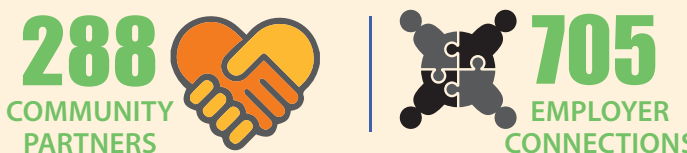
The Toronto District School Board (TDSB) is the largest and one of the most diverse school boards in Canada. We serve approximately 246,000 students in 582 schools throughout Toronto, and more than 140,000 life-long learners in our Adult and Continuing Education programs. Our mandate is to provide consistent, responsive representation of all TDSB students at the appropriate levels, and to help ensure students' needs and interests are met with the proper attention.

TDSB's Community Services Unit develops and delivers services that support a diverse clientele in overcoming barriers and achieving their settlement, language, employment and skill development goals. Programs are designed to provide tools, training and support for individuals to gain the skills and knowledge they need to be successful. A variety of individuals will benefit from these programs, including adults, youth, newcomers and people with disabilities. The programs are funded by the federal, provincial and municipal governments.

Community Services at a Glance: Celebrating Success

Community Services' over-arching goal is to make positive changes in people's lives and contribute to society by supporting everyone's well-being. Every year, we work very hard to achieve this goal by helping people to achieve theirs, whether it is integrating to a new country, learning English, finding employment or obtaining training.

2018/19 SNAPSHOT:



Looking back, we have a lot to celebrate:

20,395 new clients and learners accessing our services and getting closer to realizing their life goals

8,312 newcomers and refugees receiving settlement support to successfully integrate into the social, economic, cultural and political life of Canada

5003 job seekers finding employment to better support themselves and their families, and be able to plan for the future

1,321 receiving training to learn new skills and improve future job prospects

705 employers meeting their recruitment needs to grow and thrive in today's economy

The Community Services Unit of the TDSB is many things to many people. It is a place where newcomers learn English, make friends and build their networks. It is a place where multi-barriered youth find hope and develop skills for a better future. It is a place where our staff are heard and supported through PD, mentorship opportunities, committee work and open communication. It is a place where people matter.

2018-19 wasn't without its challenges, however, as we have faced uncertainty and additional budget pressures, but because of our dedicated staff we were able to focus on what matters most: improving lives. The stories in this year's Annual Report are inspired by those we serve and those on our dedicated team who serve with respect, integrity and compassion.

We are proud of the work we do and with an ongoing focus on service excellence we will meet the challenges ahead and continue to strengthen our communities.

Thank you to our staff for all that you do. Thank you to our community – our clients, learners, funders, community partners and employers – for your continued support. We look forward to continuing our work together to foster opportunities that create a better future for all.

Garry Green and Sevgul Topkara-Sarsu



SEVGUL TOPKARA-SARSU
MANAGER,
COMMUNITY SERVICES



GARRY GREEN
SENIOR MANAGER,
BUSINESS, COMMUNITY
AND STUDENT TRANSPORTATION
SERVICES

CELEBRATING CLIENTS / LEARNERS



Mark is a dermatologist from China. He came to Canada as an investor, and is currently in LINC Level 4. He lived in Montreal for 1 year and is now in Toronto. He has 2 children in a Toronto French School, they are 13 and 10 years old. He frequently volunteers at the school. He says schools want parents to be involved. He helps when they get new uniforms by unpacking boxes and helps when the school has festivities. His responsibilities include cleaning off tables and helping organize other parents with the schedule of events. He enjoys the chance to practice his conversational English with the other parents.

Ihuoma is a Supply Chain Coordinator and was referred to the Enhanced Language Training (ELT) program by the YMCA. She is originally from Nigeria and has a BSc in Electrical Engineering from Lagos University. Ihuoma applied for several jobs but was unable to get an interview before attending the ELT program. She was open to any related work placement in supply chain (sales forecasting, marketing analysis and SWAT analysis). Throughout her participation in the program, Ihuoma has always been very determined and efficient, the first one to complete the assignments.



On the last day of the program, a Job Developer arranged an interview for her placement. Ihuoma had a very successful interview which led to a job offer after the placement. She was extremely grateful for the support she received from the ELT program and the Job Developer and indicated that none of this would have been possible without their help and advice.



Britta immigrated to Canada in 2015. In her native homeland of Germany, she worked as a Desk Clerk at a variety of hotels in Berlin.

After working a few odd jobs here initially, as it often happens when you don't have Canadian work experience, she came to the Next-Steps Employment Centre through a referral from a friend. She wanted to work in an office environment, but not at hotels again due to the irregular shifts.

The Next-Steps team helped polish up her resume and helped her with interview techniques. They reached out to one of the employers they had worked with in the past to see if they were interested in someone with her skills and experience. The employer interviewed Britta and realized her potential. They gave her a job offer within days.

Britta is now employed as an Administrative Assistant at Manawa Inc., a growing IT company in Toronto.



WINNER, MAKE A DIFFERENCE AWARD

ALLISON KENMARE TREUSCH, EMPLOYMENT ADVISOR | NEXT-STEPS EMPLOYMENT CENTRE - RIVERDALE

Thank you for creating this (employee recognition) award program that recognises the work that we do in the community and inspires us to continue to work hard for our clients.

I have the privilege of meeting people from all over Canada and the world – from diverse backgrounds, ages and personal circumstances and experiences. With the collaboration of my colleagues and management, I help them with their employment needs as well as navigating and accessing the wide range of services available in the community.

Thank you to all my supportive colleagues.

KYLA RAJKUMAR, CULINARY INSTRUCTOR | ON THE LINE CULINARY TRAINING

I am the culinary instructor of the On The Line program. I run a 5-week, in-kitchen training that is designed to impart the fundamentals of cooking to the participants and better prepare them for work in the food and beverage industry.

I feel privileged to be a part of helping our participants gain a sense of fulfillment and confidence as they grow their skills over the course of the program. Through this program, our participants are exposed to new cuisines and ingredients that they may not have tried on their own. Seeing them find joy in food and knowing that they are armed with tools to find viable employment and prepare healthy and delicious meals for themselves gives me great satisfaction.



WINNER, MAKE A DIFFERENCE AWARD



WINNER, COLLABORATION AWARD

**WILF FLAGLER (IN MEMORIAM) COMMUNITY SERVICES SUPERVISOR
NEXT-STEPS EMPLOYMENT CENTRE - DOWNSVIEW**

Collaboration requires one to have the ability to be authentic and true to one's self, while also having genuine concern, empathy, compassion, and regard for how well others are served within the partnership. Defining collaboration seems synonymous with describing **Wilf Flagler**. Wilf exemplified these skills frequently, by his collaborative style among his peers and with his team as well as working together with our community partners for the common good.

One of the most crucial factors in collaboration is communication, and Wilf knew how to communicate. He knew how to initiate a mutually agreeable collaboration, articulate the benefits to all sides and work out the details so that everyone understood the parameters and stayed motivated while working towards common goals.

Wilf listened. He focused on building a team. He embraced the dreams of his staff and wanted to help them flourish. He respected and cared for others, and he made amazing things happen for clients as a result of all of his care and attention. Wilf's life and actions have positively impacted everyone around him and his example is one from which we can all learn.

Enhanced Language Training

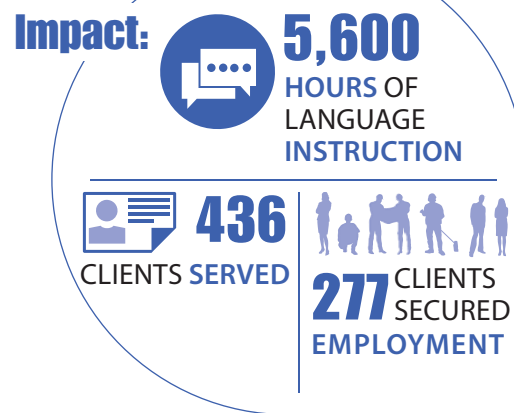
“ I would recommend the ELT program if you’re looking for a program that combines practical communication skills development and training, relevant workplace and sector-specific information, and useful job search tools and strategies. ” Chris

Building bridges to a brighter future

The Enhanced Language Training (ELT) program helps newcomers bridge their international training, education and experience with employment opportunities in Canada. This 14-week program includes an 8-week in-class training portion followed by a 6-week work placement. Classes are taught by industry professionals and offer the opportunity to network and improve employability skills. The program focuses on the following sectors: Accounting, Customer Service & Administration, Engineering, Financial Services, Health & Wellness, IT, and Sales & Marketing.

Clients benefit by:

- Improving their Business English proficiency
- Increasing their knowledge of sector-specific terminology
- Enhancing workplace essential skills
- Building professional networks
- Gaining job experience through unpaid job placements



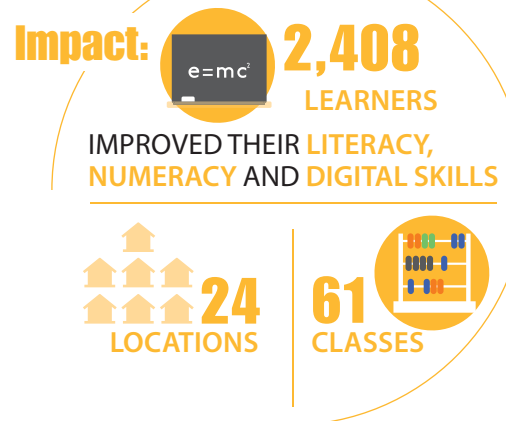
Essential Skills Upgrading

“ It was a great opportunity for me to attend the ESU program. My writing skills improved tremendously, so I am very happy that I took this program. ” Hossein

Getting back to basics; increasing independence

Essential Skills Upgrading (ESU) provides non-credit instruction in reading, writing, numeracy and digital technology to adults who speak English and who have goals of employment, further education (secondary or post-secondary), apprenticeship, and/or greater personal independence. We are a goal-driven, outcomes-based, learner-centred program dedicated to helping our learners acquire the skills they need to transition towards their goals. With full-time, part-time and evening classes across the city, as well as a one-to-one tutoring program, we are able to offer participants flexible learning options in convenient locations.

Through a network of partnerships, we offer a variety of “Computers for Work” workshops which allow employment-focused clients acquire the digital technology skills employers are looking for. In addition to our learners, we assist many clients through referrals to other learning opportunities which best meet their needs.



Language Instruction for Newcomers to Canada

“LINC has helped me increase my confidence and fluency in speaking and writing skills. The environment makes you feel comfortable and welcome. I love my class and the teacher’s style of teaching.” Samiullah

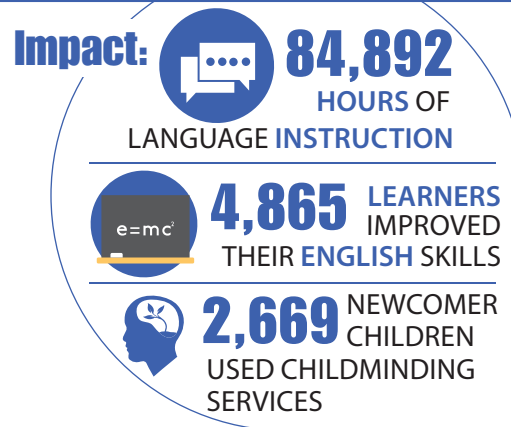
Building language skills for success

English language skills are often a prerequisite to newcomers’ successful settlement and social, economic and cultural integration into Canadian society. As the largest and one of the oldest LINC programs in Canada, TDSB’s LINC offers free English classes and settlement services that assist newcomers attain the English language proficiency needed to fully participate and succeed in their new Canadian home, community and economy.

Part-time and full-time classes are available year-round, and some sites also offer evening classes. All locations provide free Care for Newcomer Children (CNC) - for ages 19 months to 5 years – which enables parents to attend the classes without having to find costly childcare.

What you can expect from us:

- A welcoming, respectful and safe learning environment
- Knowledgeable, helpful and responsive staff
- Learning focused on your needs and goals



Next-Steps Employment Services

“I am at the end of my first week of work, and I’ve already learned so much... This is an amazing opportunity for me, and I hope to grow within the company. I will be forever appreciative for what your team has done for me.” Samantha

Opening the doors to employment

Next-Steps Employment Centres offer a range of FREE services, resources and supports to respond to the career and employment needs of job seekers and employers looking to hire in Toronto, Mississauga and Vaughan. Services offered include:

- Job coaching and labour market information
- Online workshops
- Resume & cover letter development, interview skills
- Connections with Employers
- Job matching and placement supports
- Skills development and training
- Resource centre with access to computers for job search

Next-Steps also helps eligible employers access resources from the Canada-Ontario Job Grant (COJG), which provides funding to businesses for training existing employees or new hires.



Newcomer Services

Empowering newcomers, investing in the future

Settling in and adjusting to a new country can be a long and difficult process. Located in Malvern (Scarborough), TDSB's Newcomer Services supports newcomers providing effective and high quality settlement services to empower our clients to become independent in every aspect of their lives in Canada. Services include extensive and valuable information, referrals, group workshops and one-on-one assistance on various settlement needs.

Free Care for Newcomer Children (CNC) services are provided on-site while parents are attending workshops or accessing other services at the site.

“ Staff was very helpful and well informed, and ready to assist us at any time. Excellent Service!” ” Doreen

“ Very good and very helpful for me. I recommend your service to my friends and family.” ” Kajani



Impact: **1,628** NEWCOMERS RECEIVED SETTLEMENT SERVICES

110 GROUP ACTIVITIES

690 PARTICIPANTS ATTENDED GROUP PROGRAMS

“ What did you learn about yourself from the Welcoming Communities creative writing program? “That I can see myself doing this in the future. Writing, creating, sharing stories with other people.” ” Arisha, Grade 8

TDSB Welcoming Communities

Facilitating the integration of newcomer youth and children

As the TDSB's only mentorship program dedicated to helping newcomer students adapt successfully at the elementary, middle and high-schools levels, Welcoming Communities serves over 100 schools in the Board each year. The program helps newcomer students transition into life in Canada through attendance support, leadership skills development, homework help, post-secondary planning and career exploration, community volunteering as well as specialized programming such as the Re-Connect and the Creative Writing programs.

Activities offered include:

- Targeted skills development programs including hairstyling, construction and carpentry
- Indigenous arts and crafts
- English conversation circles
- Parent engagement
- Information sessions, campus tours, guest speaker events, employment fairs and recreational programs



Impact: **1,741** MENTORSHIP MATCHES

1,796 GROUP PROGRAMS

146 VOLUNTEER TRAINING SESSIONS

Ontario Works Training Programs

Increasing independence; building hope

Ontario Works (OW) training programs help job seekers in receipt of OW gain skills and acquire tools to start a new career in construction and food processing.

The **CONNECT** Program is a FREE 26-week training program specifically developed to assist Newcomer clients who are interested in improving their English language skills to gain full-time employment in entry level and general labourer construction positions.

Entry to Food Processing is a FREE 8-week program for job seekers who are interested in a career in food processing. The training includes:

- Canadian Food Processing Industry and Labour Market Trends
- Public Health Legislation and Principles of Food Safety management
- Overview of HACCP and GMP
- Food Handling and Safety Requirement for Food Processors
- Hygiene, Sanitation, Preparation and Storage



Impact:

68 CLIENTS SCREENED



45 CLIENTS RECEIVED POST-HIRING SUPPORT



28 CLIENTS ACCEPTED TO THE PROGRAM

On the Line (OTL) - Youth Culinary Training

Enhancing youth employment opportunities

As the newest addition to the programs offered by TDSB's Community Services Unit, OTL is a unique 11-Week culinary program that offers skills building opportunities and employment readiness support to multi-barriered youth between the ages of 15 and 30.

The overall goal of the program is to support youth in obtaining work as Line Cooks. The program offers:

- 5 weeks of intensive kitchen training and pre-employment support to prepare individuals to start a career as line cooks
- Menu planning, knife skills and food prep training with a Chef Instructor
- Food Handler and WHMIS certifications
- One-on-one assistance with job search

Program is FREE and participants **get paid** for 30 hours per week to attend the sessions. The training is offered year-round with new intakes every 5 to 6 weeks.

“ This program has provided me with motivation to find work on my own and develop a lasting career in the industry. ” Daniel



Impact:



86 CLIENTS ACCEPTED TO THE PROGRAM



42 CLIENTS SECURED EMPLOYMENT



10 TRAINING SESSIONS

Scarborough Centre for Employment Accessibility

Overcoming barriers one step at a time

The Scarborough Centre for Employment Accessibility (SCEA) is a fully accessible, drop-in employment resource centre to assist job ready individuals prepare for employment or self-employment.

SCEA is open to all job seekers, including those with a disability. It offers access to computers, internet, phones, fax and photocopier, job board, a variety of specialized employment-related information, job search workshops and self-help resources, MS Office tutorials, job fairs, special guest speakers and events. Additionally, the following accommodations are available for persons with disabilities:

- Assistive computer technologies such as Jaws, Zoom Text, Kurzweil, Dragon Naturally Speaking, Audio Notetaker, and Scan & Read
- Ergonomic computer chairs, hydraulic tables, and large screen monitors
- Sign Language Interpreters (available by appointment)
- Wheelchair accessibility
- Information sessions, campus tours, guest speaker events, employment fairs and recreational programs

“ I was able to obtain a job as a school crossing guard! Thanks to the wonderful gentleman who works at SCEA. He helped with my resume, scanning and attaching my AODA and safety certificates... I couldn't have done it without him. THANK YOU!! ” Nancy



Studio 500 - Hairstylist Apprenticeship and Pre-Apprenticeship

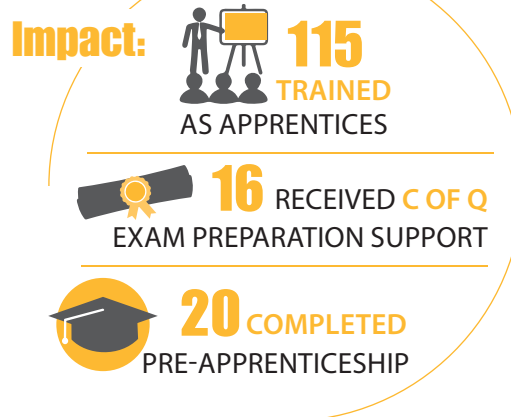
Enhancing skills for better employment opportunities

Studio 500 is the only official government-recognized hairstylist apprenticeship training facility in the GTA. It helps aspiring hairstylists gain industry experience and skills needed to reach their full potential in the field. The training is offered by Red Seal certified instructors at fully equipped salon labs.

While the Hairstylist Pre-apprenticeship program provides opportunities for people who have no previous hair salon experience and who have not yet completed their secondary education, the Hairstylist Apprenticeship program prepares participants for the Hairstylist Certificate of Qualification exam. The program also supports apprentices to attain their 240 hours of required on-the-job training in salon.

Year-round enrolment, full-time and part-time classes are available.

“ I have gained a lot of experience and a lot of skills from this program. It's an amazing program! ” Akhil, former client & salon owner





Harsh

First day at work. First paid opportunity. First day of true freedom!

That’s a lot of firsts for anyone to experience, especially someone who has been out of school and is new to the job market.

Harsh is a graduate from the Toronto District School Board (TDSB) and was a new client to Next-Steps Employment Centre - Downsview.

He visited the centre with his mother seeking assistance and support with landing his first job. The staff at the centre completed an assessment, conducted a practice interview and offered life skills suggestions to help him adjust to all of the changes that accompany being employed (i.e. going to bed early, travelling independently, getting to work on time, following instructions, taking initiative, etc.). The coaching and support ultimately connected him to an employer who saw the potential in Harsh and offered him an associate’s position at the opening of a new Select Sandwich retail store.

Harsh spent his first day on the job helping to get the store ready for the grand opening. He was visited by Daisy, the Job Developer who found the position for him and was given additional support and training while completing the tasks. At the end of the day, he was not exhausted as a result of the physical labour; he was excited about his accomplishments and asked to learn more tasks, including working on the cash register and making sandwiches.

Keep in mind that Harsh has never been employed, never made a meal for himself, and for the past two years, he has kept his own schedule of watching TV, playing video games, and waking up whenever he wanted to!

The management and staff at Select Sandwich were pleased with Harsh’s positive can-do attitude and interest in learning more. So much so that within the first week of being employed he was taught how to make sandwiches and prepare lunch items.

Harsh’s story is not unique and is one of the many successes that the Next-Steps Employment Centres experience and facilitate. But it is important to acknowledge that often times society at large is slow to assist and recognize the skills in differently-abled people. Community service providers often recognize the strengths in others and use the resources at hand to promote and support diversity in the workplace.

Next-Steps Employment Centres have 7 locations in Toronto, Mississauga, and Vaughan providing FREE employment services for job seekers and employers. The centres are operated by the TDSB and funded by Employment Ontario. More info at www.next-steps.ca



Harsh with store managers Devi (L) and Rosalie (R)

CLIENT SUCCESS STORIES



Sara at TNO office

My name is Sara. Please allow me to thank those who helped me reach where I am now. Staying at home for almost 2 years after my baby was born made me shy and non-social. I felt anxiety all the time.

In 2018 I had a great opportunity to enroll in the Essential Skills Upgrading (ESU) Program offered by TDSB. This is when I started to get my life back. I cannot describe how thankful I am to Adriana Ungureanu, the Program Officer, and to Glynis Guevara and Alison Clarke, the instructors. With hope and support, they encouraged me to change and start again.

In the ESU program, I participated in group discussions, improved my vocabulary and my writing skills. I also improved the soft skills I needed in everyday life.

The class was a good environment for me, with supportive colleagues. I saw that other people were in the same situation as me. It was hard in the beginning to commit to being in school every day, but I decided to make this a habit. It was difficult to balance school and being a single mother.

In only a few months, I gained the self-confidence I needed to apply for a job. Now I am working for The Neighborhood Organization (TNO) with confidence and great social skills that I gained from my teachers and friends. I am happy to work for the community; it is my turn to help others now.

Thank you so much TDSB for giving me opportunity and offering programs like ESU to people like me who need support and better skills for life and work.

Essential Skills Upgrading (ESU) is a FREE non-credit, adult program that helps clients improve their reading, writing, and math skills, as well as their employability and workplace skills. Classes are offered at 24 locations in Toronto, and the program runs September to June, Monday to Friday on a full-time or part-time basis, during the day or in the evening.

The program is for individuals who:

- Speak English
- Want to upgrade their skills to prepare for high school, college, apprenticeship or certificate programs or employment
- Are goal-oriented and want to gain self confidence

More info at www.upgrademyskills.ca



LOOKING INTO THE FUTURE

“ Volatility, Uncertainty, Complexity and Ambiguity - VUCA - are the realities of today and will continue to be so in the future. It won't be getting easier and leaders must accept this reality! ”

Bob Johansen

Looking ahead, our services will be further shaped by demand for innovation, transformation of employment services, a changing labour market and immigration trends, as well as rising client/learner expectations. We know we will face many challenges ahead to make our existing infrastructure and services ready for the future. We must ask ourselves everyday how ready we are to lead in the future and what we need to better understand, learn and practice. We must be prepared for rapid change. While these adjustments and the uncertainty that accompanies them bring the promise of anxiety and opportunities; our focus is on the opportunities.

CS will continue to:

- Invest in its people to deliver client-centered experiences and help those we serve feel more confident about their future prospects;
- Search for opportunities to offer new programs to better meet the needs of our clients and learners;
- Listen closely to our stakeholders;
- Focus on service excellence;
- Foster an inclusive culture to bring out the best in our teams;
- Make “future trends” a part of every conversation, every advice we provide to our clients and learners and every program planning and provision.

Our success is the community's success. With the ongoing support of our funders, partners, staff, clients and learners, we are ready for the challenges and achievements ahead in 2020 and beyond.

EMPLOYER CONNECTIONS

- 21st Century Bearings Inc.
- 32 Miles Build & Design
- 411.ca
- 880 Cities
- 4DM Inc. - Geospatial Information Technology Company
- A La Carte Kitchen
- A&W
- A-1 Cash and Carry
- A2A Web Design
- Abba Kyrillos & Mari Mina Ltd (aka: Tim Hortons)
- ABC Dev Inc.
- Access Alliance Multicultural Health and Community Services
- Access Cash General Partnership
- Account Dynamics Worldwide Inc.
- Account Pro Systems Inc.
- Accuflo Plumbing Solutions Inc.
- Action Auto Glass
- Action Collections & Receivables Mgmt.
- Addictive Mobility
- Adecco
- Adriatic Glass & Mirror Ltd.
- Adweko Canada Inc.
- Affinity Insurance
- AGS Automotive Systems Inc.
- Air Kool Ltd.
- Air Liquide Canada Inc.
- Air Track Inc.
- Ajeet Industries Inc.
- Akendi Intentional Experiences
- Akropolis Pastries
- Albarrie
- Alert Driving
- All Custom Gasket
- Allan Teachman
- Alleyne Inc.
- Almon Equipment Ltd.
- Alpeza General Contracting Inc.
- Alpha Textbook Inc.
- Alpha's Discovery Club Inc.
- Altius Architecture
- AM Adatia Medicine Professional Corp.
- Ankit Designs Inc.
- Anoosh Tech Inc.
- Anova Fertility & Reproductive Health
- Anson S. Taylor Jr. PS
- Apex Fund Service
- Apollo
- Aquitaine Auto Centre Inc.
- Aramark
- ArcelorMittal Tailored Blanks Americas Ltd.
- Argon Electric Ltd.
- Armstrong Fluid Technology
- Armstrong Manufacturing Inc.
- Ashlin BPG Marketing Inc.
- Asian Care Givers
- AST Flooring Ltd.
- ATG Pharma Incorporated
- Aurora Tech Development
- Aurora Food Pantry
- Aurum
- AVAJ Future Solutions
- Avanti Hair Salon
- Aviation GSE
- Aviator Danforth
- Avondale Foodworks
- AYA Kitchen & Bath Ltd.
- Azans
- Baba Tel
- Bahman Accounting Inc.
- Bakertilly WN LLP
- Bamford Produce Company Ltd
- Barrett and Welsh Inc.
- Bartell Morrison Inc.
- Battaglia Architect Inc.
- Baycrest
- BCM Partners LLP
- Beacon Corporation Brokerage
- Belmont House
- Berg Chilling Systems
- Bernard Betel Centre for Creative Living
- Bespoke Painting Services Inc.
- Best Buy Canada
- Best Western Hotel
- Beta Calco Inc.
- Beta College
- BGIS
- Biddingo
- Big Smoke Burgers
- BioConnect Inc.
- BioPharma Services Inc.
- Biotalent Canada
- Blackwell Structural Engineering
- Bloor West Dental
- Blueprint Software Systems
- BMO Bank of Montreal
- Bogdan Newman Caranci Inc.
- Bond International Services Canada
- Boom Breakfast & Company
- Boost Agents
- Bow Wow Doggy Day Care
- Branded Bites
- BresoTec Inc.
- Bright Pics Inc.
- Brookfield Global Integrated Solutions
- BTY Group
- Buffalo Wild Wings
- Build Max Ltd.
- Burnco Manufacturing
- Burrito Boyz
- Byrne Engineering Inc.
- Cadmech Design Inc.
- Canada Colors and Chemicals Ltd.
- Canadian Coptic Centre
- Canadian Down & Feather Company Ltd.
- Canadian Educational Services
- Canadian Maintenance Safety Ltd.
- Canadian Petroleum Processing Equipment Inc.
- Canadian Red Cross
- Canadian Tire
- CAPREIT
- Carib21
- Carefirst Seniors and Community Services Association
- Carl Zeiss Canada Ltd.
- Carlaw Tire and Auto Services Inc.
- Carnata Consulting Inc.
- Carson Dunlop & Associates Ltd.
- Casa Manila Restaurant
- CB Squared
- CCE Medical
- CDI Computer Dealers Inc.
- Cedarbrook Lodge
- Celplast Metallized Products
- Centre of English Studies (CES Toronto)
- Centric Health
- Channel Assist Inc.
- Chantler Packaging
- Charlie's Meats
- Chef's Table
- Chelsea 98 Investment Group
- Chens Enterprises
- Chiva Auto Group Inc.
- Christie Lites
- Christina Ke Wang, CGA
- Cinq Foods
- Circle of Care
- Cisco Systems Canada Co.
- City of Richmond Hill
- City of Toronto
- Cityview Dental
- Clear Images Photography
- Clearbridge Mobile Inc.
- Click on Mac Solutions
- Cloud Dynamics
- CLS Catering
- Cobblestone Foods Inc.
- Codefusion
- Community Environment Alliance
- Compucage International Inc.
- CompuStaff Corp.
- Concreation Canada Inc.
- Conrad's Barber Shop
- Coptic Orthodox Patriarchate of Alexandria
- Corporate Finance Outsource

- Corvin
- Cosmetica
- Country Style Donuts
- CQK Chartered Accountants
- Crawford & Company Canada Inc.
- Crayon Design Co Inc.
- Creations Food Company
- Creative Strategy Design
- Credit Valley Conservation
- CRH Canada Group Inc.
- Crown Metal Packaging Canada
- Crystal Claire Cosmetics
- CT Bakery
- Cullitons Limousine Services
- Cusco Fabricators LLC
- Custom Color Imaging
- Custom Track Services
- Cut Above
- CYY Accountants Corp.
- Daango Sweets
- Dadras Architects Inc.
- Dairy Queen
- Dalton Pharma Services
- Dapasoft Inc.
- Data Global Technologies
- Datasoft Global Technologies Inc.
- Datawind Inc.
- Deca Aviation Engineering
- Deep Foundations Contractors Inc.
- Define Metal Fabrication Inc.
- Delo Logic Inc.
- Delta Hotels and Resorts
- Deltro Electric Ltd.
- DeSerres
- DHL Global Forwarding (Canada) Inc.
- Diaz Law Firm
- Discount Car & Truck Rentals
- Dochia Interior Design
- Don Valley Health & Wellness
- Donalda Golf Club
- Donna Dolphy
- Double Tree By Hilton
- Dr. David Gardner Dentistry Professional Corporation
- Dr. Iram Zando Medicine
- Dr. Poulos DDS
- Dr. Pramiti Kohli
- Dr. S. Nikolakakis Optometry
- Dr. Slome Professional Corp.
- Dr. Stelios Nikolakakis Professional Corp.
- Dr. Steven Moss
- Dr. Tariq Saeed Clinic
- Drive Products
- D-Tech Consulting Inc.
- Duarte Coaching
- Dufferin Communications Inc.
- Dylan Bar
- Dynexa Corp. / Canadian Career College of Innovative Technology & Management (CCCITM)
- East End Garden Centre Ltd.
- Eaton Power Company
- Earlcourt BBQ
- Ecmictics Biotechnology Inc.
- Ecom Food Industries
- Education Academy
- eFresh Meals Inc.
- Electro Accounting
- Eli Lilly
- Elite Alliance Services Inc.
- Elite Air Systems
- Elte Café
- Emerald Legal Professional Corp.
- Enghouse Systems
- English Bay
- ENN Canada Corp.
- Entera Utility Contractors
- Entro Communications
- Enville Event Design & Catering
- EPI Fire Protection & Security
- eSCRIBE Software Ltd
- Esprida Corp.
- Esquire-Presidential Garment Care
- ESS Corp.
- Esso Canada
- Everest
- Evergreen College
- Export Packers Co. Ltd.
- EZ Food Group Inc.
- Fastrack Graphics
- Fengfan Accounting Corp.
- Fiera Foods Company
- Financial Education Institution Ltd.
- First Friends Preschool & Daycare
- FirstService Residential
- Flynn Canada Ltd.
- FNF Canada
- Food for Tots
- Food Starter
- Forest View Industries
- Forum Athletic Products Inc.
- Fotonz Inc
- Fox and Fiddle
- Franchise Management Inc. (FMI) Group
- Frans
- Fred's Bread
- Freshii
- Friends of the Greenbelt Foundation
- Frontline Broadband Inc.
- Frontop Engineering
- Frontop Surveying Inc.
- Fruit of the Land Inc.
- Fuchsia Hospitality Inc.
- Futurpreneur
- Fynn's Temple Bar
- G.B Lancaster Consultants
- G.J. Business Group
- GardaWorld
- Gatestone & Co
- GCP Consulting
- Global Tax Services
- Golda's Kitchen Inc.
- Golden Dollar Discount
- Golden Ridge Reality Inc.
- Gowling WLG (Canada) LLP
- Gprosys Corp.
- Great Clips
- Great Oak VFA
- Greenscaping
- Greenwich Associates
- GryphTech
- GT Global Telecom
- GVEX
- Habib Canadian Bank
- Haddad Geotechnical Inc.
- Hair in Motion
- Handi Foods Ltd.
- Harbour Dental Centre
- Havas Canada holdings Inc.
- HB Accounting
- Heart 2 Heart CPR Services
- Hello Sparks
- Helmfried Business Solution Inc.
- (HFBS)
- Heritage Skills Development Centre
- Herjavec Group
- Hero Response Inc.
- Hexocom Alum-Pro Inc.
- Hino Motors Canada
- Hodgson Mill Canada Inc.
- Holcim (US) Inc. & Aggregate
- Holcim Canada Inc.
- Home Depot
- Homestarts Inc.
- Hope Fertility & Reproductive Centre
- Hotel Indigo Toronto Airport
- Hubbert EME Engineering
- Hudson's Bay
- Hylan Group
- Hype Foods
- I/O Vision
- IBT College
- IDA Noble Pharmacy
- Ideal Jobs
- ILSCO of Canada
- Impact Kitchen
- Infinite Safe
- Influitive
- Infor Enterprise Software Solutions
- Infotech Business Centre Inc.
- Infuse Cafe
- Innovative Vision
- Institute of Communication Agencies
- Integra Tire and Auto Spa
- InterContinental Toronto Yorkville
- Interlink Connectivity Inc.
- Interwork Technologies Inc.
- Investors Group Financial Services Inc.
- Iron Fitness
- Roofing
- Isaac Operations
- IT World Canada Inc.
- ITC Systems Inc.
- Ivan Hair
- J.T. Donald Consultants
- Jazma Hair Inc.
- JC Salon
- Jewell Radimisis Jorge

EMPLOYER CONNECTIONS

- J-SAS, Software and Services
- Jumpfactor Inc.
- Just For Kids Early Learning Centre
- Kangaroo Design Group
- Kaza
- K-Dental Inc.
- Kenaidan Contracting Ltd.
- Kerrès
- KEY 2 Communications Inc.
- KFC Canada
- Kinch Legal Services Corp.
- King Catering
- Kingsmill Foods Company Ltd.
- Kobay Enstel
- KPMB Architects
- Kubik Inc.
- Kuehne & Nagel Ltd.
- Kwik Kutz
- La Carnita Queen St. E.
- Labrador Service Group
- Laurel School
- Lea Consulting
- LEDdirect Illuminated Savings
- Leon's Furniture
- Les Entreprises Proden Inc.
- Linda Modern Thai
- Lion Security Services
- Little London Barbershop
- Live Organic
- LMG Drafting
- Lombardo Neilly + Associates
- Long Island Clothiers Inc.
- Longo's
- Luizos Law
- Lullaboo Nursery and Childcare Center Inc.
- Lumacare
- Lumicision Inc.
- Lynch Fluid Controls
- Lynne Romero Solutions Inc.
- M & M Plating Inc.
- M&R Automation Canada
- Maha's Restaurant
- Manawa
- Manditours Int'l
- Maple Lodge Farms
- Marcotta Mechanical Contractors Inc.
- Markham Flooring Inc.
- Markham Steeles Medical Clinic
- Marycroft Tile Ltd.
- Matcor Automotive Inc.
- Matthew Scott Data Marketing
- Maxxam Analytics Inc.
- Maxxis International - Canada
- McDonald's Canada
- MCIS Multilingual Community
- McLeans Learning Academy
- McOuat Partnership
- Mechways Inc.
- MED e-care Healthcare
- MEDAbility Healthcare Centre
- Medallion Corp.
- Meridian Artists
- Metex
- Midas Inc.
- Miiscan-Personas.com Corp.
- Milano Computer Systems
- Mirian Law Firm
- Mirion Technologies Ltd.
- M-K Process Equipment Ltd.
- ML Catania
- Moes Limos
- Monardo's Services
- Morega Systems
- Morgan Solar
- Morgans on the Danforth
- Moriyama & Teshima Architects
- Mosaic Dental
- Moses Structures
- Motoinsight Inc.
- Moveable Online
- MS Falcon Tooling Inc.
- MTFX
- Mucho Burrito
- Multimatic
- Museum Dental
- Mystique Brand Communication
- Nandos
- Nations Fresh Foods
- Nebulae Wealth
- Nestle Canada Inc.
- New Dawn Energy Solutions
- New Directions Aromatics Inc.
- New Era Tool and Die Ltd.
- Nexera Wireless
- NGH Tours
- Niico Millwork Group Ltd.
- Niosha Daneshvar Dental
- Nissan Downtown
- NMC Dynaplas
- Noram
- NORR
- North American Business Services
- Northwater Capital Management Inc.
- Novena Tec
- NovoPlas
- Novotel Hotels & Resorts
- Nu-Life Medical Inc.
- OCAD University
- Ocean Mechanic
- Ogoamaka Law Firm
- OMNI King Edwards Hotel
- Onares Salon
- OneCAD Solutions
- Ontario International College
- Ontario Natural Food Company
- Opay Inc.
- Opulence Spa & Retreat
- OPUS Advisory Services International
- Paintbox Catering & Bistro
- Pak Lau & Associates
- PALS Staffing
- Panera Bread Canada
- Pantry Enterprises Inc.
- Paparatzy Gallery
- Paragon Security
- Paragon Systems
- Paramount Fine Foods
- Pardons & Waivers of Canada
- Parkview Dental
- Parkway Forest Foodland
- Pather Plastics International
- Pathway Communications
- Peekaboo Childcare
- Peel Word Processing Inc.
- Petalon
- Petit Maison Montessori
- Peto MacCallum
- Petra Soap
- Phases Salon
- Philopateer Christian College
- Phoenix Print Shop - a social enterprise
- Physical Therapy Services
- Pinchin Ltd.
- Pinsa Romana International Inc.
- Plexxus
- Polar Racking Inc.
- Polycote Inc.
- PolyOne Canada Inc.
- PowerStream Inc.
- Precision Works Inc.
- Primal Movement
- Priority Heating and Air Conditioning Ltd.
- Pro Auto Glass Inc.
- Professional Warehouse Demonstrators
- Progressive Sales Canada Electronics Inc.
- Pro-Line Automation Systems Ltd.
- Prostate Cancer Canada
- Provincial Moving & Office Installations Inc.
- PSAV
- Puratos Canada
- PW Kleens
- Pyramids Engineering
- QA Consultants
- QMC Metering Solutions
- Qzina Specialty Foods
- Radiant Global Logistics
- Rainbow Drug Mart
- Rallys Sports Bar & Smokehouse

Randstad Engineering
 Randy Held Corp.
 Ray Daniel Salon & Spa
 RB&W Corp. of Canada
 Real Assets Advisors Inc.
 Real Food for Real Kids
 Recipe Unlimited
 (formerly CARA Foods)
 Redcage Solutions Inc.
 Redwood Beauty Group Inc.
 Reliance Home Comfort
 Resource Polymers Inc.
 Reversomatic Man. Inc.
 RG Engineering Ltd.
 Richmond Dental
 Rimrock Sunset Grill Inc.
 Rogers Communications
 Rogers TV
 Royal Bank of Canada (RBC)
 Royal Canadian Mounted
 Police (RCMP)
 Royal LePage Realty Inc.
 Ryding Regency Meat Packers
 S&P Data
 Sales Dynamics Inc.
 Salon Rosso
 SAMCO - Machinery
 San Romanoway
 Sataya Paul Canada
 Scarborough Hospital Foundation
 Schneider Electric Canada Inc.
 Scholars Education Centre
 Scotiabank
 Secure Links
 Sedun & Kanerva
 Architects Inc.
 Senior Store
 SERVINET Inc.
 SGS Canada Inc.
 Shadlock Pharmacy
 Shasha Bread Co.
 Shoppers Drugmart Store 1555
 Shuku Salon
 SICK Ltd.
 Simply Smart Child Care
 Centre Inc.
 Sirati & Partners
 Sky Solar Canada Ltd.
 Smart Door Inc.
 Smart Start Montessori School
 SmartIP

Smith and Long Limited
 Sobey's
 Sobey's Urban Fresh
 Social Know How Inc.
 Soha Beauty Salon & Spa
 Sole Mio Footwear, Inc.
 Songbirds Montessori School Inc.
 Source 4 Nations Inc.
 Spark Internet Marketing Group
 Spartan Solutions Inc.
 Spectrum Healthcare
 Speedo Foods & Flavours Inc.
 Splashworks Kitchen & Bath
 Sporometrics
 SPP Canada
 St. Louis Bar & Grill
 St. Michael's Hospital
 St. Paul's L'Amoreaux Centre
 Stalco Inc.
 StandardBred Canada
 Standirect Kitchen
 Appliances Corp.
 Stantec
 Staples
 Steenhof Building Services Group
 Stemmler's Meat & Cheese Inc.
 StokeStack BBQ
 Stone Tile Inc.
 Streetsville Children's Centre
 Strickland Reading Clinics Inc.
 Suffah Academy of Learning Inc.
 Sundale Foods International Inc.
 Sunnybrook Hospital
 Sunray Group of Hotels
 Super Asia Food & Spices Ltd.
 SURGE ERP Consulting
 Swiss Chalet Restaurants
 Swissport
 SwitchGrocery Canada- NBL
 Foods Corp.
 Taheri Exchange
 Tangerine Bank (formerly ING)
 Taotao Group Ltd.
 TD Bank
 TDCNet Inc.
 Tech Triune (formerly
 J11 IT Services)
 TechDirect
 Techno Canada
 Techno Scientific Inc.
 Teeple Architects

Tecnicor Corporation
 Teleperformance
 Tender Treasure
 Montessori School
 Tenova Good Fellow
 Teqtronix
 Testforce
 Textile Museum of Canada
 TGO Consulting
 The Canadian Lung Association
 The Grand Hotel & Suites
 The Maid Home Services
 The Riverwood Conservancy
 The Sales Skills Learning
 The Storys Building
 The UPS Store
 The Vinyl Company Inc.
 Three Point Turn Inc.
 Tim Hortons
 Times Kitchen & Bath
 Tok Transit, Viva Division
 Toolway Industries Ltd.
 Toothworks Square One Dental
 Topnotch Employment
 Services Inc.
 Toronto Arts Foundation
 Toronto Gold Bullion
 Toronto Intergenerational
 Partnerships
 Toronto Nobel Academy
 Toronto Transit Commission (TTC)
 Toronto Western Hospital-Mount
 Sinai Dept. of Anesthesia
 Toshiba of Canada
 Tostado Café Inc.
 Tot Town Childcare Inc.
 Transat A.T. Inc.
 Trans-Plan Inc.
 Trend Marketing
 Trento Kia
 Tricon Capital Group Inc.
 Trillium Inspection
 Triumph Inc.
 Trophy
 Twin Contracting
 Twin Image Salon & Spa
 UCIT Online Security Inc.
 Uncle Testsu - Unionville
 Unicare Clinic
 UNICEF Canada
 Unika Swin

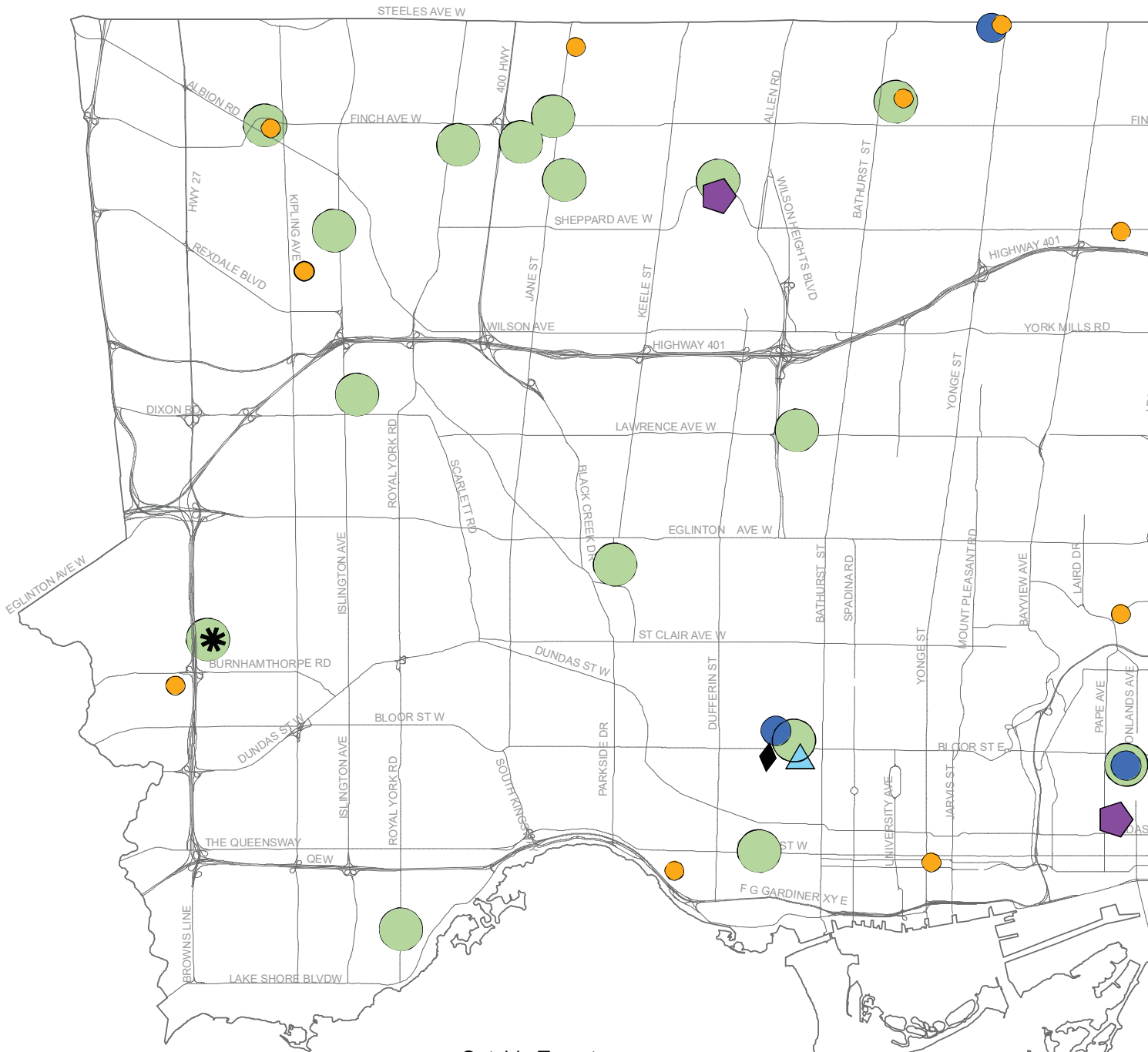
Union Social Eatery
 Union Strategies
 United Driver Services Inc.
 Upper York Secondary School
 UXP Systems Inc.
 Vagans Inc.
 Vantage Finishing and
 Refinishing Inc.
 Ventura Foods Canada
 Vertex Solutions Corp.
 VHA Home HealthCare
 VICS Group
 Vigilant Consulting Services
 Victoria International College
 of Business
 Virtual Engineers
 Vision Construction Ltd.
 Visrox
 Voith Hydro
 VTAC
 Warner Music Canada Inc.
 Warren Industries
 Waterview Dental
 Wayyoung Tech Aesthetics
 Web San
 Weir Minerals Canada
 Wendy's
 West Star Printing Ltd.
 Westway Machinery
 WFG - Ron & Lynne Romero
 White Shark Ltd.
 Willow Springs Winery
 Willowdale Subaru
 WinGenius
 Wings
 Winners
 Wolters Kluwer Ltd.
 WS & Company Ltd.
 WSM Engineering Inc.
 WSP Canada Incorporated
 WT Partnership (North America)
 Xinflix Media Inc.
 Y. Liu Law Firm
 Yamaha Music School
 Yang Wang Law Professional
 Corporation
 Yi Zuo Accounting & Tax Firm
 Yumbra Café
 Zoe's Tender Years Child Care
 Zoom Business Management

COMMUNITY PARTNERS

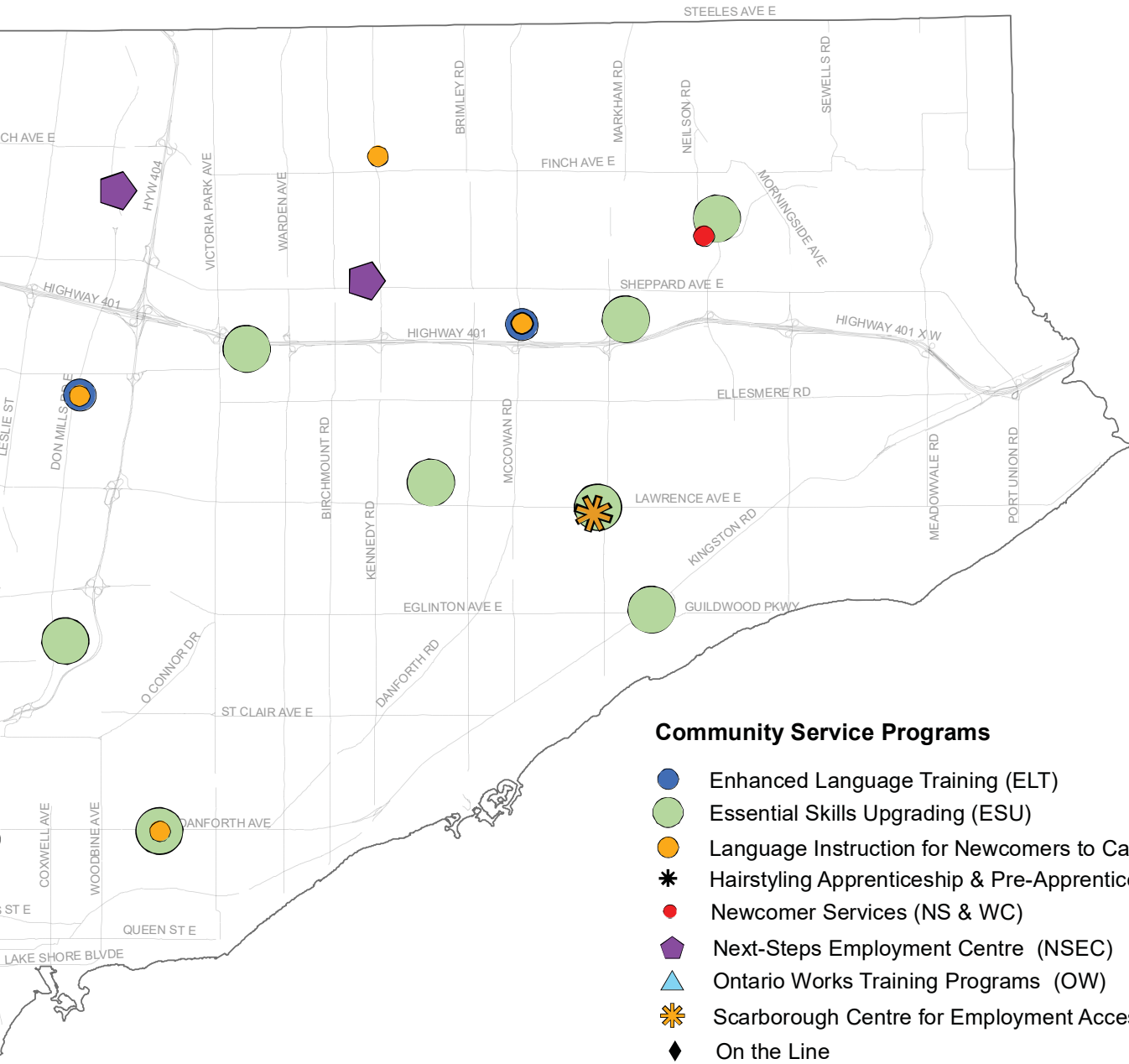
- A.C.T. 4 Youth
- Aangen Community Services
- Ability Edge
- Ability Learning Network
- Aboriginal Education Centre
- Acces Employment
- Access Business College
- Access Capital Corp.
- Access Community Capital Fund
- Across Boundaries
- AdMill Group
- Agilec
- Agincourt Community Services
- Agincourt Community Services Association
- Agincourt Library
- Anishnawbe, Anduhyaun (Native Women's Shelter)
- Bathurst Heights LIP Initiative
- Bathurst-Finch Hub
- Beta College
- Black Youth Jobs
- Branded Bites
- Brands for Canada
- Brian J. Fleming Adult Learning Centre
- Burnhamthorpe Library
- CAFCAN
- Caledon Community Services
- Canada Sri Sanmuganathaswamy Kovil
- Canadian Career College
- Canadian Deafblind Association
- Canadian Hearing Society
- CanTYD
- CareCor Health Services
- CARE Centre – Centre for Internationally Educated Nurses
- Career Perspectives
- Career Solutions
- Caregivers Action Centre
- Catholic Crosscultural Services
- CEE- Centre for Young Professionals
- Centennial College
- Centre for Addiction and Mental Health (CAMH)
- Centre for Immigrant & Community Services (CICS)
- Chartered Professional Accountants of Ontario
- Chinese Family Services of Ontario
- Citi College
- City Adult Learning Centre
- City of Toronto
- City of Vaughan
- Climate Seal Inc
- CNIB
- College Boreal
- College of Carpenters and Allied Trades -
- Community Information Fairview
- Community Legal Education Ontario (CLEO)
- Community Living
- Community Outreach
- Corbrook
- COR- Cashruth Council of Canada
- COSTI Immigrant Services
- Council Fire
- Council of Educators of Toronto
- Credit Canada
- Credit Valley Hospital
- Culture Link
- Delta Resource Centre
- Disability Credit Canada Inc.
- Dixie Outlet Mall
- Dorset Community Hub
- Duke Heights BIA
- Durham College
- East Metro Youth Services
- East Mississauga Community Health Centre
- East Scarborough Storefront
- East Toronto Community Legal Services Inc.
- Eastview Neighbourhood Community Centre
- East York East Toronto Family Resources
- Eden Food for Change
- Empowering Change Inc.
- Enterprise Toronto
- Epilepsy Toronto Community Outreach
- ESL Newcomer Reception Centre
- Eve's Phoenix
- Evolution Group Inc.
- Family Inter Generation Link
- Family Services of Peel
- Fernie Youth Transition Services
- Food and Beverage Ontario
- Food Processing HR Council (FPHRC)
- Food Starter
- For Youth Initiative
- Fresh Advancements
- Frontier College
- Frontline Community Services
- Furniture Bank
- George Brown College
- GMCC / JMCC
- Go Green Youth Centre
- Golden Mile Employment and Social Services
- Grace Mt. Zion Apostolic Church
- Grantful Foodbank and Soup Kitchen
- Habitat for Humanity
- Happen
- Health Canada – Environmental Health Awareness & the Office Environment
- HIPPY Program
- HomesFirst
- Hospitality Workers Training Centre
- Human Resources Professionals Association
- Humber Community Employment Services
- Immigrant Access Fund Canada
- Impact n Communities
- India Rainbow Community Services
- ISNA- Halal Certification Agency
- J4 Food Consulting Services Inc
- Jane Finch Community & Family Centre
- Jane Street Hub
- Jenfab Metal Fabrication
- Jewlr
- Job Skills - Employment and Business Programs
- Jobstart
- John Howard Society
- Johnvince Foods
- JRS College
- JVS Toronto
- Kingdom Covenant International
- Korean Community Centre
- Learning Disabilities Association
- Legal Aid Ontario
- Levitt Insurance Brokers Ltd
- Liberty Tax Service
- LIP - Local Immigration Partnership Network
- LOFT Kitchen
- Madison Community Services
- March of Dimes Canada
- Mattamy
- Matthew House
- Mennonite New Life Centre
- Metis Nation of Ontario
- MIAG Centre for Diverse Women & Families
- Michel's Bespoke
- Ministry of Community Safety & Correctional Services
- Miracle Arena For All Nations Career Resource Centre
- Mississauga Board of Trade (MBOT)
- Mississauga Business Enterprise Centre
- Mississauga Seventh Day Adventist Church
- Mississauga Training Centre
- Miziwe Biik
- Montage Support Services
- Mood Disorders of Canada
- Mothercraft
- Native Canadian Centre of Toronto

- Native Child and Family Services
- Native Women’s Resource Centre
- Native Youth Resource Centre
- Nella Cutlerly
- New Circles, Neighbourhood Link
- Newcomer Centre of Peel
- Newcomer Organization Network (NCON)
- North York East Employment and Social Services
- North York Women Centre
- NSF-GFTC
- Oakburn Community Centre
- Oakville Stone
- Oasis Addiction Recovery Society
- Oasis Dufferin Community Centre
- Ontario Association of Certified Engineering Technicians and Technologists (OACETT)
- Ontario Association of the Deaf
- Ontario Disability Support Program (ODSP)
- Ontario Energy Board – Ontario Energy Board Cost Savings Programs
- Ontario Federation of Indian Friendship Centre
- Ontario Masonry Training Centre – Bricklaying Program
- Ontario Youth Apprenticeship Program (OYAP)
- Oolagen
- Operation Springboard
- Owl Ware Ltd
- Oxford College
- PACT
- Parkdale Community Information Centre
- Parkdale Intercultural Association
- Peel Adult Learning Centre
- Peel Career Assessment Services
- Peel District School Board
- Peel Halton Workforce Development Group
- Peel Multicultural Council
- Peel Region Social Services
- Peel-Halton-Dufferin Adult Learning Network
- Pheasant Run Golf Club
- Polycultural Immigrant Community Services
- Pranic Healing & Wellness Center
- Professional Engineers Association (PEO)
- PS Architect
- PTP Adult Learning and Employment Programs
- Queensway Optometric
- Ralph Thornton Community Centre
- Red Door
- Region of Peel
- Renewed Computer Technology
- Rexdale Women’s Centre
- Rhema Christian Ministries
- Rise Asset Development – Assistance for Business Development
- Riverdale Immigrant Women’s Centre
- Riverside Fresh Foods
- Ryerson, Welcome Centre
- Safecross First Aid Inc.
- Saint Vincent de Paul St. Dominic’s Roman Catholic Church
- Scarborough Bluffs United Church
- Scarborough Centre for Healthy Communities
- Scarborough Museum
- Scarborough Women Centre
- SEAS Centre
- Seaton House
- Second Harvest
- Seneca College
- Sheridan College
- Sick Kids- Centre for Community Mental Health
- Skills For Change
- Social Research and Demonstration Corp. (SRDC)
- South Asian Diabetes Prevention Program
- South Riverdale Community Health Centre
- St Stephens Community House
- St. Gabriel Adult Learning Centre
- St. Vincent de Paul Society
- Stanford College
- Stratford Chef School
- TAIBU
- Terry Fox House
- The 519
- The Canadian Council on Rehabilitation and Work
- The Career Foundation
- The Centre For Education & Training (TCET)
- The Centre for Skills Development & Training
- The Coalition for Persons with Disabilities
- The Deacon’s Cupboard, St. Peter’s Church Erindale
- The Four Village Community Health Centre
- The Neighbourhood Office (TNO)
- The Salvation Army
- The Scarborough Storefront
- The Spot Youth - Yorkgate Mall @ Jane-Finch
- The Street Initiative
- The Toronto Region Board of Trade (TRBOT)
- The Toronto Society of Architects
- Thornhill Employment Hub
- Times Change
- Toronto Catholic District School Board
- Toronto East Quadrant LIP
- Toronto Economic Board
- Toronto Employment and Social Services (TESS)
- Toronto Fire Services
- Toronto Mandarin Schools
- Toronto Police Services- 12 Division
- Toronto Public Health
- Toronto Public Library
- Toronto Workforce Innovation Group
- Tropicana Services
- Turning Point Youth Services
- Unite Here Local 75
- United Steel Workers - Peel Halton Job Action Centre
- United Way of Peel
- Variety Village
- Vaughan Chamber of Commerce
- Vaughan Food Bank
- Vaughan Public Library
- Verma Pet Professional Corporation
- Victorian Order of Nurses (VON)
- Vita Centre
- Volunteer Toronto
- VPI Working Solutions
- William Osler Health Centre
- Warden Woods Community Centre
- Wardrobe Workshop Inc
- West Neighbourhood House
- West Scarborough Neighbourhood Community Centre
- West Toronto Probation
- WoodGreen Community Services
- Workers Action Centre
- Workers Health and Safety Legal Clinic
- Working Skills Centre
- Working Women Community Centre
- World Class – Tenants Rights
- World Education Services (WES)
- YMCA
- YWCA
- York Med Dentistry
- York Region District School Board
- York Town Family Services
- York University
- Youth Employment Services (YES)
- Youth the Future
- Youth without Shelters

FUNDERS / MAP



- 1225 Dundas Street East, Mississauga
- 6435 Erin Mills Parkway, Mississauga
- 4585 Highway # 7, Vaughan



Funders and Supporters



Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada





SETTLEMENT

EMPLOYMENT

LANGUAGE

SKILLS
DEVELOPMENT

For more information about TDSB Community Services,
please visit www.tdsb.on.ca/communityservices or email
communitysvcs@tdsb.on.ca.

