



Annual Report 2022/23



I was completely blown away by all the resources and extremely helpful staff you have at FOCUS! Your guidance and expertise most definitely aided me in deciding what path was right for me. FOCUS gave me the confidence to go for it!

- Michelle Peters

FOCUS Community Development Corporation is a community-based, non-profit organization that provides employment, education and training supports for youth and adults, especially those facing barriers, to help them reach their full potential.

Executive Director and Board Chair Report



Mike MacEachern, Executive Director



Bill Wray, Board Chair

This year marks 38 years of FOCUS serving the South Simcoe community. Its success comes from our dedicated Staff and volunteer Board of Directors who are heavily invested in ensuring all those we serve can thrive and contribute to the community to their fullest potential. We are also dedicated to serving our employer community, through the success and growth of local businesses and organizations, the potential for our community and its members increases.

As the pandemic moves behind us, its lingering effects continue to impact our community. Thankfully FOCUS has an incredibly skilled Board of Directors that donate their time to maintain the foundation of the organization's success. They have expertise in accounting and finance, public health, human resource and



Accessibility



Responsibility



Reliability



Accountability

resource management, and health and safety. Their wisdom and guidance have allowed FOCUS to navigate challenges in an expert way.

The staff at FOCUS continue to work to meet the needs of our community members, supporting them with empathy, commitment and a real desire to see people reach their fullest potential. Our team has proven to be extremely adaptable, and when the going gets tough, they get going! They continue to go above and beyond to support the organization, and for that, we are truly thankful and grateful.

This past year FOCUS launched a tutoring program, which was highly successful in providing local students academic supports. We saw a group in our community struggling, and found a way to assist them during a time in need.

FOCUS is a go-to organization for government and community partners, and we have built that position with successful, verified results which we have been able to produce with professionalism and dedication.

We look forward to a very bright future and finding new ways to serve our community. As we plot a way forward, we will always ensure the resources of the organization are used fairly, effectively and efficiently, with respect, and in a quality - and customer service-oriented manner.

Mike MacEachern, Executive Director



Bill Wray, Board Chair



Board of Directors

Bill Wray, President

Diane Munro, Vice President

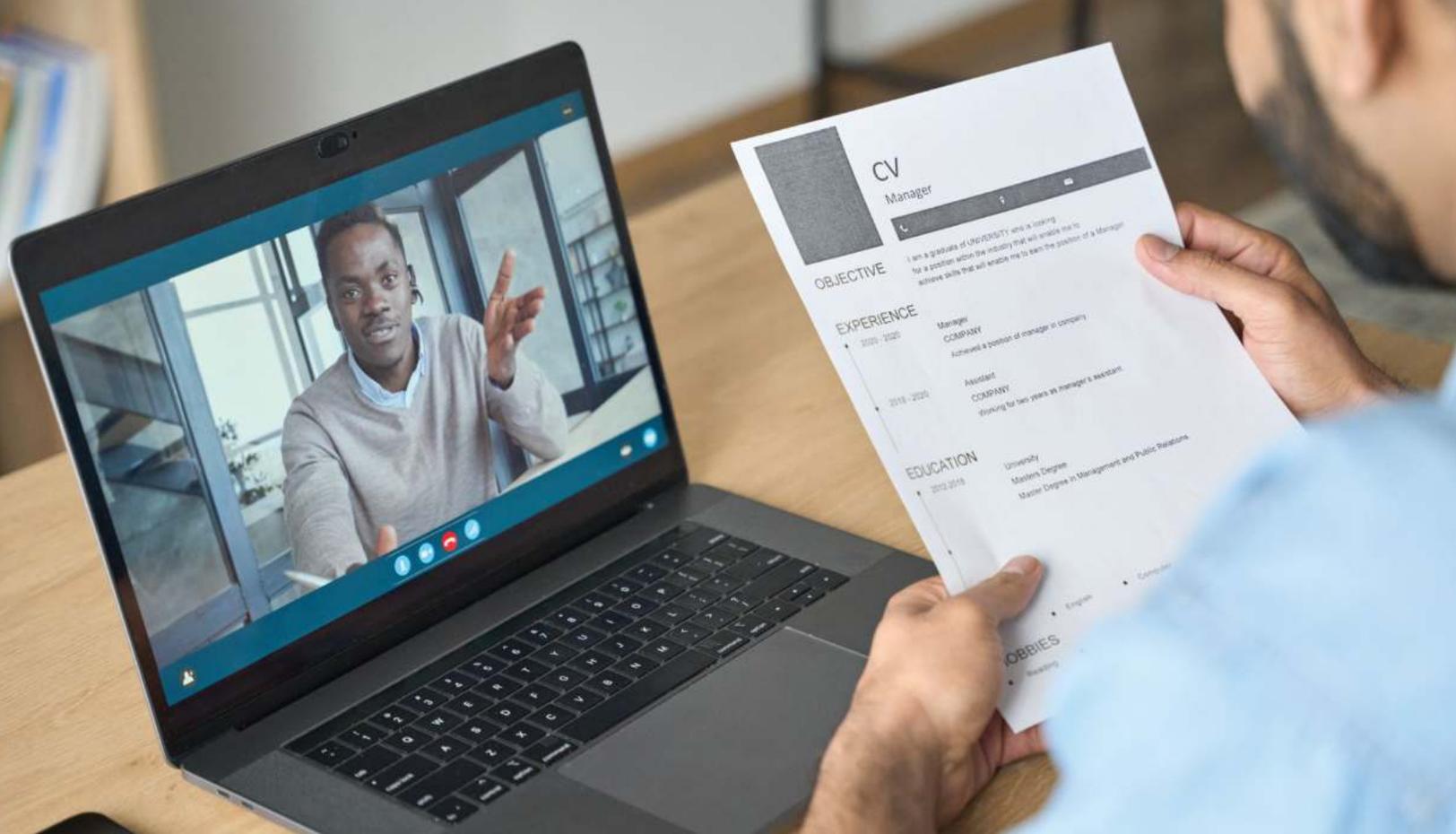
David Humphries, Treasurer

Gary Munro, Secretary

Aileen Dresser, Director

Cathy Morden, Director

Linda Taylor, Director



FOCUS Community Development Corporation Programs

Employment Services / Employment Ontario, Alliston & Angus

MINISTRY OF LABOUR, TRAINING AND SKILLS DEVELOPMENT

The Employment Ontario Program has five components: Client Service Planning and Coordination, Resource and Information, Job Search, Job Matching Placement and Incentives, and Job Training and Retention.

Canada Ontario Jobs Grant / Employment Ontario, Alliston

Angus area is covered under this agreement

MINISTRY OF LABOUR, TRAINING AND SKILLS DEVELOPMENT

The Job Grant provides direct financial support to employers who wish to purchase training for their employees. Available to small, medium and large businesses, providing up to \$10,000 per person for training costs.

Employment Supports / Ontario Disability Supports Program

Funded on a pay-for-performance basis

MINISTRY OF CHILDREN, COMMUNITY AND SOCIAL SERVICES

FOCUS delivers ODSP Employment Supports, working one-on-one with ODSP clients to develop employment plans, develop and monitor work placements, and support clients in retaining employment.

French Language Services

FOCUS delivers ODSP Employment Supports in both official languages, and it operates as a French Language Services referral source for other local service providers.

Pre-Apprenticeship Program / Assistant Cook

MINISTRY OF LABOUR, TRAINING AND SKILLS DEVELOPMENT

This training program supports 15 individuals interested in the culinary field. Participants receive pre-employment training, academic upgrading, the Level-1 Apprenticeship curriculum (12 weeks), and work placements to encourage them to pursue further apprenticeship training.

Becoming the Boss / Youth Employment Skills Strategy

EMPLOYMENT AND SOCIAL DEVELOPMENT CANADA

The project will support 75 youth over three years, helping participants develop the skills necessary to gain employment and stay employed. The project is a collaboration between FOCUS Community Development Corporation, the local education system, Youth Haven and Nottawasaga Futures.

Access to Success / Supports for Student Learning Program

MINISTRY OF EMPLOYMENT AND SOCIAL DEVELOPMENT CANADA - GOVERNMENT OF CANADA

This program ran four evenings a week to provide secondary and post-secondary school students with quiet workspaces, computers, printers, SMART Boards, school supplies and internet access, all at no-cost to our participants. Our mission was to provide universal access to the resources needed for students to reach their full academic potential.

Tutoring Social Enterprise / FOCUS Community Development Corporation

August 2022 - March 2023 was funded by the Simcoe County District School Board and Simcoe Muskoka Catholic District School Board

April 1st, 2023 onwards runs on a fee-for-service basis

This project utilizes FOCUS Resource Centres in Alliston and Angus to provide tutoring supports and academic learning spaces to secondary school students from New Tecumseth and Essa Township. Students will have access to free tutoring, education bootcamps and workshops to support their success in completing academic courses until March 31st, 2023. Afterwards this program runs on a fee-for-service basis based upon the qualifications of the tutor they are working with. This program served 97 students during the 2022/23 fiscal year.

Impact & Outcomes

Helping Our Community

1955 Resource Centre visits

873 jobs posted

26 job fairs

Youth

141 youth served

38 youth participants were paid to learn through Becoming the Boss

Pre-Apprenticeship Training

12 participants completed Assistant Cook training and are working or completing further education in the culinary industry

Creating Opportunities

54 clients supported through Ontario Disability Employment Supports

125 months of employment retention

Canada Ontario Jobs Grant

16 participants accessed training

\$55,038 invested in local employers

Employer Investments

\$181,159 invested in local employers through job matching placements and incentives

Impact

99% customer satisfaction

84% employment and training success

390 individuals received intensive services

FOCUS regularly measures 100 indicators in order to ensure services are meeting the needs of our community.

Success Stories

Christopher's Story

Chris came to FOCUS looking to get back into the workforce. However, he only had a grade 10 education and had not worked since 2017. In addition to his large gap in employment history, Chris faced other barriers such as no internet access and no transportation, which limited his job search to Tottenham. Christopher met with our Employment Counsellor Jaycee to create a marketable resume and obtain local job leads. FOCUS' job developer Marjorie forwarded his resume to a local manufacturing company called F&P. Shortly after Chris was given an interview by F&P, and was offered a position (which he accepted). Chris needed some assistance with his onboarding documents, so Jaycee invited Chris into the office and helped him complete the necessary documents. He was also provided employment supports from FOCUS (safety boots) so he could start his new job as a production associate. On August 8th Chris started working 40 hours/week. At Chris' 3 month follow up, he was still employed at F&P.

Samantha's Story

"Jaycee and FOCUS were extremely helpful in my transition from being laid off to starting school. They made every step easy and quick for me. [I felt] supported and inspired to start this new chapter! It was so nice to know I had people rooting for me to succeed. I am so happy that FOCUS exists, and are so hands-on in the community. [Without FOCUS] I would have never known about the opportunities out there! Thank you FOCUS, and especially Jaycee for all that you do!"

In May 2022, the Ministry of Labour, Immigration, Training and Skills Development and FOCUS received notification that Valeo Canada (an automotive manufacturer) in Alliston would be laying off approximately 73 employees on August 20, 2022. Samantha was 26 years old and had worked at Valeo as a general labourer, she was going to be impacted by the plant closure. Her last day was September 20, 2022. Samantha had worked at Valeo for 4 years and prior to that had a variety of NOC D jobs after graduating high school. Samantha was looking for a career where she could find full-time, permanent employment with a good wage. Due to her lack of education, that was hard to do. Samantha was hoping to retrain as a dental assistant. Samantha met with our Employment Consultant Jaycee and completed the Eligibility and Suitability Better Jobs Ontario matrix, and found that Samantha was eligible to apply for funding. Samantha felt very confident in selecting the Intra Oral Dental Assistant Level 1 & 2 at Oxford College in Barrie. On October 3, 2022, Samantha's BJO application was submitted, and on the 19th she was advised by the Ministry Consultant that her application was approved! Samantha started the Intra Oral Dental Assistant Level 1 & 2 at Oxford College on October 25, 2022. During her 3-month follow-up, Samantha was still in her program and doing very well. Samantha was thrilled that the Better Jobs Ontario program was able to provide funding for her to start her new journey.

Financial Report

Revenues	
Federal Government - Employment and Social Development Canada	\$ 365, 932
Provincial – Ministry of Labour, Immigration, Training and Skills Development	\$ 1, 205, 450
Provincial – Ministry of Children, Community and Social Services	\$ 169, 638
Fee for Service and Other Income	\$ 60, 90
Total Revenue	\$ 1, 801, 922
Expenses	
Payroll and Related Costs	\$ 947, 713
Program Costs	\$ 290, 786
Building and Occupancy Costs	\$ 175, 096
Apprenticeship Training	\$ 122, 341
Employer Investments	\$ 236, 196
Total Expenses	\$ 1,772, 132
Operational Reserve Account	\$ 222, 782

Thank You to Our Funders!

Government of Canada

- Ministry of Employment and Social Development Canada

Government of Ontario

- Ministry of Labour, Immigration, Training and Skills Development
- Ministry of Children, Community and Social Services



This project is funded in part by the Government of Canada.



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