

2023/24



Annual Report

FOCUS Community Development Corp.

PRESENTED TO:

FOCUS Board of
Directors

PRESENTED BY:

FOCUS Community
Development
Corporation

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Executive Director and Board Chair Report

This year marks 39 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.

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.

In January 2024, FOCUS transitioned to working with EmployNext, an employment service powered by SERCO and brought to us by Employment Ontario. This transition has resulted in access to new online resources, trainings, and supports for FOCUS staff.

ORGANIZATION AND MANAGEMENT



Mike MacEachern,
Executive Director



Bill Wray,
Board Chair

COMPANY VALUES

- ✓ Accessibility
- ✓ Responsibility
- ✓ Reliability
- ✓ Accountability

Since the transition with EmployNext, staff have embarked on trainings such as Anti-Racism, Diversity, Equity, & Inclusion, and more. These trainings allow FOCUS staff to better serve the community and contribute to equitable opportunities.

In early 2024, FOCUS invested in making 142 hygiene kits for in need members of the South Simcoe community. This initiative gave community members comfort while navigating poverty, seeking employment, or continuing to attend work through a challenging time. At FOCUS, we believe every member of the community should have access to the hygiene products needed to maintain health and safety.

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

Jan Tweedy, Director

Cathy Morden, Director

Linda Taylor, Director

Cindy Crozman, Director

FOCUS Community Development Corporation Programs

[Integrated Employment Service Delivery \(IESD\), Alliston & Angus](#)

SERCO/ EmployNext

MINISTRY OF LABOUR, IMMIGRATION, TRAINING AND SKILLS DEVELOPMENT

The IESD Program model integrates social assistance employment services, as well as other government employment services into Employment Ontario. This new service delivery model is responsive to the needs of job seekers (including ODSP clients), businesses and local communities.

[Canada Ontario Jobs Grant / Employment Ontario, Alliston \(Angus area is covered under this agreement\)](#)

MINISTRY OF LABOUR, IMMIGRATION, 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. (Subject to budget changes).

[Pre-Apprenticeship Program](#)

Assistant Cook

MINISTRY OF LABOUR, IMMIGRATION, 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.

[Tutoring Social Enterprise / FOCUS Community Development Corporation](#)

Fee-for-service basis

This project supports local students in need of academic assistance. This program is offered as a fee-for-service.

Impacts & Outcomes

FOCUS' accomplishments this year.

Helping Our Community

*3276 Resource Centre visits
335 jobs posted
56 job fairs*

Youth

*135 youth served
39 youth participants were paid
to learn through Becoming the
Boss*

Pre-Apprenticeship Training

*15 participants completing
Assistant Cook training and are
working towards a career in the
culinary industry*

Creating Opportunities

*26 clients supported through
Ontario Disability Employment
Supports
98 clients with disabilities
assisted*

Canada Ontario Jobs Grant

*30 participants accessed training
\$57,295.81 invested in local
employers*

Employer Investments

*\$113,262 invested in local
employers through job matching
placements and incentives*

Impact

*100% customer satisfaction
91% employment and training success
507 individuals received intensive services*

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

Success Stories

SHARON'S STORY

Sharon is 56 years old and retired from the City of Toronto in April 2022. She worked there for 35 years as a truck mechanic. Sharon receives a pension for the City of Toronto, but it was not enough to pay her household bills. She accessed FOCUS' services for job search assistance on July 7, 2023.

Sharon's goal was to find either part-time or full-time work in a mechanic garage. As an alternative, Sharon was open to retail/customer service. Sharon did not have an existing resume, so her Employment Consultant (EC), Jaycee, conducted resume preparation to gather information on work experience and skills to develop marketable resumes. After Sharon's resumes were completed, she was referred to job development and EC started sending job leads to client.

On July 26th, Sharon had an interview with Herc Rentals (a full-service equipment rental company providing customers equipment, services, and solutions) and on July 31st, Sharon received an offer of employment. There were some onboarding tasks that Sharon had to complete, however her computer literacy was low, and she needed assistance with them. Sharon came into the office on July 31st and met with Jaycee to complete her online onboarding documents and submit an application for her driver's abstract.

On August 14th, Sharon started her new position at Herc Rentals as a Truck Mechanic/Consultant earning \$35/hour and working 40 hours/week.

FATIMA'S STORY

Fatima was 20 years old, single, and lived with her parents in Alliston. Fatima identified as a Newcomer to Canada and was accessing FOCUS' services for job search assistance. Fatima met with Jaycee Antleij, Employment Consultant (EC) on September 11, 2023. Fatima had 3-months of employment history in Canada. She was looking for fulltime, day shift employment that she could walk to due to her lack of transportation.

Fatima spoke limited English. EC suggested taking ESL classes and Fatima expressed an interest in that. EC referred Fatima to the Alliston Learning Centre as a community resource for assistance in enrolling in ESL classes.

Over the next 2-3 weeks, Jaycee sent Fatima job leads. Jaycee connected with a local employer, Compass, to see if they were hiring for dayshift in their cafeteria at the Honda plant, and they were! Jaycee submitted Fatima's resume to the recruiter at the request of Fatima. On October 6, Fatima attended an on-site interview with Compass and was offered a position! Fatima started her new fulltime job as a cafeteria worker with the Compass Group on October 11th. Fatima also attends ESL classes at the Alliston Learning Centre.

Financial Report

Revenues	
Federal funding - Ministry of Employment and Social Development	221,892
Provincial funding – Ministry of Labour, Immigration, Training and Skills Development	391,663
Provincial funding – Ministry of Children, Community and Social Services	14,137
Funding from Serco Canada Inc. - Employment Services	869,937
Funding from Serco Canada Inc. - ODSP	110,936
Fee for service and other income	24,500
Total Revenue	1,633,065
Expenses	
Payroll and Related Costs	888,237
Program Costs	229,025
Building and Occupancy Costs	195,702
Apprenticeship Training	152,749
Employer Investments	166,617
Total Expenses	1,632,330
Operational Reserve Account	223,517

Testimonials

"As an Ontarian coming home and being unemployed for the first time in over 20 years, there was a lot of confusion. I didn't know the job market, local companies, or processes, and was constrained for time, money, etc. As a result, I was overwhelmed, but I saw a FOCUS poster in a local store and made an appointment to come in and talk to the team.

Everyone from the initial responder to Jaycee, to the rest of the team was not only helpful in the sense of "doing their job", but in making me feel like I was supported, not alone, and that there wasn't just "hope", but that I'd definitely find something, and quickly. They aided in crafting a functional resume, reviewed my primary resume, introduced me to organizations that would be a fit, gave overall job search advice, helped me find out and attend job fairs, aided with clothing when I did find a job, and were even supportive and cheering me on after I found a position. It's been a week since I started, not only could I not be happier, but it would have been completely impossible without the help of Jaycee and the entire FOCUS team, and the approach to community development that the team embodied.

To anyone reading, thank you for FOCUS, for the Alliston team, and for the opportunity to take a step forward."

-Jeremy

"Thank you, Jaycee for all of your help assisting me gaining employment. A mid life career change is a terrifying venture, you (on behalf of Focus) have made the transition seamless. I'm extremely happy with the service and would absolutely recommend to anyone that finds themselves in a similar situation to mine. Thank you again."

-Richard

"The staff at FOCUS Employment Services are wonderful. If it wasn't for their help and support, I wouldn't have gotten this exciting new job. They took care of all the computer work for me as I'm not too computer savvy. I would strongly recommend FOCUS' services to someone looking for similar services that I received."

-Sharon





EmployNext

powered by serco

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



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