



EPIC TULIPS  
SHARON CLARKE



# ANNUAL REPORT

APRIL 1, 2007 - SEPTEMBER 30, 2008

## OUR VISION

All people have the opportunity to achieve employment that is meaningful to them; and, community-based trainers are recognized and valued for excellence.

## OUR MISSION

The Association of Service Providers for Employability and Career Training (ASPECT) is an association of community-based trainers that represents and promotes the interests and activities of members to strengthen their capacity to provide services to people with barriers to employment.

## EMPOWERING INDIVIDUALS ENRICHING COMMUNITIES

ASPECT  
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This print is from an original painting by Sharon Clarke. Sharon is the Program Director at North Shore Compass Centre, an ASPECT member. Sharon's work may be viewed at <http://www.sharonclarke.ca/>

## CEO REPORT

This report will address the 18 month period from March 2007 to September 2008. ASPECT changed its fiscal year end to September since there is no longer a need to synchronize with the fiscal year of the government.

During this period, ASPECT formed the BC Career and Workforce Development Alliance (The Alliance) and sponsored and hosted two Consultations in order to advocate with regard to the Labour Market Development Agreement (LMDA) and the Labour Market Agreement (LMA).

The June 2007 Consultation, designed to provide information and calm the fears of ASPECT members, featured representatives from provincial associations and the governments of Quebec, Ontario and Alberta who provided an overview of the LMDA transitions in their provinces. The June 2008 Consultation reported the completion of negotiations and sign-off of both the Agreements. Facilitation was provided by the BC LMDA Transition Team. ASPECT also commenced a series of meetings with BC ministries in receipt of LMA funds and has enhanced the representation of the sector considerably.

Since April 2007, ASPECT has been actively involved in the BC Government/Non Profit Initiative, with representation on the Capacity Building Task Force and the Task Force for Procurement, Evaluation and Performance Measurement. This work will result in overall improvements in the manner in which the BC government works with the community-based training sector; an enhanced profile of the sector with multiple ministries and increased recognition by other provincial associations involved in the social services.

Meanwhile, the staff and Board of ASPECT undertook an ambitious plan to diversify revenues and develop social enterprises in order to sustain the organization and provide services to our members. We are now contracting out our well-honed events management skills and aggressively marketing our myriad of products outside the membership. As well, we have taken over the management of BC WorkInfoNet (BCWIN) and Workapedia.ca. Other entrepreneurial endeavours are underway so that we can be certain to continue to support the needs of our members and our communities in a manner consistent with our mandate.

Norma Strachan, CEO

## PRESIDENT'S REPORT

The Board of ASPECT began the year with a review of our board governance model and a renewed commitment to the staff and membership. An ambitious strategic planning session with the Board and staff culminated in a 3 year business plan that includes an increase in membership services and a plan to diversify our funding base.

Of course, advocacy remains the primary goal for ASPECT and we are proud of the role ASPECT has been able to play in providing two consecutive annual provincial consultations as well as many regional consultations. ASPECT has also aggressively sought to advocate for their members regarding the Labour Market Agreement and progress is being made.

I have personally enjoyed the opportunity to represent ASPECT's rural communities on the Capacity Building Task Force of the BC Government/Non Profit Initiative. I believe the voice of rural and remote communities must be brought to the table at every opportunity and the current changes have made that role increasingly important. I appreciate that ASPECT provides opportunities such as this, not just to board members, but to the general membership, and that ASPECT has in some measure inspired the Labour Market Development Transition Team and the BC Government Non Profit Initiative to tour the province conducting focus groups and consultations.

As always, our members remain our purpose – our goal is to enhance and sustain our member agencies through the change of devolution and beyond.

Kathy Bedard, ASPECT President

## ASPECT'S CAREER DEVELOPMENT RESOURCES

ASPECT has been busy over the last year raising awareness about our Career Development Resources to community based trainers throughout Canada. In 2007 ASPECT released its Values Based Leadership Series in a curriculum format to provide facilitators with a positive and practical tool to build leadership skills in employees, clients, board members and others. Topics cover leadership and change, self-awareness, trust, motivation, communication, teamwork and much more. In June 2008, ASPECT created a dedicated marketing role to strategically promote the attributes and benefits of membership, products and services. ASPECT developed its newest resource called "ADDICTIONARY: What You Need to Know about Substance Abuse". ASPECT's staff also produced its second annual catalogue that profiles all of ASPECT product and services offerings and includes information from other organizations that provide complimentary resources, courses and tools.

## MEMBERSHIP SERVICES

ASPECT has continued to focus on member needs over the last fiscal year and create more opportunities for members to share information and gain professional development. Visits to members are an enjoyable part of our work, and we endeavour to visit all members in their community to learn more about each organization's needs.

This past year has seen a considerable growth in membership, due to our advocacy for the sector, as well as the networking and professional development resources we provide. We will be hitting the road again soon to see more of our members.

ASPECT is proud to have been able to continue the great work the BC Workinfontet Society started and continue to host and manage the [www.workinfontet.bc.ca](http://www.workinfontet.bc.ca) website. The site is full of labour market information, resources, links, a calendar of events and a discussion forum. We hope you find this information valuable to staff and your clients.

ASPECT also took on the hosting of the [www.workapedia.ca](http://www.workapedia.ca) website, and is in the process of evaluating the value and relevant information for these and the [www.aspect.bc.ca](http://www.aspect.bc.ca) website. We hope to serve members and the community effectively with these online tools.

ASPECT's annual conferences continue to grow in popularity, with greater turnout over the last two years than ever before. We gather speakers from around the country to inform, inspire and educate. ASPECT has also hosted numerous training events; many specifically requested by members. Often, ASPECT will partner with other organizations to provide professional development opportunities.

## The past year's events included:

Crisis Management April 2007	Victoria & Abbotsford
LMDA Consultation June 2007 and June 2008	Richmond
LMDA Youth Consultation Sep 2007	Vancouver
A Partner Shifting Directions Sep 2007 and September 2008	Vernon
Provincial Conference Nov 2007	Vancouver
PWD LMDA Consultation Nov 2007	Vancouver
Immigrant Dialogue Nov 2007	Vancouver
Living & Working in a Multicultural Society Workshop March 2008	Kelowna
LMDA Kootenays Consultation Sep 2008	Nelson

Delegate quotes from ASPECT's Provincial Conference:  
"Powered up – I am returning to my community with new resources, ideas & knowledge."

"Excellent variety of workshops offered. A wonderful use of time."

"This is the first ASPECT conference I have attended. It was very well done. I found many of the workshops that either enhanced my life personally or in the work environment. In future I would recommend this conference as being valuable for my peers and co-workers. Thank you"

"Thank so much for this opportunity. I will definitely share the knowledge & experience with my co-workers."

"The best conference I've been to in a long time."

## EMPLOYMENT PROGRAM CONTRACTS

Hire Value (Training for Jobs Program) is delivered by ASPECT and its 15 sub-contractors throughout BC. As of September 30, 2008, ASPECT had provided training funds, program benefit supports, or employment incentives to 1699 clients with individualized training and employment plans. More than 1100 of these Hire Value clients have been successful in securing employment to date. The subcontractors will continue to work with clients and monitor job placement. The Hire Value Program is set to conclude in November 2008.

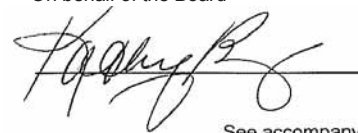
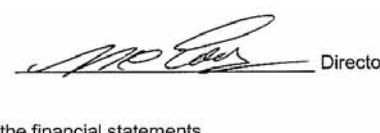
IMMPowerBC (Skills Connect for Immigrants Pilot Program) is designed for highly skilled or internationally trained professional immigrants who hope to find employment commensurate with their pre-landing education, skills and experience. ASPECT was one of six successful proponents for this program funded through the Ministry of Economic Development and is the only contractor that is delivering this initiative province-wide. ASPECT has enjoyed a very successful year assisting more than 800 clients and exceeding intake targets in every quarter. IMMPowerBC officially began April 2006 and is being delivered by 12 subcontracting member agencies.

## Association of Service Providers for Employability and Career Training Statement of Financial Position

September 30	2008	2007
<b>Assets</b>		
Current		
Cash and cash equivalents	\$ 136,716	\$ 513,291
Short-term investments	2,516,771	2,524,110
Advances receivable	23,854	42,258
Receivables	256,006	130,863
Inventories	48,658	23,417
Prepays	27,380	13,897
	<u>3,009,385</u>	<u>3,247,836</u>
Capital assets (Note 3)	33,837	22,002
	<u>\$ 3,043,222</u>	<u>\$ 3,269,838</u>
<b>Liabilities</b>		
Current		
Payables and accruals	\$ 482,344	\$ 369,789
Deferred contributions (Note 4)	36,408	59,657
	<u>518,752</u>	<u>429,446</u>
<b>Net Assets</b>		
Invested in capital assets	33,837	22,002
Internally restricted (Note 5)	1,324,445	1,581,122
Unrestricted	1,166,188	1,237,268
	<u>2,524,470</u>	<u>2,840,392</u>
	<u>\$ 3,043,222</u>	<u>\$ 3,269,838</u>

Commitments (Note 7)

On behalf of the Board

 Director  Director

See accompanying notes to the financial statements

## ASPECT BOARD OF DIRECTORS 07-08

Kathy Bedard, President  
Hecate Strait Employment Development Society, Prince Rupert

Cathy Roy, Vice President  
Kla-how-eya Aboriginal Centre of SACS, Surrey

Jan Wright, Secretary  
Kootenay Career Development Society, Nelson

Nolan Eddy, Treasurer  
UFCW Local 247 – Training & Education Society, New Westminster

Lynn Belsher, Regional Rep, Interior  
North Okanagan Employment Enhancement Society, Vernon

Bally Bassi, Regional Rep, North  
Prince George Elizabeth Fry Society, Prince George

Satbir Cheema, Regional Rep, Fraser Valley  
Progressive Inter Cultural Centre Society, Surrey

Marnie Marley, Regional Rep, Lower Mainland  
YWCA, Vancouver

Jan Morton, Regional Rep, Interior  
Greater Trail Community Skills Centre, Trail

Christine Schmidt, Regional Rep, Interior  
Nelson & District Youth, Nelson

Susan Steele, Regional Rep, Vancouver Island  
Alberni Valley Employment Centre, Port Alberni

## ASPECT STAFF

Norma Strachan, Chief Executive Officer

Chris Atchison, Chief Operating Officer

Lesley Patten, Membership Services Coordinator

Joanne Wang, Financial Coordinator

Barbara West, Projects Manager and Researcher

Kathryn Dafos, Marketing Coordinator

Bill Harvey, Business Development

Nicki Reich, Executive Assistant

Natalie Goulet, Finance / Office Assistant