



ANNUAL REPORT

April 1, 2006
to
March 31, 2007

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

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**





EXECUTIVE DIRECTOR'S REPORT

The 2006-2007 fiscal year was far from stellar from the perspective of this Executive Director. ASPECT was unsuccessful in our bid to the Ministry of Employment and Income Assistance to deliver the new BC Employment Program. This was devastating to us both in the ASPECT office and for many of our members. Ultimately, ASPECT was required to downsize our staff by 45% - a significant loss to our creative, entrepreneurial and business processes.

On the bright side, we were successful in our bid with the Ministry of Economic Development to deliver Skills Connect - a program for skilled immigrants to BC. This program is delivered by 14 subcontractors across BC and is providing an opportunity for member agencies to offer services to immigrants in some rural and remote communities as well as the urban centres.

While we continued strong relationships with Service Canada both at a provincial and a national level (through the Voluntary Sector Advisory Committee to Service Canada), we were impeded in our advocacy efforts with the Ministry of Employment and Income Assistance who declined to meet with us while they were in the midst of their many tendering processes. We have learned to be more innovative with government as a result.

The staff of ASPECT have continued to develop products and resources for our members and their clients. A partnership with Vancity to develop an on-line tool for Financial Literacy has resulted in a popular and useful tool for educational and training sectors. We have also increased membership services by offering more rural conferences and workshops, some in partnership with the business sector.

At year end, the board identified the need for a strong advocacy initiative to address an imminent, fully-developed Labour Market Development Agreement. ASPECT invited other provincial and national organizations to join us in forming the BC Career and Workforce Development Alliance to help prepare employment and career development agencies and their staff for some fundamental changes. This has resulted in stronger relationships with our colleagues. An aggressive mail out to MLAs and MPs asks them to support a role for the Alliance in the planning of the new model of delivery.

Standing on the cusp of the coming changes resembles balancing on a water wheel. Don't worry - we're up to it! And so are you!

Norma Strachan

RESOURCES

Your Money Matters

ASPECT has developed the first Canadian online financial literacy learning tool for people with barriers to employment called "Your Money Matters". With funding from Vancity and support from



Financial Development Innovations (SEDI), ASPECT created an online program about basic banking, budgeting, credit and saving. The idea came from ASPECT's membership as a way to combat poor job retention by equipping clients with the skills to manage their money.

Values Based Leadership

Values Based Leadership helps individuals and organizations create, expand and enhance their values and leadership skills and to those attributes. ASPECT's Values Based Leadership series gives individuals the methods to better understand who they are and what they stand for so they can confidently communicate those values in a leadership role. The series was launched in September 2006 with workshops presented by ASPECT staff.



MEMBERSHIP SERVICES



ASPECT's membership continues to grow, as more organizations want to keep informed and support our advocacy work. Welcome to all our new members and thank you to our existing members for your continued support.

ASPECT communicates with members in order to provide valuable information. In the past year, ASPECT has sent regular emails to members notifying them of upcoming events, job postings, a "heads up" on notices of interest, the latest industry news and more.

ASPECTIVES, our newsletter, has updated members on the latest government initiatives, sector resources, upcoming events and ASPECT's activities and advocacy on behalf of the sector. Our website: www.aspect.bc.ca is also a source of the latest news and information.

This year we continued to visit members in their communities to see the area, the organization and the services first hand. This is an opportunity for ASPECT to meet personally with our members and we hope it is beneficial for agencies to share information and ask questions.

ASPECT staff are always interested in hearing from its members. Please feel free to contact us if you have any questions, concerns or information you would like to share.

EVENTS

In 2006-07, ASPECT hosted professional development events for managers and front-line workers to share best practices, gain new tools, tips and techniques that benefit both agencies and the clients they serve.

- Values-Based Leadership training – Offered free to Members – September 2006
- Living and Working in a Multicultural Society – Offered free to Members – December 2006
- ASPECT provincial conference – April 2006
- Youth conference - November 2006
- Partner in the Shifting Directions Conference – Vernon, October 2006
- ISTEP workshops – Connecting agencies with the construction industry to help immigrants enter the workforce – Offered free to Members – Nanaimo, Vancouver, Prince George, Kelowna, March & April 2007

CONTRACTS



Job Match (Job Placement Program) was delivered by ASPECT and its sub contractors in the Fraser Valley region of BC. The program has been phased out, in advance of its scheduled contract term, to make way for the new BC Employment Program. ASPECT was successful in its delivery of this performance-based contract and in the wind down negotiations with the Ministry. We worked closely with subcontractors to ensure a satisfactory completion of client services. The program officially ended in September 06.



Hire Value (Training for Jobs Program) is delivered by ASPECT and its 15 sub-contractors throughout BC. As at March 31 2007, 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 training phase officially ended in November 06 and subcontractors continue to work with clients in a job placement and job retention capacity.



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 education, skills and experience. ASPECT was one of six (6) 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 had a very successful first year, achieving 110% of its intake target. IMMPowerBC officially began April 2006 and is being delivered by 14 subcontracting member agencies.

ASPECT BOARD OF DIRECTORS



- **Steve Arnett**, President
Nanaimo Youth Services, *Nanaimo*
- **Kelly Pollack**, Immediate Past President
MOSAIC, *Vancouver*
- **Kathy Bedard**, Vice President
Hecate Strait Employment Development Society, *Prince Rupert*
- **Barry Longeway**, Treasurer
Bear Management & Consulting, *Kelowna*
- **Jan Wright**, Secretary
Kootenay Career Development Society, *Nelson*
- **Lynn Belsher**, Director
North Okanagan Employment Enhancement Society, *Vernon*
- **Cathy Roy**, Director
Kla-how-eya Aboriginal Centre of SACS, *Surrey*
- **Alex Mckenzie**, Director at Large
Victoria
- **John Coward**, Director (not pictured)
Pacific Community Resources, *Vancouver*

- **Norma Strachan**, Executive Director
- **Chris Atchison**, Contracts Manager
- **Lesley Patten**, Membership Services Coordinator
- **Joanne Wang**, Financial Coordinator
- **Ryan Perkins**, Information Systems Coordinator
- **Barbara West**, Projects Manager and Researcher
- **Kathryn Dafos**, Executive Assistant

ASPECT STAFF



CONTACT ASPECT

975 Alston Street • Victoria • BC • V9A 3S5
Tel: 250. 382. 9675 • Fax: 250.382.9677
Email: info@aspect.bc.ca • Online: www.aspect.bc.ca