



President's Message

ASPECT's 15th year has been a very busy one for its membership. Our members continued to respond to the impact on our clients and organizations due to the provincial government's policy and program changes and Human Resources and Skills Development Canada's (HRSDC's) implementation of the Call for Proposal process. Change has proven to be constant as the re-elected provincial Liberal government announced a renamed Ministry of Employment and Income Assistance and new categories of employment programming. HRSDC announced the third Minister—Belinda Stronach—in less than six months, and the federal government promises an election in the upcoming year.

Responding to these and other changes, ASPECT's Board of Directors has worked diligently on three initiatives over the past year:

- A move toward financial sustainability through budgetary independence and diversification so that ASPECT is less dependent on traditional sources of funding.
- An elevation of the level of advocacy with the federal government by speaking directly with federal politicians and staff, and,
- The development of a framework for an Employment Strategy that will support ASPECT's advocacy with all levels of government.

Each of these initiatives support ASPECT's role in representing community-based trainers throughout BC.

ASPECT's Board of Directors reflects the diversity of the membership with representation from communities throughout BC; from large urban centres to small rural communities; from organizations with staff numbers ranging from one to two hundred; and, from agencies serving multi-barriered clients, youth, women, the disabled and immigrants. During this past year, changes to the by-laws allowed the Board to welcome a new director, who, while not a community-based trainer, has a strong interest in our sector and brings financial and training experience gained from the private and public sectors.

I wish to thank the staff for the excellent work they do in all areas of the organization:

- providing membership services (including member surveys and visits throughout the province),
- planning the annual conference (the very well attended *People, Practice & Policy* conference),
- developing new and innovative programming (such as the Sector Council and Immigrant Dialogue),
- supporting and controlling ASPECT's contracts (the highly successful *Hire Value* and *Job Match* programs), and,
- advocating on our behalf both provincially and nationally.

In particular, I would like to acknowledge Norma Strachan, ASPECT's Executive Director, for her inspiration and leadership. Norma's belief in the important role that ASPECT plays in the community-based training sector imbues all of her work to the benefit of the entire membership.

Finally, upon completion of my term as President, I wish to thank my fellow Board members for their enthusiasm and contributions. Their pride in ASPECT and their commitment and dedication to ensuring the health of the organization is unwavering. Many thanks to all of you.

Clifford Bell

Executive Director's Report

Over the last year, ASPECT has taken deliberate initiative to significantly increase our advocacy and representation to the federal government. It began with a public relations campaign for the federal election – summer 2004 and continued with a presentation to the Parliamentary Committee on HRSDC via video hook-up in March. HRSDC issues have come to the forefront across Canada this year and ASPECT has maintained collaboration with provincial organizations in Ontario and Quebec, as well as joining with the Canadian Community Economic Development Network in an effort to influence the policy makers in HRSDC and the federal government. To this end, we also met with the BC Caucus of the Federal Liberals in April where we were challenged to prepare a framework for an employment strategy as a follow up to our recommendations. Throughout this, we maintained our communications with HRSDC Regional with regard to issues of micromanagement and administrative burdens. We were pleased that JoAnn Hall, Director of Employment Programs for HRSDC Regional attended our February Board meeting to discuss these issues.

Provincially, ASPECT met with both Ministers of Human Resources over the course of the fiscal year, Stan Hagan and Susan Brice, and maintained our regular meetings with the Deputy Minister, Robin Ciceri and ADM Heather Dickson. One of these meetings was at the February Board meeting where the entire Board of Directors had an opportunity to dialogue regarding changes in services to clients of MHR. We also met with the Deputy Minister of Community, Aboriginal and Women's Services, Gerry Armstrong since MCAWS held responsibility for immigrant services. Many of the immigrant serving agencies that deliver employment training are members of ASPECT and are increasingly seeking our support. We made our annual presentation to the Standing Committee on Finance and Government Services in the fall. Spring brought the opportunity for a public relations campaign to prepare both ourselves and our members for the provincial election.

The Board revised policies in the fall of 2004 and directed staff to pursue a course of business development and social enterprise for the purpose of creating alternative sources of revenue to prepare for the possibility of an end to our government contracts. We aim to become financially sustainable in order to continue our roles of advocacy and member support.

The Board also acted on adoption of a change in bylaws following the September 2004 AGM which broadened the definition of eligibility for up to four directors to be recruited from outside the membership. This model of board composition follows that of many of our member organizations, which draw on the volunteerism of interested individuals in their community who can contribute to the overall development of the organization.

ASPECT stands on the cusp of change as we endeavour to become more financially diversified, while focusing on increasing the advocacy on behalf of our members.

Norma Strachan

ASPECT Board of Directors

President - Clifford Bell
Immigrant Services Society of BC, Vancouver
Vice President - Kelly Pollack
MOSAIC, Vancouver
Treasurer - Barry Longeway
K.E.R.E.D.A., Kelowna
Secretary - Kathy Bedard
Hecate Strait Employment Development Society,
Prince Rupert
Regional Representatives:
North Central BC - Sharron Hill
New Focus Society, Quesnel
Vancouver Island - Steve Arnett
Nanaimo Youth Services Association, Nanaimo
Vancouver - John Coward
Pacific Community Resources, Vancouver
Kootenay - Carol Joy Kail
Community Education Services, Nelson
Kootenay - Jan Wright
Kootenay Career Development Society, Nelson



ASPECT Staff

Norma Strachan Executive Director
Sandra Glass Projects Director
Chris Atchison Area Coordinator
Lesley Patten Membership Services Coordinator
Wendy Firth Financial Coordinator
Ryan Perkins Information Systems Coordinator
Allian Cabida Contracts Assistant
Barbara West Office Coordinator

STATEMENT OF FINANCIAL POSITION

MARCH 31,	2004	2005
	\$	\$
ASSETS		
CURRENT		
Cash and deposits	2,454,001	1,506,852
Program benefits recoverable	35,786	27,820
Accounts receivable	191,443	394,698
Inventories	54,254	36,238
Prepaid expenses	8,587	9,601
CAPITAL ASSETS (Note 3)	2,744,071	1,975,209
	<u>22,262</u>	<u>37,942</u>
	<u>2,766,333</u>	<u>2,013,151</u>
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	22,640	31,271
Deferred contributions (Note 4)	2,553,191	1,592,176
	<u>2,575,831</u>	<u>1,623,447</u>
COMMITMENTS (Note 5)		
NET ASSETS		
INVESTED IN CAPITAL ASSETS		
INTERNALLY RESTRICTED	22,262	37,942
UNRESTRICTED	257,443	267,343
	<u>(89,203)</u>	<u>84,419</u>
	190,502	389,704
	<u>2,766,333</u>	<u>2,013,151</u>

Summary of Activities

Contracts

ASPECT brokered two provincial contracts in 2004/2005. One was a province-wide Training for Jobs pilot and one was a regional Job Placement program. All of ASPECT's programs are subcontracted to member agencies and ASPECT operates as the broker.

Job Match (Job Placement program) is delivered by ASPECT and its sub contractors in the Fraser Valley Region of BC. ASPECT negotiated an extension to that program in 2004 that extended its delivery to 2008. At 31 March 2005, 797 people had been placed, which was 84% of the target. Of these, 82% had been independent of social assistance for at least one month.

Hire Value (Training for Jobs program) is a pilot that ASPECT brokers throughout most of British Columbia. ASPECT's model is client-centred with continuous intake. A client centred focus enables our subcontractors to provide interventions and training based on the clients' needs, aptitudes and preferences. Continuous intake allows the ministry to refer clients at any time and just-in-time. At 31 March 2005, ASPECT had provided training to, or were still training 1,287 people. To date 701 people are employed with more to come from those still in their training and job search phase.

ASPECT continues to modify and improve its sophisticated technology-based case-management and data collection tools based on the needs of subcontractors who use it and the requirements of the government contracts.

Communications

ASPECT continues to communicate to members in order to provide valuable updates and information. This year a "Members Only" area of the website was created with a complete membership directory, documents for download and political advocacy sections. ASPECT provided regular e-mails to members notifying them of upcoming events, job postings, a "heads up" on BC Bid notices of interest, latest industry news and more. ASPECTIVES, our quarterly newsletter, updated members on the latest government initiatives, resources, upcoming events and ASPECT's activities and advocacy on behalf of community-based training.

We also met with our members in person, as Norma Strachan, Executive Director, and Lesley Patten, Membership Services Coordinator, continued to visit agencies around BC including the Kootenays, the Okanagan, Greater Vancouver and Vancouver Island. These visits provide ASPECT the opportunity to have one-on-one discussions with members and to remain informed about community issues. We are always looking for your feedback to improve our services to members, so please feel free to contact us.

Lesley Patten, Membership Services Coordinator

Publications

ASPECT introduced its third publication, Job Well Done - ASPECT's Guide to Success at Work, designed to help clients focus on successful long-term employment. Community-based trainers will find the curriculum especially useful as they recognize that, in an era of performance based contracts, job retention has become a significant issue in the career counseling process. This curriculum also includes a client handbook with checklists, reminders and inspiration for success. ASPECT also hosted a curriculum training session in Vancouver for immigrant serving agencies.

Other Initiatives

ASPECT undertakes other initiatives. On behalf of CCCBET, ASPECT developed the proposal for and is managing the "Dialogue between the Sector Councils and Immigrant Serving Agencies" to be held in Ottawa in September 2005. Currently, we are developing a leadership workshop series which will be released in the 2005/2006 fiscal year.

Sandra Glass, Projects Director



ASPECT

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