



2014 ~ 2015
ANNUAL REPORT



President's Message

This past year has been one of both opportunity and challenge for ASPECT, its staff, Board and member agencies. Changes in funding opportunities, changes in government contracting practices, and changes to the Employment Program of BC (EPBC) have contributed to “interesting times” for all of us.



ASPECT has continued to do what it does best, which is to serve as an advocate for community-based training and the clients and communities served by our sector. ASPECT has kept a finger on the pulse of issues related to the renewal of the Labour Market Development Agreement, refinements to EPBC and the Canada Job Grant, as well as the anticipated loss of valuable programs such as Skills Connect for Immigrants.

ASPECT has maintained an understanding of national developments and has ensured a consistent voice for our sector at the federal level through the Canadian Coalition of Community-Based Employability Training.

It is hard to imagine an ASPECT without Norma, but after 20 years of service, she has decided to retire. She will be missed, but rest assured, we will move forward with all of the values and principles for which ASPECT stands.

I also want to extend a special thank you to our Board for contributing their valuable time and expertise as we have sought to steer the ship through the choppy waters of change. To continuing and new directors, I wish you a year of exciting and promising opportunities and only a few challenges to keep you on your toes!

Jan Morton, President

CEO's Message

At the end of September last year, ASPECT experienced a few losses. For the first time in 20 years, we were planning a budget that marked the end of an era of ASPECT as a prime contractor of employment services.



I have come to recognize that shift in a positive light. It is the inevitable result of our successful advocacy for the province of British Columbia to fully incorporate a community-based model of delivering employment training. It's ironic, but true that ASPECT advocated for a model that made us redundant in the delivery system.

ASPECT developed – and still operates – an event management division that continues to build a great reputation both provincially and nationally, and has generated revenue independent from government funding.

Like many other non-profits, ASPECT is in the process of reinvention and renewal in order to provide continued advocacy and membership services.

Advocacy is a profession that rarely yields visible results. I believe that ASPECT has contributed significantly to the considerations of government in developing programs but I can also see there is more to do. The need for advocacy for the sector has never been greater.

ASPECT will continue in its commitment to advocate for the community-based employment sector and in delivering membership services. I wish to extend my sincere thanks to the dedication of our Board of Directors and the exemplary efforts of the staff - past and present - of ASPECT.

Norma Strachan, CEO



Membership Services

This year, ASPECT continued to provide events management services, extended health benefits and regular sector updates through our weekly ASPECTIVES.

ASPECT's 2014 Provincial Conference, Against the Wind, was held in Victoria on November 6 - 7, 2014. Clifford Bell from ISSofBC won the David Hutson Award for his lifetime service to the employment training sector.

ASPECT's event management division worked with member organizations and both provincial and national associations to produce seven professional development conferences across British Columbia.



Contracts

Skills Connect for Immigrants

ASPECT works with 12 member agencies who have delivered frontline service and support to eligible immigrant clients, throughout BC but excluding the Lower Mainland, from October 2014 through September 2015. Member agencies have served 270 clients with an 88 per cent completion rate.

Canada-B.C. Job Grant

ASPECT was contracted to act as a Delivery Partner for the Canada-B.C. Job Grant in January 2015 to assist employers through the eligibility and application phase of the cost-sharing program. During the six-month agreement, ASPECT assisted more than 125 employers access more than \$700,000 in grant funding.

Targeted Skills Shortage Program

ASPECT's Targeted Skills Shortage Program is a province-wide program that works with low skilled employees and employers in the targeted sectors. ASPECT provided administrative support for 17 member agencies delivering this program in their respective and surrounding communities. From the program's inception in 2011 to its conclusion in March 2015, more than 3900 eligible clients were approved for training with a 96 per cent training completion rate.



**Association of Service Providers for Employability
and Career Training**
Non-consolidated Statement of Financial Position

(Unaudited)

September 30

2015

2014

Assets

Current

Cash and cash equivalents	\$ 513,824	\$ 754,794
Short-term investments	571,608	560,400
Receivables	332,199	285,976
Due from ASPECT Social Ventures Corporation	24,413	23,513
Prepaid expenses	17,699	12,783
	<u>1,459,743</u>	<u>1,637,466</u>

Capital assets

Investment in ASPECT Social Ventures Corporation	7,284	6,596
	<u>1</u>	<u>1</u>
	<u>\$ 1,467,028</u>	<u>\$ 1,644,063</u>

Liabilities

Current

Payables and accruals	\$ 225,803	\$ 226,205
Unearned revenue	101,515	218,675
	<u>327,318</u>	<u>444,880</u>

Net Assets

Invested in capital assets	7,284	6,596
Internally restricted	400,000	-
Unrestricted	732,426	1,192,587
	<u>1,139,710</u>	<u>1,199,183</u>
	<u>\$ 1,467,028</u>	<u>\$ 1,644,063</u>



ASPECT Board of Directors 2014 - 2015

Nolan Eddy, *Past President*, UFCW Local 247 Training & Education Society, New Westminster

Jan Morton, *President*, Greater Trail Community Skills Centre, Trail

John Dawson, *Vice President*, Mennonite Central Committee, Abbotsford

Norm Metcalf, *Treasurer*, Community Futures North Okanagan, Vernon

Anne Richmond, *Secretary*, Korat Consulting, Metchosin

Robert Bryce *Regional Rep, Interior*, YMCA of Okanagan, Penticton

Annette Borrows, *Regional Rep, Fraser Valley*, Delta Community Living Society, Delta

Megan Brown, *Regional Rep, Lower Mainland*, AWARE Society, New Westminster

Joan Andersen, *Regional Rep, Lower Mainland*, MOSAIC, Vancouver

Julio Bello, *Regional Rep, Lower Mainland*, Gordon House Youth S.E.A.R.Ch., Vancouver

Paula Peisznski, *Regional Rep, North*, Terrace & District Community Services Society, Terrace

Kathleen Moir *Regional Rep, North*, AiMHi, Prince George

ASPECT At-A-Glance

The Association of Service Providers for Employability and Career Training (ASPECT) provides leadership, education, advocacy, and public awareness in support of community-based workforce development service providers. We work with government and stakeholders to ensure that the needs of those seeking a meaningful and sustainable livelihood are met.

Our Power is in Our Numbers

Our members are leading experts in the delivery of career training programs to improve chances of employability and job retention for their clients. The focus has always been on making our communities sustainable by promoting the value of using local people who understand the market and can deliver the needed training and services.

Devolution Moving Forward

ASPECT is at the table to ensure that the needs of the sector are represented, for both small single-service and large multi-service organizations. We are in a perfect position to work with stakeholders and policymakers to provide feedback on behalf of the sector and advocate to government to make changes to funding structures. We are your voice when you may not feel comfortable voicing your concerns.

Our sector represents
\$397.2 million
in labour transfer agreements

190
communities are being
served with employment
training & programs

