



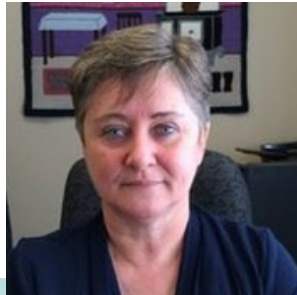
ASPECTBC

ASSOCIATION OF SERVICE PROVIDERS
FOR EMPLOYABILITY & CAREER TRAINING

ANNUAL REPORT

2022-2023

THANK YOU TO OUR 2022 BOARD OF DIRECTORS 2023



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Val Meaney and Associates



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OUR VISION

ASPECT's vision is that all people have access to quality community-based workforce development services that support their opportunity to achieve a meaningful and sustainable livelihood.



OUR MISSION

ASPECT provides leadership, education, advocacy and public awareness in support of its members who provide community-based workforce development services.

ABOUT ASPECT

ADVOCACY

ASPECT advocates in support of workforce development services that achieve meaningful and sustainable livelihoods for those seeking employment in BC. ASPECT represents the sector; for both small single-service and large multi-service organizations. We are in a perfect position to work with interested parties and policymakers. We work collaboratively and in partnership with community and government throughout BC and Canada to provide thoughtful and practical feedback to improve employment services in BC, speaking for those seeking employment. As interest-holder representatives at budget lockups, we collaborate with industry partners to respond to items in those budgets. To ensure that we are on the right track, we conduct member surveys and adjust our advocacy message and services accordingly. In 2022-2023, we advocated for wage increases for WorkBC contractors, collaborated with government on its StrongerBC: Future Ready Action Plan, created and facilitated consultation sessions in the development of a WorkBC white paper, and became part of BC's Care Economy Workforce Working Group, among others.

COMMUNITY

ASPECT connects its membership to networks and relevant stakeholders that support members in achieving their mission. We continue to nurture our network of organizations that serve employment sector and actively work with 18 umbrella organizations. In the 2022-2023 fiscal year, we hosted 24 virtual sessions to provide members with opportunities to network, solve problems, and build partnerships. In 2022, we conducted a six-month-long community-based research project on rural and remote employment services and published in November our Refocusing the Urban Lens for Rural & Remote Employment Services report. In the same timeframe, we partnered with Ethos Career Management Group to conduct a research project funded by the Government of Canada's Future Skills Centre and undertook a needs assessment of career practitioners and their capacity to offer online services during the pandemic, which culminated in the publication in November 2022 of our Competency of Career Development Practitioners for Virtual Services report.

COMMUNICATION

ASPECT regularly communicates with various audiences through its Aspectives newsletter, position papers, in-person meetings, conference presentations, and various social media accounts. Our communication efforts have been robust this year, with the publication of 50 issues of our weekly newsletter and 38 CEO blog posts, providing industry updates, professional development opportunities, job postings, and employment-related news and reports. We send the newsletter to 4,800 people working within the employment services sector and the government.

ABOUT ASPECT

PROFESSIONAL DEVELOPMENT

ASPECT provides the workforce development sector with capacity-building opportunities for continuous professional improvement through training, strategies, tools, and much more. This past fiscal year, we provided over 20 professional development and other learning opportunities to the sector on topics such as leadership, online tools, proposal-writing, and procurement. Held in November in either Victoria or the Lower Mainland, the ASPECT conference provides high-level professional development, province-wide representation, great food, and valuable networking. The 2022 edition, ASPECT's 32nd annual conference, was the first in-person conference since the beginning of the pandemic, and received high praise from delegates, partners, sponsors, and exhibitors.

PROJECT FUNDING

In 2022-2023, ASPECT designed and delivered grants through the \$1.5 million International Credential Recognition Fund (ICRF) awarded by the Ministry of Post-Secondary Education and Future Skills. Immigrant-serving organizations and their service partners were invited to present projects that support internationally trained professionals undergoing, or preparing for, their credential recognition process. 17 community-based employment service providers from across the province were selected based on a set of priorities and guidelines and were awarded grants of \$50,000, \$75,000, or \$100,000 for their proposed projects.



PRESIDENT'S MESSAGE

As we reflect on the past year, I am filled with gratitude for the dedication and resilience of our members across British Columbia. Despite the challenges our sector faces, our collective commitment to supporting individuals in their employment journey and communities in their economic development remains unwavering.

Throughout the year, ASPECT has continued to advocate tirelessly for the needs of its members and the individuals they serve. We have worked collaboratively with government agencies, community partners, and interest holders to ensure that the voices of our sector are heard and that the vital services we provide are recognized and supported.

In the face of uncertainty, our members have demonstrated remarkable innovation and adaptability. Whether it was navigating labour market changes and new technology, supporting employers in meeting their responsibilities, rising to the challenge when communities experienced difficulties, implementing international credential recognition projects, or finding creative solutions to meet the evolving needs of clients, each of you has shown remarkable resilience in the face of adversity.

I am proud of the strides we have made in promoting diversity, equity, and inclusion within our sector. By embracing diversity and recognizing the unique strengths and abilities of every individual, we are fostering workplaces that are more inclusive and welcoming to all.

Looking ahead, we must remain steadfast in our commitment to supporting individuals with barriers to employment and creating opportunities for meaningful participation in the workforce. As we navigate the future, let us continue to draw strength from our collective spirit of collaboration and community.

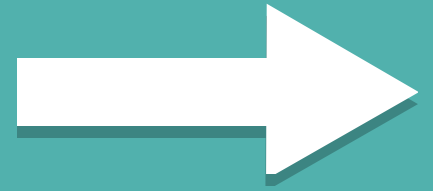
I extend my heartfelt appreciation to each and every one of you for your dedication, passion, and unwavering commitment to making a difference in the lives of others. Together, we will continue to build a more inclusive and equitable future for all.



Lori Forgeron

ASPECT President

ASPECT'S IMPACT



DELIVERED A
SURPLUS FINANCIAL
POSITION

OFFERED 24
MEMBER VIRTUAL
SESSIONS
TO OVER 900
PARTICIPANTS



PUBLISHED **50**
NEWSLETTERS
AND CEO **38**
BLOG POSTS

95%

OF ATTENDEES WERE
PLEASED WITH THE 2022
ASPECT CONFERENCE



PROVIDED
85
HOURS

OF PROFESSIONAL
DEVELOPMENT FOR
BOARD MEMBERS
AND STAFF



DESIGNED
AND DELIVERED
GRANTS THROUGH A
1.5 MILLION
INTERNATIONAL CREDENTIAL RECOGNITION FUND

87% OF MEMBERS
ARE SATISFIED WITH ASPECT



INVESTED IN
MISSION
CRITICAL STAFF



TREASURER'S REPORT

I am delighted to present ASPECT's financial report for the fiscal year spanning October 1, 2022, to September 30, 2023. As Treasurer, I take immense pride in outlining our financial performance and strategic endeavours.

Our surplus streams have demonstrated resilience and growth, showcasing ASPECT's ability to diversify and capture opportunities. Despite the challenges posed by the economic landscape, we have succeeded in generating healthy surpluses by adding a new surplus stream with the administration of the International Credential Recognition Fund.

While pursuing growth, we have remained committed to prudent financial management. Our expenses have been carefully allocated to support our operational efficiency, strategic initiatives, and commitment to delivering value to members.

ASPECT completed a financial review through Sterling Stanford, Chartered Professional Accountants. They found that the financial statement fairly represents the organization's financial position. This document is available upon request.

Financial Position

I am pleased to report that ASPECT has maintained a solid financial position throughout the fiscal year. Our prudent financial management practices have ensured stability and resilience, enabling us to weather uncertainties and capitalize on growth opportunities.

Balance Sheet

At fiscal year-end, ASPECT had assets of \$813,589, primarily in cash (\$783,032). The organization has liabilities of \$319,532, leaving \$494,057 in net assets, which is a very healthy balance sheet.

Surplus Review

ASPECT's diligent efforts and strategic planning resulted in a remarkable turnaround, with the organization not only eliminating its deficit but also achieving a surplus of \$4,919 in the 2022-2023 fiscal year.

Plan for 2023-2024

Looking ahead, we remain optimistic about our prospects for the upcoming fiscal year. We are committed to building upon our successes, fostering innovation, and delivering sustainable value to our members. I am confident that with our resilient business model, strategic vision, and dedicated team, we are well-positioned to navigate challenges and drive sustainable growth in the years to come.



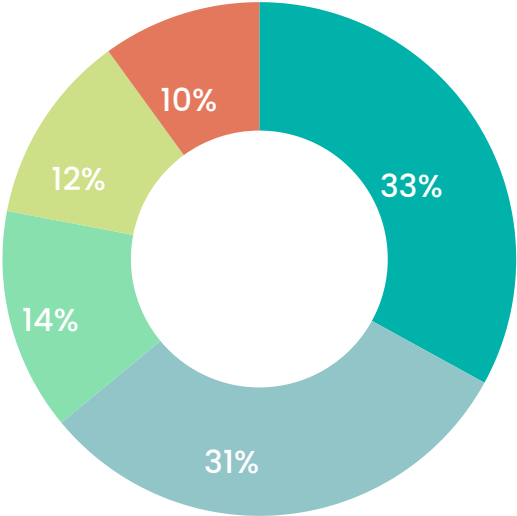
Tricia Gueulette

ASPECT Treasurer

TREASURER’S REPORT

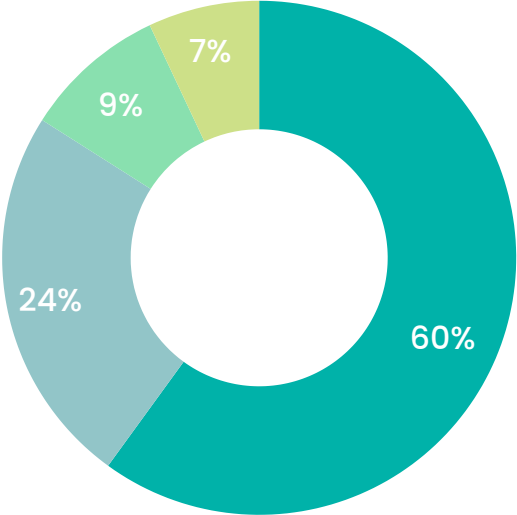
REVENUE

- ICRF Admin
- Interest Income
- Membership
- Conference & ProD
- Health Benefit Prgm



EXPENSES

- Wages & Consultants
- Advocacy & Board
- Conferences & Pro-D
- Admin



CEO REPORT

At fiscal year-end, September 2023, we just finished year one of our three-year strategic plan, and although many of our goals have been lofty, I am delighted to report that we have achieved the targets for many of our initiatives.

Our plan is focused on achieving our vision in which all people have access to quality community-based workforce development services that support their opportunity to gain a meaningful and sustainable livelihood. We looked at this vision from four perspectives and asked ourselves the following:

1. From a member and interest-holder perspective, what must we do to achieve our vision, and how should we appear to members and interest-holders?
2. From an internal business perspective, what must we do to satisfy our members and interest-holders? What processes do we need to do well?
3. To be financially viable, what do we need to do?
4. From an innovation and learning perspective, what must we do to achieve our vision? How will we sustain our ability to change and improve?

Members & Interest-Holders

ASPECT has made significant strides in meeting its members' and interest-holders' needs and expectations. Our sector survey in May 2023 yielded responses with 87% happy with ASPECT; however, although this is an impressive statistic, there's still room for improvement. Our communication efforts have been robust this year, with the publication of 50 Aspectives newsletters and 38 CEO blog posts, keeping our members informed and engaged. Our 2022 ASPECT Conference received high praise in our post-conference survey, with 94.7% of respondents rating their experience as good or excellent.

In the 2022-2023 fiscal year, ASPECT hosted 24 virtual sessions for our members, attracting 903 participants. We have contributed to national advocacy efforts by presenting six conference sessions and by being involved in three national advocacy endeavours. Through these initiatives, we have successfully advanced six key issues that are important to ASPECT members: procurement, WorkBC, rural and remote, wages and compensation, contract policy development, and the changing employment services delivery environment. We continue to work hard for member engagement and communication, being sure to consult our members who inform what we do.

Internal Business

In 2022-2023, ASPECT maintained strong partnerships with key governmental and umbrella organizations, directly engaging with five provincial and federal ministries and 18 other entities that share our mandate. These connections include active participation in the Social Services Sector Roundtable reference group and the care economy working group. We are pleased to have been recognized for our efforts, receiving a \$1.5 million fund to establish and streamline a process for distributing small grants to employment service providers throughout BC to address barriers to international credential recognition.



Janet Morris-Read

ASPECT CEO

CEO REPORT

continued

Internally, we have prioritized communication channels between the board and the CEO, facilitating a transparent and cohesive decision-making process. We have closely aligned our vision and our strategy with our business plan, ensuring consistent monitoring of our objectives and providing the board of directors with the information they need to make decisions on behalf of our members.

Financial

In the past fiscal year, ASPECT strategically invested in mission-critical staff, particularly communications, contract management, and procurement. These key personnel play pivotal roles in ensuring our initiatives' smooth operation and effectiveness. Despite the decision to wind down ASPECT's event management services to realign with our core mandate, we proudly report a surplus financial position underscoring our commitment to fiscal responsibility and resource optimization. Also, the success of the ASPECT Conference, which sold out in 2022, highlights the need to meet and learn together. Finally, we submitted four proposals for funding to further build sustainable growth and advance our mission.

Innovation & Learning

ASPECT prioritized the professional development of board members and ASPECT staff, delivering 85 hours of professional development. This commitment to continuous learning helps us create a culture of growth and excellence within our team. It prepares us for the changing landscape of procurement and contracted services in BC and Canada. In 2022-2023, the board conducted a rigorous selection process to carefully vet seven board applicants, ultimately filling one crucial board position with a candidate who has significantly contributed to our collective understanding of different perspectives. Additionally, we took proactive steps toward ensuring future board effectiveness and inclusivity by developing a comprehensive justice, equity, diversity, and inclusion (JEDI) policy. This policy is a guiding framework for future board development initiatives, reinforcing our commitment to creating a diverse and equitable environment where all voices are heard and valued.

As we look back on the achievements of 2023-2023, I am proud of our organization's progress and successes while staying true to the overall strategic plan. Our commitment to our vision at the centre of everything we do has guided our actions and decisions across all facets of our operations. From building solid connections with our members and interest-holders to ensuring financial viability and embracing innovation and learning, we continue to be dedicated to serving ASPECT members and the employment services sector in BC. Thank you to our board members for their leadership and to ASPECT members for sharing their expertise and experience in shaping the future of our organization. We couldn't do what we do without you!



THE IMPORTANCE OF COMMUNITY-BASED EMPLOYMENT SERVICES

Why Should We Care?

Community-based organizations are a powerful force for employment in local communities. They create opportunities, provide support, use their local expertise and connections, advocate for change, and support entrepreneurship, all of which help individuals and communities achieve greater economic stability and prosperity. The employment service sector's collaborative approach to community-led projects answers local labour market needs by utilizing existing partnerships and relationships within their communities. Funders have not collected the data on these connections as they are challenging to measure. Sustainable and meaningful employment is not a silo. It is connected to housing, mental health and health, lifelong education, transportation, daycare, and personal and community prosperity. Employment service providers have a practical, hands-on view of every facet of employment in their communities. They can use their social capital to provide evidence-based solutions, often very quickly.

What Lies Ahead?

We acknowledge that public funding for employment services will likely change, and the employment services sector has already responded to the changing labour landscape by working more closely with small and medium-sized employers, providing more virtual options for the services they provide, and upskilling their staff to address the increase in job seekers with complex barriers to employment. We are already seeing how new contracts are designed for larger regions, often leaving those who deliver services in rural and remote areas again needing adequate services in their communities. We are also seeing how virtual services, although excellent, are only available to some communities or those with barriers to internet access or digital skills development. Our province and country's economic future depends on employment service providers to engage with those with barriers to employment- those with diverse abilities, newcomers, and youth – to meet the demands of the labour market.

What Could Happen?

Suppose the trend toward virtual services and larger regional contracts persists. In that case, the threat to community-based organizations is that they would cease to exist along with the networks they hold along with them. Again, employment programs and labour markets do not operate in a silo. They are connected beyond what is measured and funded. Along with the service providers, their expertise is at risk of loss as employment service staff take all they know and abandon the sector to look for new jobs.

A workforce that lacks the necessary skills to meet the demands of evolving industries can hinder economic growth and innovation, raise unemployment levels, widen economic inequality, and contribute to the province and country's economic decline. Community-based services are pivotal in offering specialized training initiatives, career counseling, and mentorship opportunities to help clients navigate their career paths effectively. Much of the success of these programs depends on community connections between the job seekers, employers, and the career developers. Success often depends on who you know.

What We Can Do?

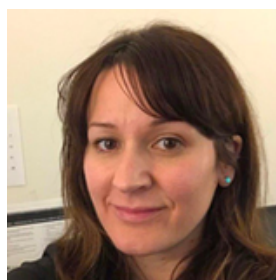
ASPECT recognizes the importance of local community-based services and is committed to collaborating with its members, government colleagues, politicians, and economic and social development organizations provincially and nationally. We will continue to work with other provincial and national umbrella associations to raise awareness of the importance of community-based organizations in Canada's employment and training landscape.

In the coming year, we will focus on the future of community-based employment services and their ability to shape the workforce and labour market, meeting our collective economic needs. Together, we can forge a more inclusive, accessible, and effective workforce. ASPECT's 34th annual conference in November 2024 is our platform to dive deep into the strategies and innovations driving resilience and equity in our economy. Let's seize this opportunity to collaborate, adapt, and thrive. Explore the future with us at aspect.bc.ca/Conference-24.

OUR TEAM



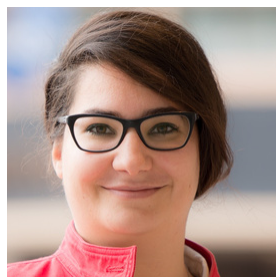
Janet Morris-Reade
Chief Executive Officer



Jennifer Nichol
Operations & ICR Fund
Manager



Pamela Daoust
Communications Manager




Lya Iglesias
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**“Together, we will continue to
build a more inclusive and
equitable future for all.”**

- Lori Forgeron, ASPECT President



ASPECTBC