

ANNUAL REPORT 2016-17



ASPECTBC



PRESIDENT'S MESSAGE

It has been my observation that there is one constant in our sector: change.

In the midst of that change, our members adeptly navigate a course with the goal of providing services and support to British Columbians seeking to find sustainable work or seek new career direction.

The people on the front line are the ones who make it happen, and their leadership works hard to remove obstacles that would impede success.

In the same way, ASPECT seeks to provide that support role. Over the past year we have worked hard to ensure that we were listening to our members, and make sure that government was listening to us.

ASPECT has become an important sounding board in helping government shape the future of employment and career development services in BC, a role we humbly play for the benefit of members.

(continued)

CONTINUED

ASPECT continues to seek to represent members from across this diverse province. We are extremely pleased to be adding two very capable new members to the Board, Kim Lauritsen from Community Futures North Okanagan in Vernon and Lori Forgeron from Prince George Employment Services Society.

It has been my privilege to work with a dedicated and passionate group of highly skilled board members over this past year. They are well connected in the sector, and have been a strong voice for the membership and a support to our CEO and her staff in advocating with all levels of government.

I would like to acknowledge our retiring board member, Megan Brown from the Aware Society, for her contribution to the work of ASPECT over that last four years. She has been a strong support to our CEO in her new role over the past year and a half

john dawson

PRESIDENT



CEO'S MESSAGE

It is with gratitude and with excitement that I write this first CEO Message for 2016-17.

Gratitude for the incredible support that has allowed me to steer the Association through a time of transition, and excitement for what this means for the future.

It was admittedly daunting to step into the shoes of Norma Strachan who had served as CEO for the previous 20 years, however the expertise she has shared so generously has been as welcome as it has been invaluable. Together with the stellar ASPECT Board of Directors and a committed team we have made a solid start on the Business Plan that charts a course for financial viability by 2019.

Importantly, I am thankful for the wealth of knowledge that resides with our members that was so openly and enthusiastically shared when I toured the province. A priority in taking on this role was gaining a full understanding of the diversity of communities, services, and the organizations represented by ASPECT. Through these interactions, I can now hear your voices in my head when I advocate on your behalf.

The time taken to gain that understanding has, and continues to, pay off as I form and foster the relationships with politicians, public servants, and other stakeholders that are so vital in effective advocacy. It has been a great year!



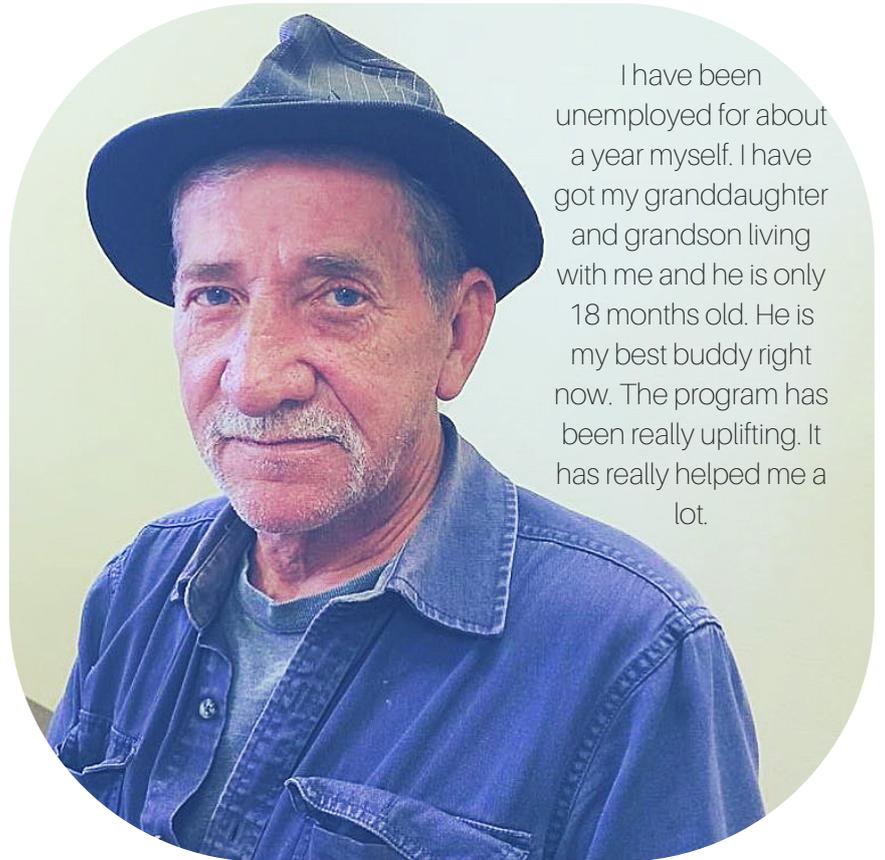
janet morris-reade

CHIEF EXECUTIVE OFFICER

OUR WHY

vision

All people have access to quality community-based workforce development services that support their opportunities to achieve a meaningful and sustainable livelihood.



I have been unemployed for about a year myself. I have got my granddaughter and grandson living with me and he is only 18 months old. He is my best buddy right now. The program has been really uplifting. It has really helped me a lot.

mission

ASPECT BC provides leadership, training, advocacy and public awareness in support of its members who provide community-based workforce development services to provide employment opportunities for all.

OUR HOW

Champion

ASPECT BC advocates in support of workforce development services that achieve meaningful and sustainable livelihoods in BC

This past year, we have worked closely with the Ministry of Advanced Education and Skills Training, the Ministry of Social Innovation and Poverty Reduction, and Employment and Social Development Canada to champion the needs of our members. Although various topics were discussed, we focused our advocacy on improvements to current contracts and procurement processes. ASPECT also presented to the Standing Committee on Finance & Government Affairs and introduced our organization to the newly elected MLAs and Ministers.

In addition, ASPECT attended information sessions throughout the year in Kelowna, Fort St. John, Vancouver, and Richmond to debrief and share best practices on AEST administered contracts.

As stakeholder representatives at budget lock-ups under both the Liberal and NDP governments we collaborated with industry partners to respond to items in those budgets.

To ensure that we were on the right track, we conducted a member survey and adjusted our advocacy message and services accordingly.

Engage

ASPECT BC supports an engaged workforce development sector that shares ideas in order to meet the employment needs of a changing economy.

We continue to engage our members, government, and stakeholders through our social media accounts and are active on Facebook, Twitter, Instagram, and LinkedIn. In November we launched our Instagram digital advocacy campaign – Humans of Employment -- to educate politicians, public servants, and stakeholders about the complexity and diversity of employment services in the province.

Weekly or bi-weekly, we send out our Aspectives e-newsletter to 2,880 contacts with information about current advocacy endeavours, sector news, job postings, ASPECT Benefits Program, professional development opportunities, and member spotlights.

Connect

ASPECT BC 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. This year we've had meetings with, or attended functions hosted by, the EcoCity Summit, the Career Educators Society, the Contract Solutions Team, Inclusion BC, Canadian Council for Career Development Association, Canadian Career Development Foundation, BC Centre for Employment Excellence, Labour Market Conference, First Work: Ontario Employment Centres, BC Career Development Association, and the "First Nations in Trades" Community-Capacity Building Forum.

ASPECT has representation on and is active in the following organizational boards: the Canadian Coalition of Community-Based Employability Training, BC Prior Learning Action Network, and 3rd Voice Non-Profit Network.

Serve

ASPECT BC provides the workforce development sector with capacity-building opportunities through training, strategies, tools, etc., for continuous professional improvement.

At the start of this fiscal year, we finished up our travels around the province to meet many of our members. They generously shared the successes and challenges with us, which is integral to informing our advocacy work and developing our member services.

Held in the first week of November in either Victoria or the Lower Mainland, the ASPECT Conference provides high-level professional development, province-wide representation, great food, and valuable networking.

ASPECT is always looking for ways to promote professional development while at the same time providing inexpensive, learning opportunities. Webinars and in-person training fill the ticket.

Developed by our members for our members, our ASPECT curriculum continues to be in demand right across Canada. Values-Based Leadership, Employability Skills, and the Career Q Cards are our top sellers.

Build

ASPECT BC is a strong, self-sustaining organization that provides value to its members and stakeholders in the workforce development sector.

Re-establishing viability of the organization within a new funding environment has been the focus this year. Stepping back from contract administration afforded ASPECT the opportunity to bolster our existing services while supporting further development of new ways to support ourselves.

ASPECT continued its contract as Delivery Partner for the Canada-B.C. Job Grant to assist employers through the eligibility and application phase of the cost-sharing program. ASPECT was able to work with the Ministry to have Social Services organizations recognized as a priority stream to better build infrastructure within the sector.

In 2016-2017, ASPECT provided management services for nine conferences in Victoria, Richmond, Prince George, Niagara Falls, Nanaimo, and Surrey. This past year we've served the needs of almost 2000 delegates, establishing a reputation for well-run, dependable event management services.

The ASPECT Health Benefits Program is marketed by Delta Pacific Brokers and delivered by CBST. Members who use our program benefit from getting great pricing but also knowing that a small part of the commissions support the work that ASPECT does.

Year one of our three-year strategic plan saw the completion of concrete goals and the groundwork for future successes in the service of and benefit to our members and those they serve.

TREASURER'S REPORT

ASPECTBC's unaudited Financial Statements are available online at aspect.bc.ca or in hard copy by contacting info@aspect.bc.ca.

This period marked a significant financial shift for the Association as the result of two key changes. Our administration of the Skills Connect and Targeted Skills Shortage Programs ended, and the contracting structure changed meaning ASPECT was no longer able to bid on contracts on behalf of our smaller members.

As a result, there was a significant decrease in revenue, and a decrease in expenses, compared to the previous year.

The reduction of revenue was a direct a result of these identified funding changes.



With a change in business comes new opportunities regarding how we administer our advocacy and services, and two initiatives to address the significant financial change were undertaken. Full details are included in the organization's comprehensive ASPECT BC Business Plan 2017 – 2019.

First, strategic organizational changes were employed to reduce expenses. This included, but was not limited to, moving from a dedicated office to a shared workspace and implementing new, lower-cost technologies. We replaced our aging accounting system to utilize a cloud product that require little expertise to manage and provides easily accessible reporting. Importantly, we were able to successfully carry out these changes without interruption of service to our members.

Second, a focus was initiated on expansion and introduction of alternate sources of revenue. We continue to support ourselves with membership fees, event management revenues, commissions from the ASPECT Benefits Plan, our annual ASPECT conference, as well as webinar and in-person professional development programs.

We have seen an increase in these areas of revenue generation during the reporting period. Moving forward we will continue to find ways to grow our revenue streams while ensuring that at the heart of what we do remains meeting the needs of our members.

These actions and the results achieved are consistent and on target with the goal identified in the ASPECTBC Business Plan 2017-2019 of financial viability.

robert bryce

TREASURER

OUR WHO



christine willow

VICE PRESIDENT



john dawson

PRESIDENT



Doug Preston

SECRETARY



robert bryce

TREASURER



ASPECTBC

2016-17 board of directors



annette burrows



minakshi bagai



megan brown



debbie samson



stacey tyers



janet morris-reade
CHIEF EXECUTIVE OFFICER



kim meyer
COMMUNICATIONS MANAGER



jennifer nichol
FINANCE



lya iglesias
EVENT COORDINATOR



lesley patten
EVENT MANAGER

OUR PEOPLE

Whether it's the members we serve directly, the organizations we partner with, the government individuals and authorities with which we collaborate and advise, or the communities we serve through this work - it is about people.

 **ASPECT** is with Janet Morris-Reade. October 26, 2017 · 🌐

In Fort St John today for the Labour Market Programs roundtable with Beth Wilson of the Obair Economic Society and Carole Taylor of Lake View Learning Centre, both from Dawson Creek.



 **ASPECT** shared Humans of Employment's photo. Published by 📍 Nicki Schell Reich [?] · November 29, 2016 · 🌐

Thank you to Free Rein Associates for sharing today's story with Humans of Employment.



Humans of Employment
November 29, 2016 · Instagram · 🌐

"I saw the Community Employment Program as the next step. I was at a time in my life where I thought I could rejoin the workforce and the program assured me of ...
[See More](#)

 **ASPECT** shared WCG Services's post. Published by 📍 Meizahn Habib [?] · November 2, 2017 · 🌐



"Don't give up before the miracle"
- DR. SUSAN BIALI
#ASPECT2017

WCG Services
November 2, 2017 · 🌐 [Like Page](#)

This morning at #ASPECT2017 we were welcomed by an inspirational keynote from Dr. Susan Biali Haas ASPECT

 **ASPECT** is in 📍 British Columbia Parliament Buildings. October 4, 2017 · 🌐

Had some well-informed questions from the Standing Committee on Finance and Government Services this morning. Check out this week's Aspectives for details. Photo taken with permission.



ASPECT Retweeted

Meizahn Habib @meizabee · 3 Nov 2017

As the new member services coordinator for ASPECT, I had a great time connecting with our wonderful members from around B.C. at #ASPECT2017

1 2

ASPECT Retweeted

Career Link @CareerLinkBC · 29 Nov 2016

Get the EDGE: PAID work experience in your field of studies
[careerlinkbc.wordpress.com/2016/11/29/get ...](http://careerlinkbc.wordpress.com/2016/11/29/get...)



ASPECT

January 25, 2017 ·

With Sarah Delicate at the Canadian Council for Career Development very first AGM. She will be delivering our Feb 1 webinar "Open Data – What is it, and why should I care?" Sign up online at aspect.bc.ca/pro-d



ASPECT shared Humans of Employment's photo.

Published by **Nicki Schell Reich** [?] · November 1, 2016 ·

We have launched our new Humans of Employment campaign and this is our first story from the employment sector.



Humans of Employment
 November 1, 2016 · Instagram ·

"We make sure to schedule many of our workshops on Tuesdays because that is the one day a week that the shuttle runs from the outlying communities and the community foodbank is open."



ASPECT

Published by Hootsuite [?] · September 8, 2017 ·

Check out the latest Aspectives & find out how our meeting went with the Minister of Social Development and Social Innovation went. Also, this just in! Assistant Deputy Minister of Advanced Education, Skills and Training will speak at the ASPECT Conference in November. Aspectives: <http://ow.ly/O5Fs30f1zkj>
 Conference: www.aspectconference.ca

Please note the Deputy Minister's name is Sheila Taylor, not Rogers as reported in Aspectives.



ASPECTIVES: Meeting Updates

CAMPAIGN.R20.CONSTANTCONTACT.COM

ASPECT Retweeted

Family Services of Greater Vancouver @VanFamServices · 6 Jan 2017

Family Services of Greater Vancouver extends a warm welcome to our new CEO Karin Kirkpatrick. Read more: ow.ly/KRBy307LAgC



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