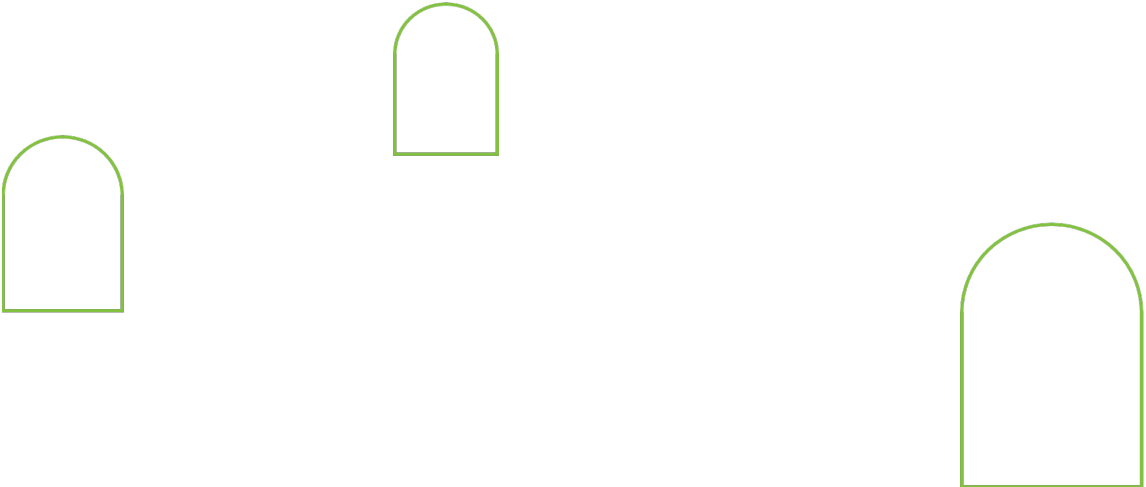




**YES Manitoba
2022-2023 Annual Report**

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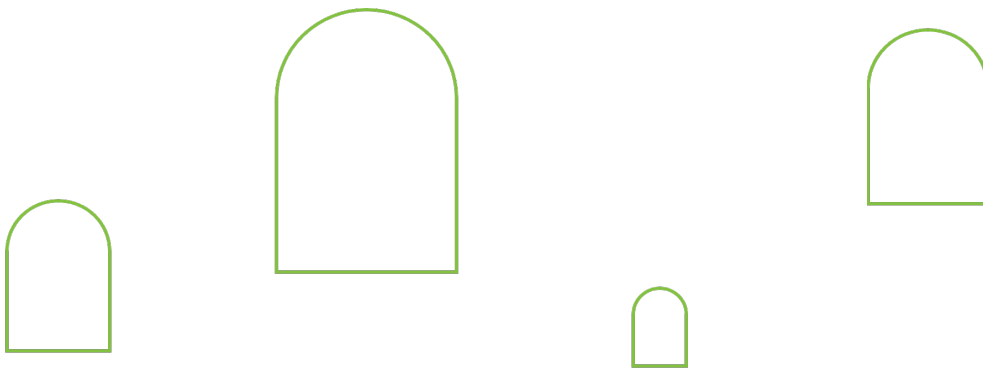
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Land Acknowledgement

The offices of Youth Employment Services Manitoba (YES Manitoba) occupy the stolen ancestral territory of the Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene Peoples, and the homeland of the Red River Metis Nation. The land falls under Treaty 1, which was signed in 1871 and facilitated the theft of this land from several local Anishinaabe First Nations.

We respectfully acknowledge that we live, work, and learn on these lands. However, a land acknowledgement is only a small step in the right direction when moving towards learning the truth and committing to reconciliation. YES Manitoba is dedicated to expanding our knowledge related to the ongoing colonization taking place in Canada, and continuing to learn its impact on our participants and community.



A Few Words from Our Executive Director

I was welcomed into Youth Employment Services Manitoba as the 2022-2023 fiscal year was coming to a close. Since joining the team, two things have stuck with me: passion and collaboration. Passion for the organization, for the community, for each other as co-workers, and for the youth that enter into our lives each and every day. Collaboration is where that passion becomes actionable. So much of what we do here at YES Manitoba relies on partnerships and the ability to collaborate internally within our team and with other like-minded community organizations, government funders, and external stakeholders. Each and every single day, I witness the positive impacts that successful collaboration has on the youth that we support and programming we offer.

Currently youth in our communities face more barriers navigating the world of work than older workers. The youth unemployment rate remains significantly higher than our provincial average, and the narrative that employers can't find people to work and youth "just don't want to work", continues to be the challenge. This issue is far more complex.

The world of work is not friendly to young workers, in most fields. A wave of major technological shifts and new management models are changing the way work gets done and what entry level jobs require of our youngest workers. The very definition of an "entry level" job has shifted to include postings requiring degrees, years of experience, and high degrees of specialization that shut many young workers out of desirable fields. Youth often find themselves navigating job search platforms and hiring processes that can be impersonal, unresponsive and biased. Employers are placing a greater emphasis on "soft skills," and while education and training programs give youth the language to highlight specific technical skills, they often

lack instruction on how to name and highlight skills like problem solving, communication, interpersonal skills and critical thinking. The importance of innovative practices and partnerships that seek to support, guide and coach youth is vital if young workers are going to be included in Manitoba's economy. These services are exactly what YES Manitoba excels at and the reason behind our valued partnerships with schools, community organizations and the government of Manitoba. With the right resources, we believe that youth can accumulate and adapt their skills to find work that fits their values and ambitions.

In addition to offering the services and supports we do, we're working to challenge bias against youth so that we and our communities can better support young people as they strive to access the labour market. As a non-profit organization, collaboration with like minded partners is key to our success. As we enter our 50th year in operation; we aim to strengthen the existing relationships we have with community partners and form new connections that will continue to support the growth of our organization. We recognize that all participants in the youth employment ecosystem have roles to play in providing the necessary supports. Large businesses that can train and develop young workers, and small/medium sized businesses that can offer unique local work experiences. Non-profits can hire and support vulnerable youth, and schools can challenge and better prepare their students. And lastly, our youth; they can learn long term strategies for career success and contribute to Manitoba's growing economy.

Young people want to work, they want to gain independence and make a positive contribution to society. It's our job - all partners in the future of Manitoba - to help them get there.

Sincerely,

Erika Seidler
Executive Director

Meet Our Team

STAFF

Mariam Abdelmessiah Office Manager
George Abdou Employment Facilitator
Jessica Aloumba Practicum Student
Nikki Alvarez Resource Area Assistant
Francess Amara Education Program Coordinator
Caitlin Ashmore Program Manager, Futures Forward
Mark Bale Education Program Coordinator
Trisha Barairo Program Specialist
Mariama Berry Practicum Student
Makayla Brown Practicum Student
Chantelle Chernick Employment Facilitator, Futures Forward
Jenna Drabble Program Manager, Futures Forward
Kelsey Evans Executive Director
Chelsey Finney Post-Secondary Education Advisor, Futures Forward
Bryanna Genaille Practicum Student
Courtney Joshua Research Assistant
Jasmeen Kaur Practicum Student
Lou Lamari Resource Development Assistant
Shykira MacKay Communications Intern
Christina McKay Student Support Case Manager, Futures Forward
Danni Mesojednik Best Program Manager
Anotidaishe Muringani Employment Facilitator
Alex Neufeldt Communications and Special Projects Manager
Samantha Olea Post-Secondary Education Advisor, Futures Forward
Jordyn Page Youth Engagement Coordinator
Sam Pothier Youth Engagement Specialist
Erika Seidler Executive Director
Angelika Tria Employment Facilitator
Victoria Verhoek Program Specialist



BOARD

Selena Leung Chair
Brittany Livingstone Vice Chair
Ty Kushnir Seceretary/Treasurer
Bonnie Chwartacki
Ryan McWhirter

Deanna Mirlycourtois
Karleigh Philpott
Meghan Reid
Vanessa Rozmus
Kevin Williams

Our Goals

MISSION

YES Manitoba provides inclusive employment services for youth between 16 and 29. Our purpose is to prepare youth in realizing their potential to become self-sufficient.

VISION

To empower Manitoba's youth to secure meaningful employment and contribute to our province's growth and prosperity.

VALUES

- Collaboration
- Community-enabled self-sufficiency
- Support
- Respect
- Relevance in service



YES Manitoba Core Program Highlights

PROGRAM PROFILE

YES Manitoba provides a wide variety of employment and training services to youth 16-29. For program participants, our standards of success are employment or enrollment in training.

KEY NUMBERS

1629 Total Appointments	96 Employer Connections	1306 Resource Area Visits
342 Students Enrolled in YES Manitoba Training Programs	86 Schools and Community Organizations Receiving Presentations	4.2 Average Number of Appointments Before Employment

TRENDS

	21-22	22-23
New Clients	397	436
Clients Enrolled in Education or Training	92	114
Clients Employed	157	167
Total Presentations	308	336
Positive Client Outcomes	63%	66%
Community Members Reached	3440	4035

Futures Forward Program Highlights

PROGRAM PROFILE

Futures Forward provides wrap-around support services to youth 16-29 in or from CFS care. YES Manitoba, the Canadian Mental Health Association, and Community Financial Counselling Services administer the program.

One of the major highlights for Futures Forward in 2022-2023 was the launch of a new website designed to best help participants navigate government and social systems. The site will continue to be updated with relevant resources for youth aging out of care in Manitoba

KEY NUMBERS

124

Individual Mental Health
Counselling Sessions

782

Participants

177

Participants Gained
Meaningful Employment

278

Employment Planning
Appointments

109

Participants Recieved
Service Navigation
Assistance

125

Participants Accessed
Free Tax Filing

TUITION WAIVER NUMBERS

New Applications Recieved	162
Students Completing The School Year	92
Students Who Graduated	10



Success Stories

D was a participant in our first cohort of the Get Into Warehousing program. When he started the program, he was extremely shy and reluctant to participate in any activity. However, he became more comfortable over time and jumped on every opportunity to learn and gain experience. At the graduation celebration at the end of the 6-week training, he volunteered to give a speech. He said this about the program: "I am quite passionate about working with my own hands and most importantly using my talents to help people. I got attracted to this training program as I believe it could give me the necessary skills and experience, I need to gain employment. Get Into Warehousing with Harvest helps trainees realize what they need to do with their life."

V referred himself to YES Manitoba upon arriving to Canada from the Ukraine. V's existing cover letter and resume drafts explored his many qualifications in-depth and provided a good picture of what he has to offer a prospective employer. However, the documents were not well formatted; so, piecing together this image was difficult at first as a reader. V and I went over the resume and cover letter templates we use at YES Manitoba, and he took it upon himself to transfer all his information over to these templates. He emailed me the drafts afterward to do minor, grammatical edits to ensure the content flowed better. Upon sending these drafts back to him, V replied with gratitude: "very big thanks!"

S was referred to us by Jobs on Market. We have since put together a new resume for her that accurately showcases her skills, and reviewed how to write cover letters effectively in addition to discussing some job search strategies. Going at her pace, offering breaks, and welcoming someone to attend with her for moral support has all enabled S to feel safe in our space as she struggles with anxiety. During our third appointment, S and her companion offered the following feedback: "No other worker or agency we've dealt with has helped us this much."

Education Program Highlights

PROGRAM PROFILE

The education program provides in-class teaching about career development in Manitoba junior and senior high schools; education and training centres; and career development events. Due to the funding structure for the program, the annual report reflects the previous school year (2021-2022).

The program also gathers feedback from educators through a specific survey. The program had 36 educator respondents to the survey, which was a 500% increase over the number of respondents last year.

Educator feedback was overwhelmingly positive, with 78% educator respondents indicating that they were extremely satisfied and 22% noting that they were somewhat satisfied overall with presentation offered. 100% of educator respondents indicated that they would have YES Manitoba staff return for another presentation.

KEY NUMBERS

1270	29	4.58/5
Unique Touch Points	Schools Reached	Average Student Satisfaction

TRENDS

	20-21	21-22
Total Presentations	156	239
Student Satisfaction Survey Responses	209	801
Community Organizations Served	7	18



New Initiatives

CANADA LEARNING BOND

The Canada Learning Bond is a government program aimed at helping low-income families save money towards post-secondary schooling. Eligible youth can receive up to \$2000 that is directly deposited into an RESP.

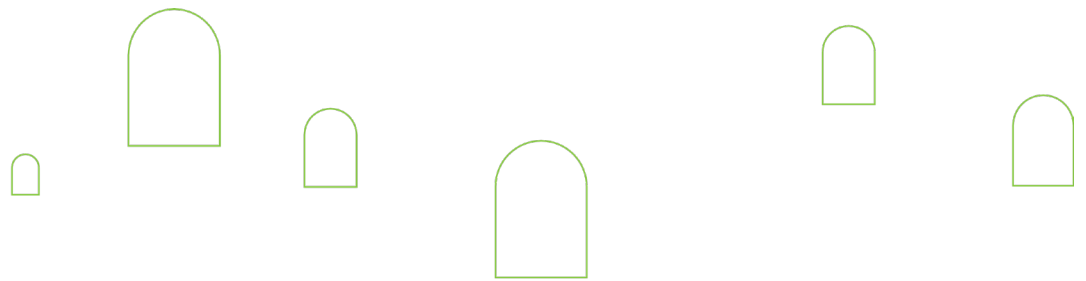
YES Manitoba has been increasing public awareness of the CLB and helping support families applying for the CLB. At our Access Fair Events, we have been working with other community organizations across the city to provide a range of resources for youth. At our events, youth get access to ID services, mental health resources, employment services, and tax filing. We have partnered with Winnipeg School Division to host CLB Access Fair Events at Daniel McIntyre School, Elmwood High School, Children of The Earth School, and River Elm School. We have also hosted information booths and events in Portage la Prairie, Selkirk, and Brandon. To date, we have helped 8,192 eligible youth access benefits from the CLB.

NORTHPINE PROJECTS

Research shows when we invest in the self-efficacy skills of youth their success outcomes increase substantially. At YES Manitoba we had a goal of increasing our youth engagement activities for youth with lived CFS care experience. We were fortunate to receive funding from the Northpine Foundation and the Manitoba Government to fund 2 years of skill-building opportunities for these vulnerable youth.

We achieved these goals by redesigning the Futures Forward website to include resources that youth identified were important to them as they transition into adulthood. The design and content of the website were informed by the Youth Advisory Squad.

Another way we are meeting our objectives is through our Research Ambassador team: a group of former youth in care who collectively represent all 4 CFS authorities. The Ambassadors helped design a survey for youth who have aged out of care to see if they were in fact ready for independence. The next step was designing the Systems Change, Advocacy, and Rights Symposium (SCARS). This event will be held in August and aims to provide youth with self, individual, and systemic advocacy tools.



GET INTO SERIES

Get Into Warehousing is a 6-week paid training program that helps participants gain practical life, warehouse, and pre-employment skills to prepare them for a career in the field. In collaboration with Harvest Manitoba and Prince's Trust Canada, we have been involved in four consecutive cohorts so far, reaching a total of 35 participating youth who identify as either a newcomer or Indigenous. Participants had the opportunity to develop their soft skills, obtain certifications - including WHMIS, First Aid/CPR, and food handler's training - and gain valuable warehouse experience at Harvest Manitoba. Throughout the duration of the program, they were also connected to other employers looking to hire warehouse personnel and were given the opportunity to do interviews.

Get Into Banking is a 10-week paid training program that helps young people learn new skills and gain hands-on work experience in the banking industry. In partnership with RBC and Prince's Trust Canada, we had one cohort of six amazing and dedicated Indigenous youth begin earlier this year. The program consisted of one week of pre-employment skills training followed by 9 weeks of experience working at an RBC branch. During their work placements, participating youth had the opportunity to shadow and receive mentorship from industry professionals, interact with RBC clients, and develop valuable professional skills, such as customer service, leadership, and teamwork. YES Manitoba has been primarily leading the pre-employment training portions of the programs, presenting on topics such as resume and cover letter writing, interview skills, job searching, career exploration, and how to succeed in the workplace.

HUDDLE

Huddle is an initiative of the Government of Manitoba, together with United Way Winnipeg and other philanthropic partners. Huddles provide a safe space for youth, and space for service providers to work with youth in their communities. Since June 2022, YES Manitoba staff have been visiting all Huddles in Manitoba on a regular basis to offer employment supports to youth. We help young adults with job search, resume/cover letter writing, interview preparation, career planning, accessing free trainings, obtaining IDs, and much more in locations closer to their neighbourhoods. We intend to continue to partner with Huddle into 2023-2024.

Meet Our Clients

YES MANITOBA'S CLIENTS ARE...

54% Women

43% Men

3% Other Genders

36% Indigenous

- **22% Status - From a Reserve**
- **8% Metis**
- **4% Non-Status**
- **2% Status - Off Reserve**

59% Non-Indigenous

5% Chose not to declare

11% Have a Disability

34% Part of a Visible Minority Group

54% Not Part of a Visible Minority Group

12% Chose Not to Declare

11% Recent Immigrant or Refugee

K's appointment was made by her parole officer as part of her plan for transition out of a correctional centre. K was working as a nanny, running a small business and going to programming at Elizabeth Fry twice a week. K worked closely with her employment facilitators, because she also had limitations on the kind of work she was allowed to take without having to get permission from her parole officer. K was employed after four appointments with us, plus a YES Manitoba-facilitated hiring event.



Meet Our Donors

