



The
WorkPlace
Group

Change
LEARN
IMAGINE
Achieve
HOPE
HIGH
TRUST
Believe

ASPIRE

Succeed

Persevere

The Workplace

DREAM

AIM HIGH

PERSEVERE

Learn

HOPE

Believe Expect

Listen Persevere

HOPE

Connect

GROW

Believe

EXPECT

Grow

Succeed

UNDERSTAND

CHANGE

DREAM

HOPE

Think

The Work

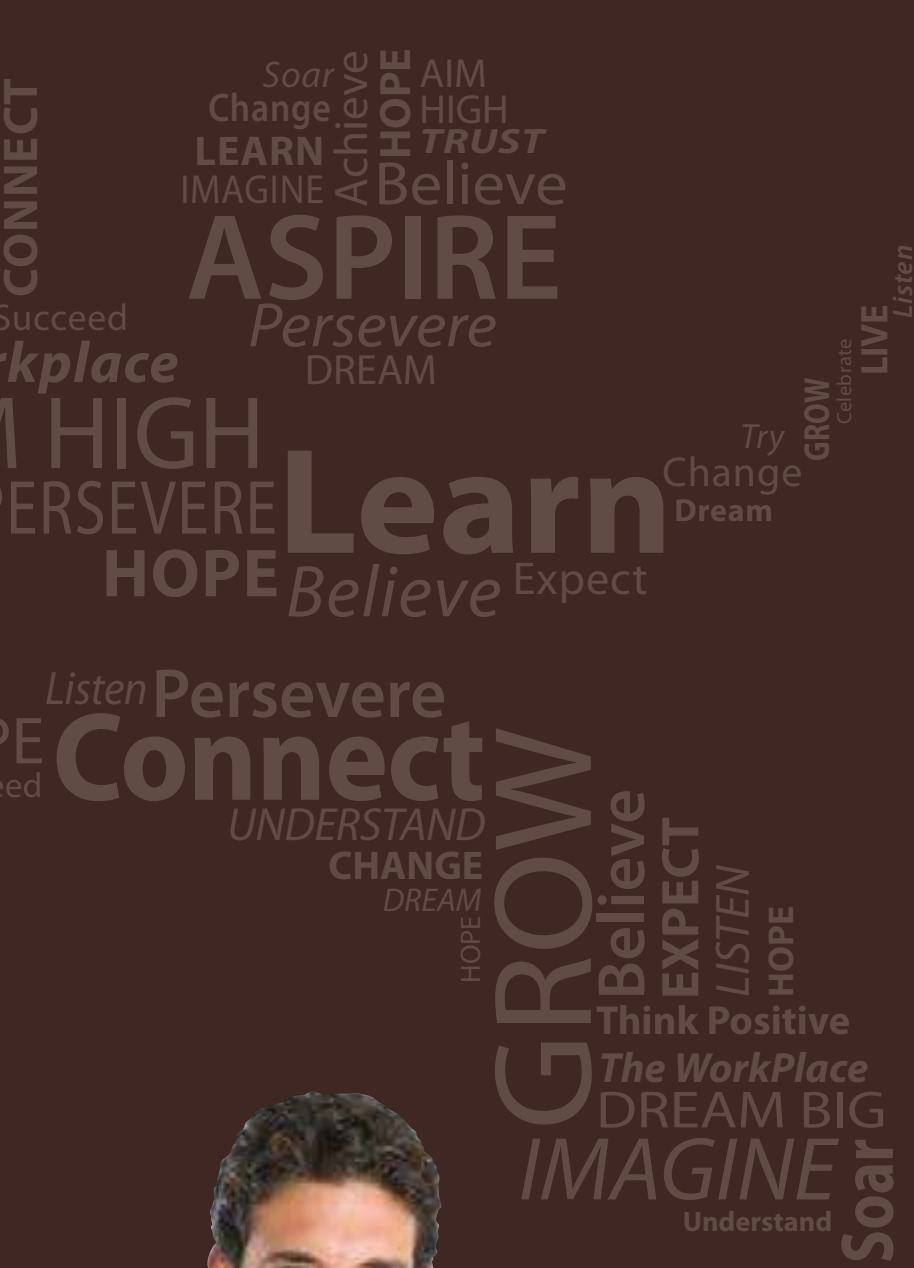
DREAM



*Creating
Connections*

2013-14 Annual Report

Your **Goals.** Your **Vision.** Your **WorkPlace.**



Our Mission

To enrich the community of Sarnia-Lambton, by providing quality, professional, employment services that encourage and engage individuals towards achieving their maximum employability .

Our Vision

- To engage our clientele in a respectful, encouraging and inclusive manner that enables each individual to maximize their potential.
- To offer services with flexibility, being respectful of the needs of individual clients and members of our business community.
- To deliver services with integrity, quality and with a desire to surpass all service standards.

Our Values

Our vision will be supported by the following values, which will be adhered to in carrying out our mission and achieving our objectives.

- a) We provide a supportive and encouraging setting for employees, clients and community partners. We are flexible and inclusive in providing services that meet client needs.
- b) We recognize and value that success is best achieved through community engagement, collaborations and/or partnerships, consisting of employees, clients, service providers, educators and community members.
- c) We will provide a “no wrong door” approach and ensure that individuals requesting assistance are assessed and directed to the most appropriate service that will support their needs.

President's Report



The past year has brought about significant improvements in our foundation with respect to improvements on policies and procedures for all staff and board members. I want to thank our Management team

for their vision and investment in readying the organization for the application to Imagine Canada for accreditation in the Not for Profit Sector. This process has improved our overall transparency and will bode well in years to come with respect to our relationship with funders and for future funding applications. Congratulations on a job well done.

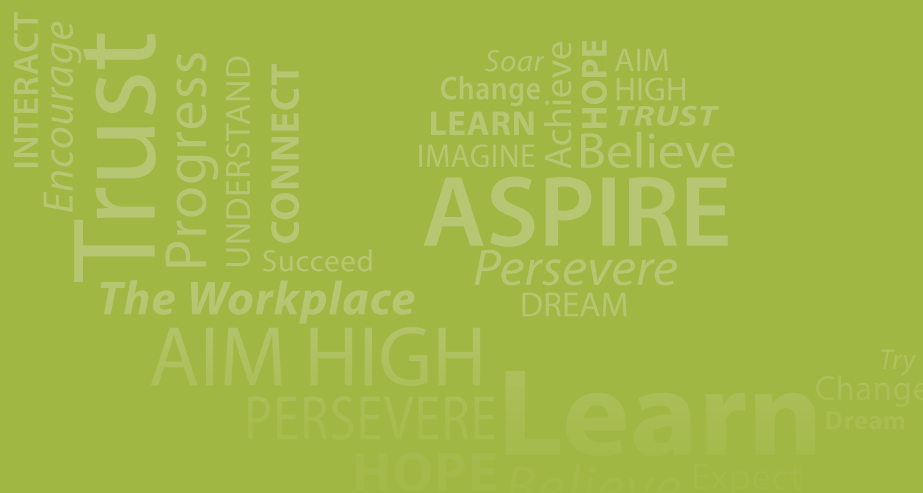
The uncertainty for organizations who are deemed "on hold" in the Employment Ontario funding model have continued to put financial pressures and have impeded our ability to focus on long term planning for a full service to future clients. This has made for a difficult environment for staff to operate in. Despite those significant challenges,

I want to commend all staff members on their continued commitment to deliver a client centered service model. Leaders and staff have continued to meet outcomes in a manner that reflects professionalism and compassion at a time when clients are most vulnerable. Evidence of this has been seen in our new on-line Talent Management System, which we launched in the Fall of 2013. This system enables job seekers access to a virtual model of job searching 24-7 and is especially helpful to clients who are more isolated and less mobile or unable to access in-person services and supports. This is an exciting new venture for Lambton County and we look forward to great success of the Talent Management System which is known as The WorkPlace Connects (www.theworkplaceconnects.ca).

Once again, as we move towards our next year, we will continue to embrace change, diversity and new opportunities.

Dave Brown
President, Board of Directors

"I found The WorkPlace Group to be an invaluable resource. The services offered were far greater than I could have ever fathomed, and were provided by friendly members of the community - people who really care about you and the success of your endeavors."



Executive Director's Report



As we reflect on the past year, what came to light is the challenges we faced as an organization as we learned the fate of

our rural based employment services. A decision by the Ministry to no longer fund the service really challenged us both on a personal and professional level. As an agency that has garnered community respect for the ability to facilitate positive change for client's, we were truly left in the limelight as the community took note of how we would facilitate the changes necessary to continue with a viable service delivery to clients. Throughout the months of October 2013 – March of 2014, we said good-bye to friends and colleagues, packed, unpacked, moved and moved again; all the while ensuring that our client's needs were kept in the forefront. Tough business decisions had to be made throughout the organization as we dealt with the challenge of how to manage shared costs and support the communities that were going to be impacted by the departure of our rural services in the communities of Petrolia, Forest, Corunna and Watford.

Throughout the many years we called Petrolia home, we made many good friends, allies and community connections. Throughout the

transition our community partners were able to see some personal benefits from the rural closure as we donated all of the office equipment and furnishings to deserving and valued agencies.

In October of 2014, we launched our very successful Talent Management System known as WorkPlace Connects. The ability for clients to access information and job postings on-line has proved very valuable. This is the only TMS of its' kind in Lambton County and both employers and clients are enjoying the benefits of doing work in a virtual format.

We continued to see success with respect to meeting Ministry targets and milestones and each and every target was exceeded by year's end. This outcome was a true testament to the hard working and dedicated staff members that worked tirelessly throughout the transition despite the uncertainty of their own jobs. Our organization is truly blessed to have such individuals committed to supporting our mission statement and assisting to facilitate such positive changes in the lives of the client's that we serve.

As we move forward to tackle a new year, we will continue to adapt and transition to the changes and the challenges ahead.

Noeleen Tyczynski
Executive Director

"The staff at The WorkPlace worked so hard on our behalf and we appreciate everything you have done. Just in this past week there are job prospects on the horizon for both of us. Thank you so much for your professionalism and assistance."

HR Manager's Report



As availability and funding allows, we continue to provide employees with ongoing professional development

opportunities with training that is relevant to their positions. With seeing an increase in clients with mental illness as well as addiction disorders, we found it essential to have Employment Consultants and Job Developers attend a one day workshop on working with clients with Concurrent Disorders. The knowledge gained in this workshop has been helpful to them so they can better understand the client's situation, what community services are available to help them and how best to support them through the transition to employment.

With decreased staffing levels and an increase in clients that would benefit from job development, we have been fortunate that we were approved through the Canada Summer Jobs program to have a summer student on board to assist with the increasing demands. Samantha Riley was a valuable asset to our team throughout the summer months and has since returned to Western University in September to continue her studies in the BSW program.

We continue to work on revisions to some outdated policies and

procedures to ensure we remain in compliance with current MOL regulations, AODA, and Health and Safety regulations.

With funding withdrawn on the WorkPlace County Outreach project in Petrolia and the subsequent closure, staff in both locations experienced some stressful and challenging times during the transition period with winding down the rural project and itinerant services in the county. Unfortunately our Sarnia project was unable to absorb all of the positions that were eliminated due to the office closure but I am pleased to report that each employee impacted by the closure was able to obtain other suitable employment opportunities.

Although employees have faced many challenges over the past months adjusting to the changes and seeing fellow employees leave for other opportunities, staff has remained very professional and productive in continuing to service our clients to the best of their abilities while continuing to be supportive of each other.

2014 Service Award

Jane Hobbs, Director - 5 years

Respectfully Submitted

Gail Majorsky



“I’ve acquired an excellent combination of assistance, inspiration and skill through collaborating with The WorkPlace Group and their consultants, and I’m grateful for the gains I’ve made while under their tutelage.”

Board of Directors

The WorkPlace Group is governed by a volunteer Board of Directors. This committed group of volunteers has the responsibility of ensuring that The WorkPlace Group is managed effectively in order to fulfill its Mission and Value Statements to the community. Their dedication to the community, the clients we serve and the staff is the reason for The WorkPlace Group's longevity and reputation in Sarnia Lambton. We are fortunate to have representatives from education, human resources, community services and the legal profession. Our Board members and Principals are equipped with a wide range of skills including but not limited to, Finance, Community Capacity Building, Extensive Employment Sector Experience, Newcomer Services, Diversity Training, Disability Specialists, Poverty Initiatives, Apprenticeship Coordinator, Human Resource Management, Strategic Planning and Social Service Networking, Information and Technology Skills and Risk Management.

- Dave Brown – President and Director
- Michelle Smith – Vice-President and Director
- Barry Edgar – Treasurer and Director
- Donna Cain – Secretary and Director
- Chandrika Patel – Director
- Gayle Montgomery – Director
- Jane Hobbs – Director

(list as at March 31, 2014)

Leadership Team

- Noeleen Tyczynski – Executive Director
- Gail Majovsky – Resource Manager
- Isobel Coke – Finance Administrator

Successful Connections

The WorkPlace

As a leader in the employment sector, The WorkPlace has assisted Sarnia-Lambton job seekers to move towards their employment goals for over 35 years. Come and explore the various programs and services we offer. Our staff can provide you with assistance to move you from the job search and career planning stage right through to job placement. Services for job seekers include an Employment Resource Centre, Information and Referral Services, Job Search Services, Assessments, Career Planning, Job Placement and Retention Services. Our services are available to individuals who are currently unemployed, underemployed or have received a notice of layoff, and are eligible to work in Canada. We also offer specialized services that support clients with disabilities in their job search. The possibilities are endless.

The WorkPlace Solutions

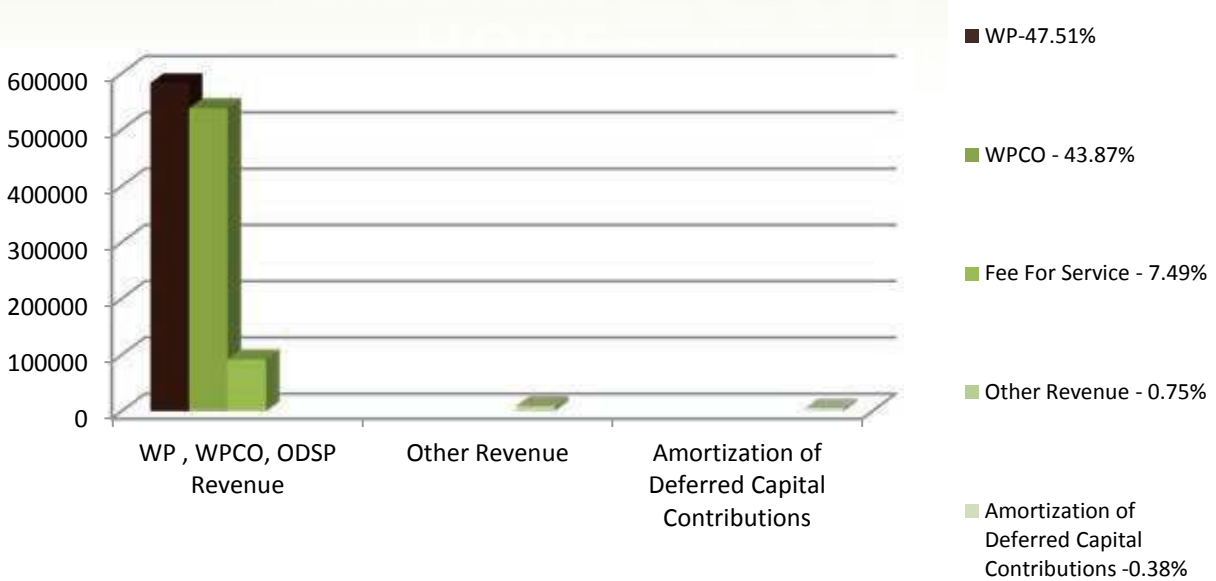
In 2001, The WorkPlace Group began providing consulting and fee for service options for both individuals and local businesses who were requesting specific services that were not being offered within the realms of our other service units. WorkPlace Solutions delivers employment supports for individuals through the Ontario Disability Support Program. If you are a person who is living with a disability and interested in exploring your options to finding employment, contact WorkPlace Solutions to see how we can help. If you are an employer looking for solutions to your Human Resource needs, our professional staff will be happy to meet with you to determine how we can help.



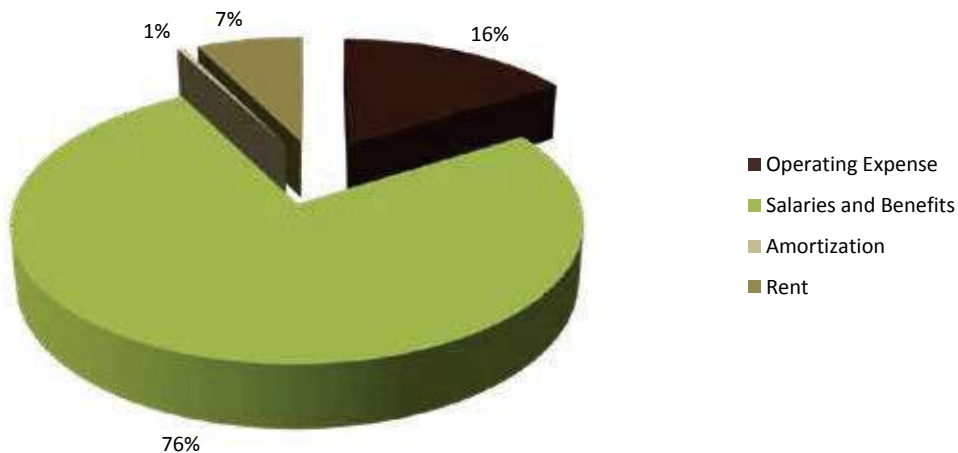
The purpose of life is not to be happy. It is to be useful, to be honorable, to be compassionate, to have it make some difference that you have lived and lived well.” — Ralph Waldo Emerson

FINANCIAL OVERVIEW – APRIL 1, 2013 – MARCH 31, 2014

TOTAL REVENUE - \$1,226,438.00



TOTAL EXPENDITURES - \$1,145,320



“Few will have the greatness to bend history itself, but each of us can work to change a small portion of events. It is from numberless diverse acts of courage and belief that human history is shaped. Each time a man stands up for an ideal, or acts to improve the lot of others, or strikes out against injustice, he sends forth a tiny ripple of hope, and crossing each other from a million different centers of energy and daring those ripples build a current which can sweep down the mightiest walls of oppression and resistance.” — Robert F. Kennedy



*“ I just want to say a huge thank you.
You and the college worked great today
getting everything done so quickly and easily.
Thanks so much - I am a very happy girl today. ”*

*“ I just wanted to let you know that I got a full
time job. I interviewed for it at 9:30 today and got
called at 10:30 to say I got it and that I start Monday!
I'm so happy, please let Sharon know as well.
Thank you for your help. The interview
workshop I did there truly helped me. ”*

INTERACT
Encourage
Trust
Progress
UNDERSTAND
CONNECT
Succeed
The Workplace
ASPIRE
Persevere
DREAM
AIM HIGH
PERSEVERE
HOPE
Learn
Believe
Expect
Listen
Persevere
Connect
HOPE
Succeed
Grow
ASPIRE
Achieve
Live
Celebrate
BELIEVE
CHANG



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