



The  
**WorkPlace**  
Group

Change  
LEARN  
IMAGINE  
Achieve  
HIGH  
TRUST  
Believe  
**ASPIRE**

Succeed  
*The Workplace*

Persevere  
DREAM

AIM HIGH

PERSEVERE

**Learn**

HOPE

Believe Expect

Listen Persevere

HOPE



**Connect**

UNDERSTAND  
CHANGE  
DREAM

**GROW**

Believe

EXPECT



*Creating  
Connections*

**2016 -17 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



*It was a pleasure for me to act as The Workplace Group President for not only the last number of years, but also for the organization's 40th anniversary.*

We celebrated our 40th in style chartering a cruise along the St. Clair River this past summer and invited over 100 of our friends, colleagues, past and present staff and volunteers, and of course our community partners. It is with the help of so many of these people who have helped enable The Workplace to be as successful as we have in helping our clients reach their potential in employment in the Sarnia-Lambton area.

I am proud of my affiliation with The Workplace Group and all the great people who are also associated. I have personally referred people I know who need employment services to the professionals at The Workplace and have all positive reports on how they were treated, how their needs were assessed, and that they received the help that they needed and to find employment.

We have had a number of changes, and challenges these past few years, but the people involved see these challenges as opportunities to make the organization stronger and help make the Sarnia-Lambton community as wonderful as it is to live, play, AND WORK!

I will step down at the end of this year as President, but am pleased that I have been nominated as Treasurer, to which I am hopeful I can stay on the board in an official capacity.

I leave the organization in great hands as the nominated President has many skills and contacts that I believe will help raise The Workplace Group to the next level. I know this Board Member will work well with our Executive Director, Noeleen Tyczynski and the highly professional employees at The Workplace.

In closing, I'd like to thank the current Board of Directors, (and of course those with whom I have had the pleasure to work with who are no longer on the Board), all the staff, and of course our partner agencies and our funders for their confidence and support over the past year – over the past 40 years actually.

Respectfully submitted,

*Dave Brown*

President, Board of Directors

The Workplace DREAM

AIM HIGH

PERSEVERE

HOP

Learn

Try  
Change  
Dream

# Executive Director's Report



Once again we have managed to conquer the challenges and changes that the past year brought. Through our Employment Ontario lens, we are still considered an on-hold organization, which has translated into uncertainty for what the future holds. We are now into our 12th year with no changes to our operational budget, which in itself brings about a number of challenges. Our operations are a true reflection of austerity and we continue to think outside the box with respect to delivering quality programming within a tight budget.

This past year brought both personal and organizational challenges along the way. On a personal note, an unexpected health issue brought out the best support of all of our team members. During my absence, staff took charge and continued to ensure that our clients and funders needs were met. Additionally, I was very appreciative of the care and support that was extended to myself and my family during this period.

On the work front, we entered in to our 40th Anniversary providing employment services to the clients and business of Sarnia-Lambton. Looking back, we have been able to support thousands of clients and many businesses over the years achieve their goals. We are very fortunate to have served this community as the longest standing and very well respected, service and we look forward to, many more years of service to come.

Our expertise has been acknowledged on both a local and Regional level with the invitation for us to continue to have representation on the Board of Directors of the Sarnia Lambton Chamber of Commerce as well as the Board of Directors, South Western Rep, for ONESTEP. We are in the process of working with ONESTEP on two Ontario-wide initiatives regarding Inclusion and Diversity, along with their Raise Program, designed to support the hiring of foreign trained professionals in an effort to diminish the gap between people without jobs and jobs without people.

We continue to partner with many of our local service providers and we acknowledge the support that we receive through our community collaboration for our Employment Bridging Loan Program. The program provides individuals with the support they need when faced with financial barriers that may impact their ability to gain or maintain employment.

Our focus for staff has been to work on maintaining a work environment that promotes mental wellness. We offered a number of initiatives throughout the year to support staff in gaining more knowledge about workplace wellness along with training to support clients overcome their own wellness concerns.

As we move forward, we will be sponsoring an event for all "Social Profit" Boards in the Fall, through a collaboration with the Social Service Networking Committee as a final celebration of our 40th Anniversary. This is our gift back to the community and to our valuable board members who continue to offer us support and guidance. We are very grateful for all of their contributions to our success, and we look forward to what the next chapter brings.

Warm Regards,  
*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



We have been fortunate again this year that we have been able to continue training opportunities as they were available. Ongoing seminars and professional development in the employment sector enable staff to remain current in their area of expertise and it continues to motivate and energize our team to consistently improve our service delivery.

Through the Canada Summer Jobs program, we were able to hire a summer student again this year to assist our Job Development Team. Our summer student, Carmella, assisted our team as Ambassadors for the Chamber of Commerce connecting with members to gauge their satisfaction level with their current Chamber membership. Our student was also able to assist our Job Development team in marketing our services to potential employers in Sarnia Lambton. Carmella is now furthering her education in Human Resources.

Staff are also benefiting from ongoing Community Advocacy Training delivered by Margaret Capes. In her workshops she has been delivering topics of interest such as ODSP, Ontario Works, CPP-D and Human Rights. This training will provide staff with the additional supports to assist a client navigating through the systems which can be an overwhelming journey for many of our clients.

Although none of our staff or Board Members are celebrating a milestone anniversary with Special Needs Employment this fiscal year, we continue to celebrate and value the commitment, dedication and expertise that each members of our team contributes to the success of our organization.

Respectfully Submitted,

*Gail Majovsky*

Gail Majovsky  
Resource Manager



*I would like to thank your staff for supporting me in finding employment. The resume assistance and job readiness skills helped me feel confident in my interview."*



# 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.

- Donna Cain – President and Director
- Michelle Smith – Vice-President and Director
- Dave Brown – Treasurer and Director
- Chandrika Patel – Secretary and Director
- Joe Murray – Director
- Lucille Frayne – Director
- Tania Whyte - Director
- Marylou Robb - Director

Board of Directors Membership List 2016- 2017

## Leadership Team

- Noeleen Tyczynski – Executive Director
- Gail Majovsky – Resource Manager

# Successful Connections

## Employer Success

*Building Employer Relationships – A Success Story*

One of the best outcomes is when a client secures employment and later becomes an employer who accesses services of The WorkPlace Group. Here is one of our stories in Job Development.

Jane D. was once a client of The WorkPlace Group. She was a very motivated, talented and a mature job seeker who was determined to find meaningful employment. Jane worked closely with her employment consultant in developing her “return to work action plan” and actively working with her job developer; she threw her hat into the ring to find employment. One day we got the call, and Jane was thrilled she became the Office Administrator for Feher Machine & Manufacturing Inc.

Jane had secured the employment at Feher Machine & Manufacturing Inc., through a staffing agency so when the time came for Feher Machine & Manufacturing Inc., to grow its team, she suggested going to The WorkPlace Group. Having had a positive experience with us as a client, and knowing the value of the services that we could provide an employer, Jane connected with us.

We were thrilled at the opportunity to meet with a new employer and learn their business needs. The results have been very positive with solid outcomes. We asked our employer, Paul Feher, if he would be agreeable to commenting on our services.

“Hi Sharon,

Yes, 100% I love the idea.

I can see Sherry becoming the perfect model(example), of how the Workplace and yourself, educates and directs candidates into a meaningful and rewarding position in the field of choice.

(Obvious examples, Ted and Sherry).

I am very fortunate that you found the likes of Sherry, giving me the opportunity to work with her. She is quickly proving to be the perfect candidate for us. Her enthusiasm, attitude and understanding of what we can offer, and, of what she has to offer are a perfect match. Even though she may lack some of the skills at the moment, her eagerness and ability to learn are very refreshing.

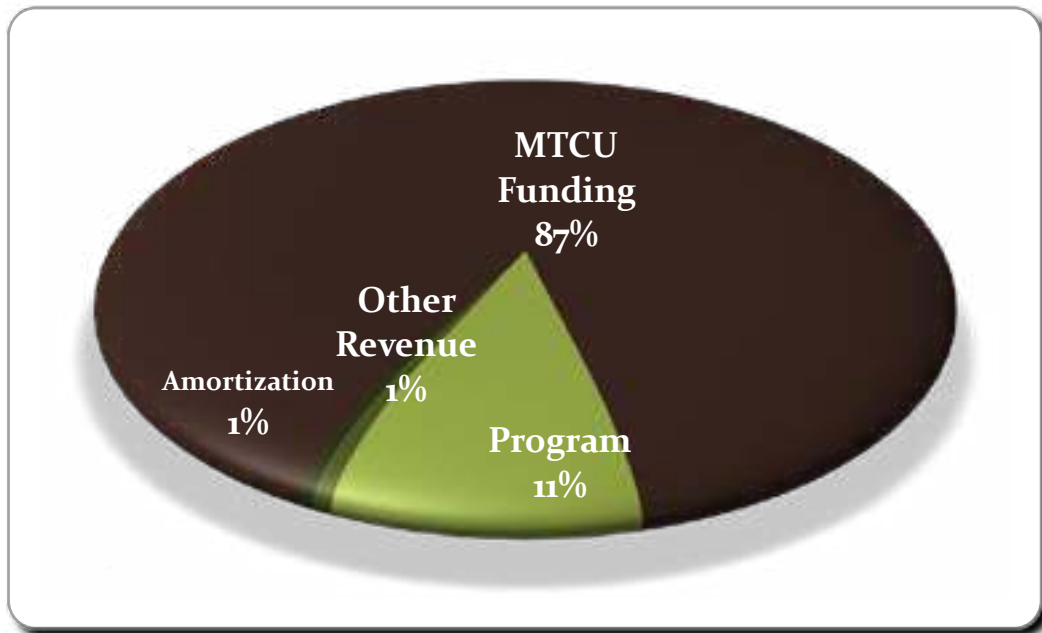
You’ve done a great job Sharon, thank you very much.”

Paul Feher, V.P. Operations Feher Machine & Mfg. Inc.

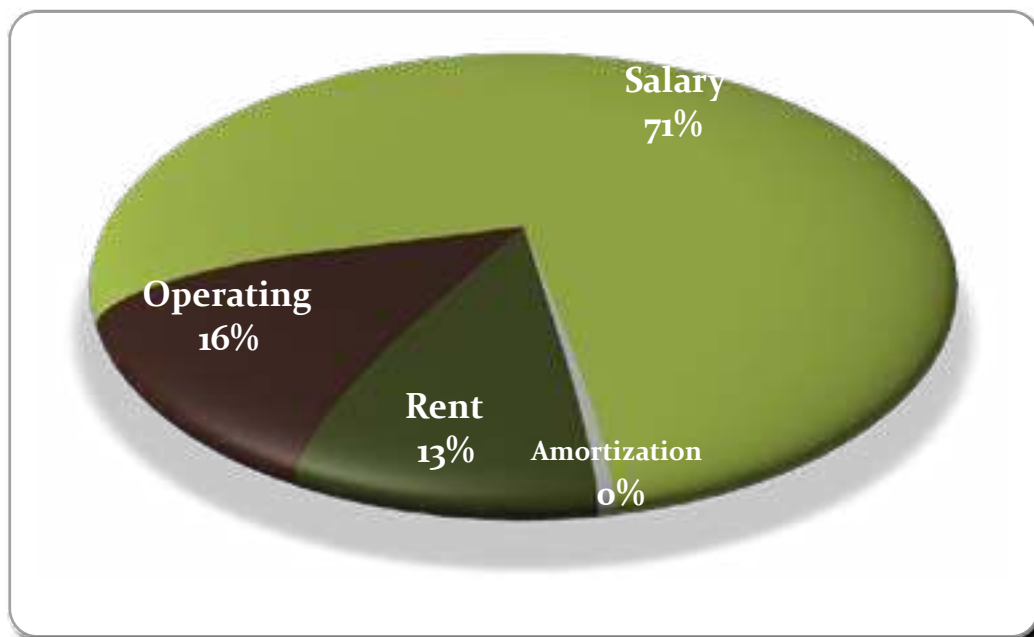


# FINANCIAL OVERVIEW – APRIL 1, 2016 – MARCH 31, 2017

**TOTAL REVENUE - \$616,437.00**



**TOTAL EXPENDITURES - (-\$20,317.00)**



“Success is no accident. It is hard work, perseverance, learning, studying, sacrifice and most of all, love of what you are doing.” Pele