



ANNUAL REPORT 2013

Ipsos Reid survey data used with permission from RBC, statistics originally found in RBC 2013 Annual Report
Vector icons designed by Freepik

Written by: Mike Fellowes & Abigail Rodrigues

Edited by:

Victoria Alleyne

Abigail Rodrigues

Beverley Simpson

Designed by: Abigail Rodrigues

September 2014

TABLE OF CONTENTS

A message from the Executive Director & Founder	2
Message from the Board of Directors	3
Who we are: vision, mission, values and our history	4
Programs: mentorship, “hang-outs”, DIY volunteer positions & workshops	6
Year in review: our achievements	8
Barriers to employment.....	10
Resources and financial management	11
The Board of Directors	13
Our Volunteers & testimonial	14
What we’re up to in 2014	15

A message from the Executive Director & Founder



Well, it's been quite a year.

When Mike proposed an annual report, my first thought was "interesting, are we big enough for an annual report" but the more he spoke, the better the idea seemed. That's kind of the idea of CSCI...Our people have ideas, and the more we run with them, the better off we all are.

Speaking of ideas, the first thing I'd like to do is thank everyone who "ran with" the idea of Career Skills Incubator in the first place. When I graduated from university, it wasn't clear what the next step would be, but I knew I had to do something to address the huge amount of talent being wasted as qualified people spent months looking for meaningful work. The idea of CSCI started from the notion that people should be able to create their ideal volunteer positions and get the skills they needed...at some point that morphed into a pilot mentorship program, and then people started hanging out together to bounce ideas off of one another, one such idea was a workshop, and we've just kept running with all of those things since.

Well, it's been a heck of a time and it only gets better, thanks to everyone who has participated in CSCI up to now. Thank you for challenging us and supporting us in so many ways.

VICTORIA ALLEYNE

Executive Director & Founder

A letter from the Board of Directors

We are five individuals who responded to a call for volunteers as Board Members. We were carefully interviewed by a panel and then chosen from amongst a number of qualified candidates to sit on the Board of Directors for a minimum term of one year.

We are honoured to assist such a progressive, supportive, thoughtful and nimble organization that is finding its way in a rapidly changing employment climate. We value our time together with the Executive Director and her colleagues, and are especially appreciative of our diverse backgrounds, education, experiences and professional commitments. As a group, we have experience, among other things, in career counselling, mentoring, leadership, accounting/finance, marketing, law, and human resources - which experience we are eager to apply to the benefit of this young organization.

We meet monthly to review the operations and activities of CSCI, to discuss strategic objectives, and to advise on questions and concerns facing the organization. Our meetings are held at the offices of our members and provide for lively discussion of current issues and challenges with insights from the Executive Director about immediate concerns and questions. While we are a governance board, we are occasionally called upon to apply our experience to individual tasks whether it be providing content for workshops, presenting at workshops, advising on and developing policies, reviewing grants, and reviewing contracts.

BEVERLEY SIMPSON

Board of Directors Member

OUR VISION: BE
BOUNDLESS
EMPOWERMENT

OUR MISSION
WE EMPOWER THE
UN(DER)EMPLOYED
TO DEVELOP SKILLS
FOR THEIR DREAM
CAREERS

OUR VALUES

EMPOWERMENT; FUN; SELF IMPROVEMENT;
WORK/LIFE BALANCE; HEALTH; INCLUSIVITY;
ACCESSIBILITY; DIVERSITY; COLLABORA-
TION; FEEDBACK; SUSTAINABILITY; COMMU-
NITY; FLEXIBILITY; INITIATIVE

Our History

CSCI sprang out of a problem that's been affecting people from all over the world when our founder Victoria noticed most of her former classmates had graduated from university and weren't getting jobs. She noticed with frustration the visible waste in potential – energetic, bright people were losing motivation and spending months submitting hundreds of resumes to no avail. Some managed to secure part-time jobs to support themselves in unrelated fields, but many often could not even secure basic 'survival' jobs in the meantime. She realized that, if this was affecting university graduates, imagine people who hadn't had post secondary education or were new in the country.

She felt that the best way to keep the spark burning brightly in these people would be to provide a place where they could continue to grow and develop their skills through self-directed projects and volunteer positions, guided by mentors to keep them motivated.

What grew from an abstract concept became an organization that enables and recognizes the development of career skills in many ways, but with a common thread that can be found in the organization's values. The values can be found in how CSCI "members" operate.



Victoria and Huyen at one of our promotional events

Mentorship

Our mentorship program provides motivation and direction for people who want to develop skills and gain employment or progress in their careers. CSCI's main mentorship program is a "catch all" for other mentorship programs, which often have very set criteria. We adopt a more flexible approach that can be tailored to most peoples' needs with some key differences: the program is unique as mentorship is based on desired skills instead of desired industry, it places an emphasis on accountability and goal setting, and often includes peer mentorship.

Mentees are encouraged to mentor other members to build their own confidence to leverage their unique skill sets. It creates a virtuous circle as peoples' skills and self-confidence build while mentoring others, and in turn receive mentorship from someone else.

100+
MENTEES
& MENTORS
MATCHED



Our first public event promoting our mentoring program

"Hang-outs"

SNACKS OF
CHOICE AT
HANGOUTS
TIMBITS,
FRUIT
& LOCAL TEA

- These sessions were first inspired by CSCI members looking for work, who found that doing it together was more effective, fun, and less isolating than doing it alone.
- At these informal "drop-in" sessions, members can work on projects independently or collaboratively, work on resumes, share business ideas, practice interviews, host brainstorming sessions, or informally network.
- While in general CSCI holds these at its Regent Park location on Saturday afternoons, they were sometimes moved to other locations and times to keep things flexible and open to new people and near interesting events.

2013 in review

JANUARY

Pilot Membership
Won Contest for
Seed Money

APRIL

Incorporated
Non-profit Status
achieved.
We're now a real
organization!
Fancy!!

JUNE

Summer
intern joins
CSCI

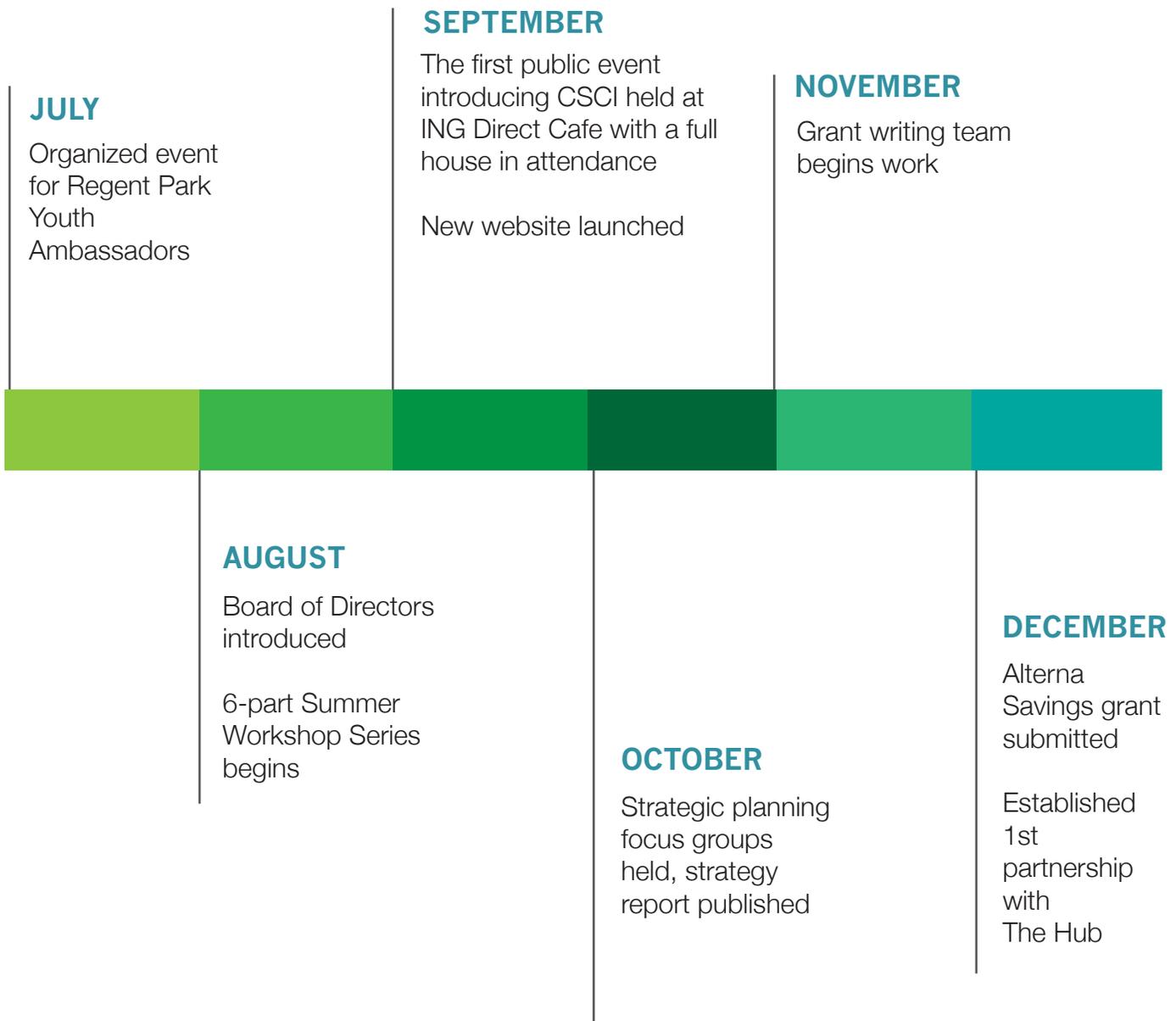
MARCH

Won Community
Innovation Challenge
and moved into an
office space at the
Centre for Social
Innovation, where we
held a session to
create our mission and
vision

MAY

Joined Regent
Park
Employment
and Enterprise
Committee

Our achievements



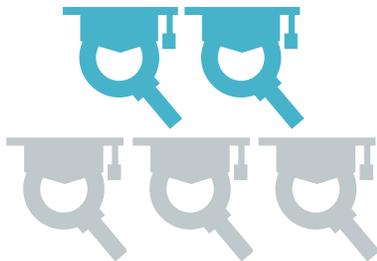
Barriers to employment



RBC published an Ipsos Reid Survey, where 516 individuals who graduated in the last 5 years responded on their experience in the job market. Here's what they found out



75% found a lack of job experience to be a barrier

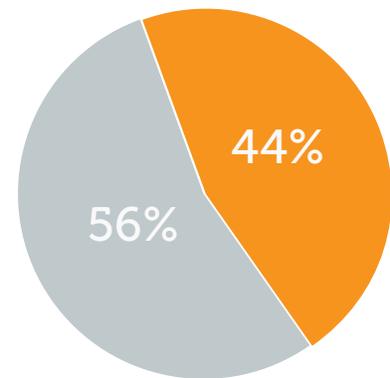


40% of those that graduated in the past year were still looking for a job 1 year later

For those that found a job...



48% found applicable job experience helped them get the job



44% don't see their job as their career

How does CSCI help?

CSCI aims to empower our members to overcome these barriers by providing a platform where members can build skills to match job descriptions, through programming that includes volunteering, workshops and mentoring. Empowering our members with skills, a supportive network, and a motivating environment allows them to approach the job market with confidence.

How can you help?

We are still a young, new organization that does a lot with few resources. Donations of any amount and in-kind donations are greatly appreciated to "keep the lights on" and grow our impact. We thank you in advance for your support!

Resources and financial management

Revenue		
Grant revenue	\$	1000
Donations and other income		1682
In-kind donations		2000
		4682
Expenses		
Computer software		500
Insurance		794
Registration		374
Workshops and hospitality		119
Office and general		1969
		4437
Net income	\$	245

Our donors



Center for Social Innovation

Individual donors

Thanks for your generous support!

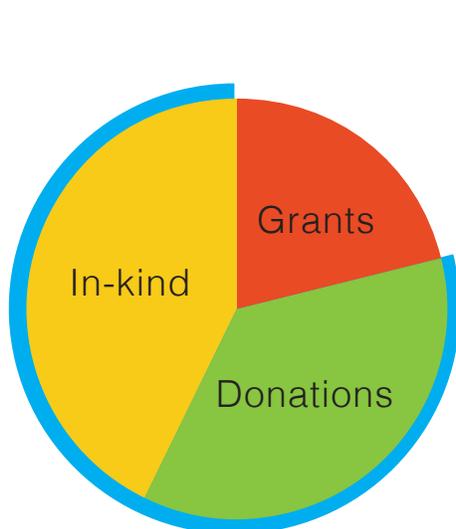


Fig 1. CSCI's revenue

79% of CSCI's revenue comes from donations

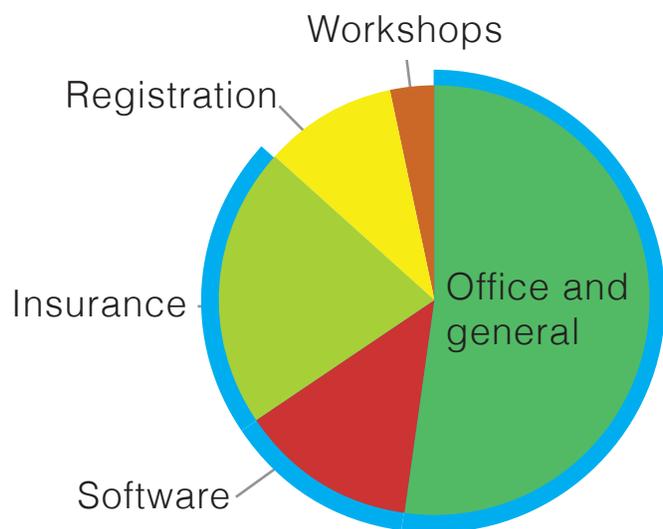


Fig 2. CSCI's expenses

74% of CSCI's budget is spent on keeping the lights on

Meet our Board of Directors

Our dedicated Board of Directors meet monthly and have advised and guided CSCI in many ways. CSCI is lucky to have such an amazing group work with us!



Arjun Chaudhri,
Senior Manager of
Finance,
Banro Corporation



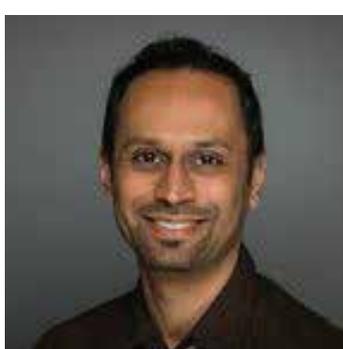
Beverley Simpson,
Principal, Beverley
Simpson Associates



Bob Brent,
Principal, RJ Brent &
Associates



Brendan Clancy,
Litigation Lawyer,
Davis LLP



Nirav Patel,
Senior Manager,
Recruitment & Diversity,
Ontario Power
Generation



Victoria Alleyne,
Executive Director,
Career Skills Incubator

Meet our volunteers

Our volunteers are the backbone of the organization, and their passion, dedication and phenomenal work moves us forward. Thank you to all the volunteers who jumped on board in 2013!



Abigail
Human Resources



Azfaar
Historical Narratives



Bianca
Web Development



Dan
Workshop Manager



Huyen
Mentor Program
Designer & Facilitator



Karen
Grants and more!



Luis
Twitter Lead



Marty
Communications
Coordinator



Mike
Grants and more!



Nick
IT Guru



Sim
Strategy and more!



Sowad
Strategic Partnership

Not pictured:

- Ava, Grants, Workshops and more
- David, Mentorship Manager
- Diala, Grants Manager

- Harleen, Volunteer
- Tobin, Accountant
- Mananpreet, Volunteer

What our volunteers are saying

As a new graduate, I was looking for an outside-of-box way to stay involved and get experience while continuing my job search. CSCI's model, with its flexibility and supportive culture, was just what I needed. Since joining the organization only two months ago, I have already seen many positive results. Most importantly, I was able to create a volunteer position specifically tailored to help me develop skills in the area of my interests. Working as CSCI's Program Designer and Facilitator, as well as coaching my mentee, have given me invaluable experience that expands my career portfolio and resume. Also, CSCI's network has connected me to opportunities I was not aware of. One member forwarded me a job posting and gave me a great tip, helping me to get an interview and secure the position as a research intern- a success milestone in my job search!

What I really appreciate in CSCI's model is the support and inclusiveness, which is so important for me to keep moving forward. We are a group of people who take a proactive stance in these difficult times of a changing labour market, building our careers by learning from one another and helping each other. I have learned so much from my mentee and other members, who each bring such unique experiences and perspectives. It is really exciting to belong to this wonderful network.

- CSCI member, Aged 29

What we're up to in 2014

We are busy working on some exciting new projects this year. Some new programs and projects that are in the works include:

- Staffing our core team with a **Managing Director** early 2014
- Launching a new, **Intergenerational Mentorship Program**
- A **41 Hour Challenge**, a new program that connects passionate people with non-profits
- Building a new **Mentorship Matching** web tool that will facilitate the mentee/mentor relationship
- A career **truth or dare** game, with a CSCI twist
- **New workshops**

... and more!

As we are growing we are always looking out for new volunteers to add to the CSCI community. Whether you're looking to build new skills or expand or share on your expertise, there's a good chance that we have the position for you and the learning opportunities for you. We can also customize your experience so that you can get what you need.

If this sounds like your cup of Joe/tea/green juice, visit our website or send an email to hr@careerskillsincubator.com and say hello!

Thank you to all of our volunteers, members and supporters!

We look forward to having you with us for an exciting 2014!

Career Skills Incubator
585 Dundas St. E
Toronto, ON M5A 2B7
www.careerskillsincubator.com