

THE FUTURE OF WORKFORCE DEVELOPMENT: Empowering Communities



“After enrolling in YSM’s programs, I found financial stability. This is the foundation of a wholesome life. I have gained confidence. YSM is a blessing to my life.”

– Vincent*, YSM community member

YSM creates genuine partnerships, fills the gap between companies and job seekers, and helps our community become more economically empowered and independent.

31 EMPLOYMENTS SECURED
From January 1 - March 31, 2023

At YSM, we work with community members to assist them in preparing for full-time work, while also building relationships with potential employers. We establish solid partnerships with the intention of creating cooperative ventures that satisfy companies’ workforce requirements and produce favourable job options which struggling neighbours can step into for long-term employment.

BUILDING BRIDGES TO SUCCESS: **Empowering Community Members via** **Dynamic Employment Partnerships**

YSM’s strategy extends beyond merely matching job seekers, who are also our clients, with open vacancies. Although that is ultimately what they desire, we believe supporting the members of our community on their path to sustainable careers should be grounded in a **holistic and all-encompassing approach**. So we provide comprehensive programs which include essential resources like mental health counselling, food support and relief, housing stabilization and other crucial services, all free of charge. We do so as we know employment outcomes improve when key facets of life and wellbeing are stable.

197 HOURS PER PARTICIPANT
Average amount of wrap-around services invested

PARAGON SECURITY AND YSM'S WORKFORCE DEVELOPMENT: A transformative partnership



YSM, working in collaboration with Paragon Security, has created a pathway to stable employment for many youth from our Evergreen Centre

At the start of our Workforce Development collaboration with Paragon Security, YSM community members interested in applying for a security position had to go through Paragon group training and take a test, as the YSM recommended individuals did not typically already have their security license.

“We could ‘test out’ potential hires using this plan before committing to them, which was a terrific concept.” commented Melissa Hachey, Paragon Security HR Manager. “It was obvious to do that but, unfortunately, we soon had candidates failing the training, and it appeared the initiative would be in jeopardy.”

YSM's Workforce Development team researched the causes of community members' failures to pass their security officer training and discovered the issue was the qualifying test which, for many, served as a significant barrier.

In light of this, later participants were invited to a test-taking seminar organized by YSM and which resulted in the passing percentage increasing by 85%! From this point forward, YSM built a standardized procedure to assist its participants with security guard training, license application, resource navigation, interview preparation, test taking success – all of which eventually led more YSM candidates into successful employment with Paragon Security.

By bringing together community members, employers and staff to improve the effectiveness of our programs, combined with YSM's wrap-around services, we have created a strong foundation for empowerment and success, which is supported by the ongoing generosity of our donors.

We are grateful to share this testament to YSM's commitment to fostering lasting relationships and **driving positive change in our community**, which we do in partnership with our committed **Possibility Partners** monthly donors.

Thank you!