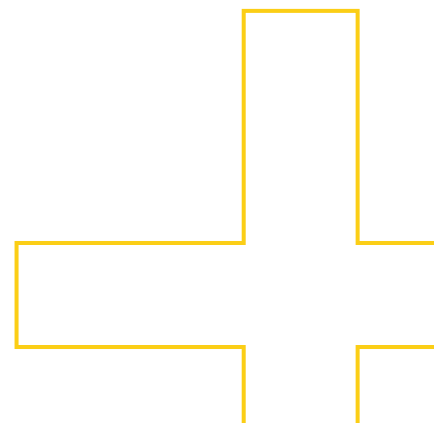




SHOWING UP WHEN IT COUNTS

2021 ANNUAL REPORT



MISSION

From Montreal to Quebec City, Chelsea to Gesgapegiag, Sutton to Rouyn-Noranda, and everywhere in between, YES Employment + Entrepreneurship helps English-speaking Quebecers to realize their potential. YES is a registered charity with a mission to enrich the community by providing English-language support services and participating in community-building initiatives. We help Quebecers find employment and start and grow businesses.

As we reflect on the past year, we are reminded of how resilient Quebec's English-speaking community is. Faced with adversity, we reach out to our support networks and mobilize the resources we need to get back on our feet and push forward.

Especially in times of labour shortages, pandemics, and challenging economic conditions, we are reminded how important it is to keep talent in Quebec. We need to foster a diverse and innovative community right here. At YES, we can help more people to weather storms and find their next big opportunity. Together, we're giving Quebecers the tools that will continue to serve them throughout their lives. With mutual support and resilience in our hearts, we can thrive together.



ORGANIZATIONAL IMPACT



2,793

CLIENTS SERVED



17,293

SERVICES DELIVERED



510

WORKSHOPS



6,819

WORKSHOP
ATTENDANCE



310

TOTAL
VOLUNTEERS



We begin this year’s message by acknowledging the phenomenal work of our outgoing President, Doris Juergens. Doris chaired the YES Board of Directors for five years, including during the complexities of a pandemic, and we are so grateful for her immense contribution. She remains a valued YES volunteer and member of our YES community.

Thank you for your dedication and commitment, Doris, we so appreciate you! In that spirit, we are delighted to introduce Samantha Bateman as the new Board Chair of YES Employment + Entrepreneurship.

**A MESSAGE FROM
OUR NEW PRESIDENT**

SAMANTHA BATEMAN

The team at YES continues to impress us with their incredible resilience, flexibility and creativity.

I have been particularly inspired by their ability to continue supporting clients across all our programs, never wavering in quality.

Our team remains resourceful in how they’ve supported those who face barriers to financial stability, empowering them with the tools they need to succeed. English-speaking Quebecers and new arrivals have been facing increasing barriers to employment and entrepreneurship.

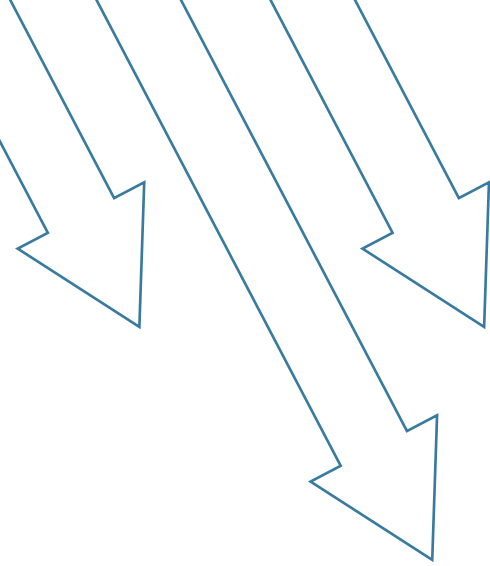


For that reason, YES is such an important force in the community – its services are urgently needed.

The YES team and Tune In To YES Committee did a wonderful job of pulling together this year’s annual fundraising event where we were delighted to present Brandon Dawson-Jarvis with the Iris Unger award. Brandon is a worthy recipient and someone who is standing up for equity, diversity, and inclusion. Congratulations again, Brandon!

As I begin my term as YES’s Board Chair, I am particularly focused on continuing to build relationships with our corporate partners and stakeholders – increasing corporate involvement across our programming. Together, we can extend more support and continue to create valuable tools and programs to empower our clients.

Most importantly, I want to thank the YES staff, our volunteers and Committee members, donors and supporters and of course, our trusted Executive Director, Aki Tchitacov.



A MESSAGE FROM
OUR EXECUTIVE DIRECTOR

AKI TCHITACOV



I am proud of our resilience and dedication throughout these COVID years. I believe that we can say that we did it — we got through a historic crisis — and now we're coming out of it with more skills, more tools and an even more respected brand for YES.

This is a tribute to YES's team of tireless staff, devoted volunteers, loyal partners and supporters. I'd like to take this opportunity to thank both our outgoing President, Doris, and our new President, Sam, for their insight and friendship.

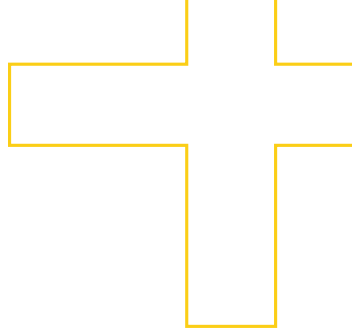
As we emerge from the pandemic, we are facing a shifting employment landscape and renewed language tensions in Quebec. This underscores the need for our English-language support services. When new

challenges arise, our community rolls with the punches, and we do the same. Sadly, many English-speaking Quebecers have lost confidence in their abilities and their worth in recent times. YES is always there to counter this loss of confidence, bringing English-speaking talent to the fore. We wouldn't be able to do this without the support of our engaged funders and stakeholders.

Thanks to our stakeholders, we can respond to the chasms in the employment landscape. We help corporations meet their needs, mitigating the labour shortage and helping them to fulfill meaningful CSR objectives. We are solving on-the-ground problems and building capacity so that both employers and employees succeed in a more inclusive economy.

We feel immensely fortunate that the business community has stepped up to help us ramp up services through these difficult times. Sourcing funding to allow us to continue providing free or very low-cost programming remains a challenge, and striking new corporate partnerships — such as with Desjardins — underpins our important work.

In its 26th year of engaged service to our community, YES continues to be a respected ally. We are a credible voice for English-speakers building careers in Quebec and an expert partner in developing the policies that will better serve Official Language Minority Communities. Thank you for helping us to continue amplifying the voices of English-speaking Quebecers.



TUNE IN TO YES: WE'RE BACK!

We were so delighted to have been able to hold our annual gala fundraiser, Tune In To YES, live and in person once again in 2021. We enjoyed aerial circus performers, delicious canapés, and signature cocktails. Because the event was just five days shy of Hallowe'en, we asked guests to attend wearing their best costumes, and they didn't disappoint!

We are proud to announce that the event raised \$48,738, with all proceeds going to sustaining our personalized support services and hands-on training for English speakers within Quebec's employment landscape.

COMMUNITY-BUILDING NEWS

YES works to help drive entrepreneurship and employment capacity-building in the English-speaking community. Here are some highlights from 2021:

Professional development series for English-language career service providers: mobilizing and empowering the English-speaking employment community and preparing them for the changing employment landscape of the future.

The Provincial Employment Roundtable's employment profile of English-speaking Quebecers: highlighting the need for greater support for English-speaking Quebecers, who experience higher unemployment (up to 25.5%) and lower average income.¹ [Read the report](#)

Dialogue Day for Official Language Minority Communities (OLMCs): gathering stakeholders and federal institutions to identify the challenges facing OLMCs and to foster strategic opportunities for economic development within them.

Artist Business Needs Assessment: getting artists the support they need to thrive within Quebec's creative economy. We surveyed the English-speaking artist community to assess their business realities and help find them the tools they need. [Read the report](#)

Consultations and Committee work: amplifying our community's voice and helping create stronger policies through consultations and committees with government partners. For example, we worked with MTESS [Ministère du Travail, de l'Emploi et de la Solidarité Sociale] on improving employment opportunities, and we participated in consultations for the federal Action Plan for Official Languages.

¹ Than those in the French-speaking community



EMPLOYMENT RECAP



Source: PERT's Employment Profile of English Speakers in Quebec

While there are many vacant positions, especially in Quebec's cities, many people with strong skill sets still find themselves struggling to find work. There's often a mismatch between the available jobs and candidates' skill sets, or what candidates are looking for in an employer.

Job seekers who are struggling with career development often also struggle with self-worth and self confidence. By directing our clients toward both financial and psychological support schemes, we were able to help our clients navigate their mental health challenges over the past year.

Updates to our programming

In 2021, we launched a range of new initiatives to meet clients' urgent and rapidly changing needs. These included:

- ▼ Drop-in sessions
- ▼ Youth on the Rise²
- ▼ Get Hired events
- ▼ Speed interviewing sessions³
- ▼ French for the Workforce⁴
- ▼ Thomas International Personal Profile Analysis

² This year's employment retention rate increased to 89%

³ In partnership with Accenture

⁴ Funded by SQREA

EMPLOYMENT HIGHLIGHTS

Empowering young job seekers with tools for psychological flexibility and wellbeing

We placed a particular emphasis on helping our clients work on power skills such as empathy, decision making, psychological flexibility, and improving their ability to give and receive feedback. Developing power skills such as these can have the added effect of setting job seekers apart in the current job market.

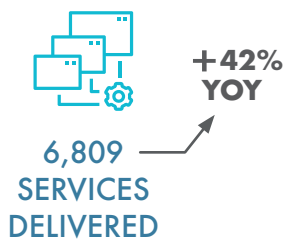
Barriers to employment

A great deal of attention was paid to helping clients overcome barriers to employment and barriers to changing careers. This included helping clients navigate rapid oscillations in the employment market. We also placed an even stronger emphasis on employment-specific French language training, better equipping our clients to put their best foot forward in interviews and when integrating into a new workplace.

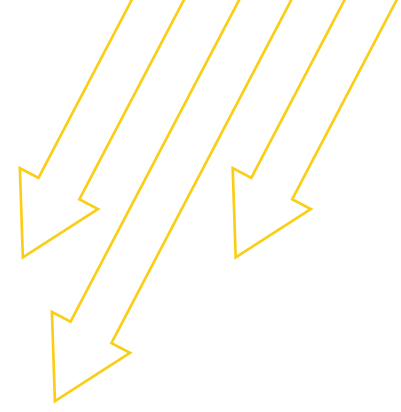
Professional development training for our staff

Acknowledging the changing needs of our community, including the changing needs of our employees, we embarked on a year-long training series to strengthen and build upon the skill sets of our staff. The aim of this training was not only to respond to some of the gaps in our knowledge, but to also help mobilize and empower the English-speaking employment community during the pandemic.

EMPLOYMENT IMPACT



79%
SUCCEEDED IN
GETTING A JOB
OR RETURNING
TO SCHOOL



CLIENT FEATURE

LISSA MARIA HERNANDEZ MOYA

is originally from Colombia. She's been in Montreal since 2018 but was finding it incredibly hard to find a job in her field. We spoke to Lissa Maria about her journey with YES.

YES: What were some of your goals when you started working with YES?

Lissa Maria: My main goal was to challenge and expose myself to the workforce. I needed to face my insecurities, weaknesses, language barriers, and learn new habits.

YES: What stage are you at now? What have been your greatest achievements?

Lissa Maria: Since working with YES, I've realized how determined I am to persevere. YES made me see that all my insecurities were really qualities that made me special, and that I should reshape them in my favour.

YES: How did you reach this point?

Lissa Maria: I enrolled in Youth On The Rise (YOTR), an employability skills training program that helps youth get employment-ready and apply for jobs. I attended workshops on Microsoft Office, job research strategies, resume & cover letter writing, and interview preparation. YOTR also includes the importance of

self-care and managing interpersonal relationships. I feel that these core values are what make YES stand out as an organization. After YOTR, I landed my current job as an accountant clerk in Montreal! All the preparation and training I did with YES made it possible for me to venture into this new stage of my life. Every day I have more confidence in my abilities, in sharing my ideas, and in raising my voice.

YES: In your opinion, what is the best thing about YOTR?

Lissa Maria: The tutors and program facilitators were always very encouraging and open to helping me and advising me on how to reach my goals in a realistic way. I learned a lot of information that I previously didn't have access to or know about. That made me feel empowered, more secure, and less lonely when it came to landing a new role. Information is power, and that is something valuable that the program offered me. Thanks, YES!



ENTREPRENEURSHIP RECAP

Entrepreneurship is key to the economic health of Quebec and Canada. Communities with entrepreneurs are agile communities. By bolstering Quebec's diverse entrepreneurial landscape and providing English-speaking people with the tools they need to start and grow local and international businesses, YES is actively reducing vulnerabilities in communities province-wide.



Standing out in a crowded digital space

2021 saw us bring forward a number of new topic areas to help entrepreneurs stand out online.



Entrepreneurship Speaker Series

The main message that shone through all our speakers' stories was that no matter how hard things got, they kept on showing up. As coaches, facilitators, and leaders, we are constantly striving to do the same.



Sustainable support for women entrepreneurs

We continue to create new opportunities for women founders to build community and connect with other like-minded people.



Regional Support

YES extended its reach with the help of community partnerships, connecting with twice as many regional clients as the year prior.



Whenever things get hard, YES has always got your back.

Katie, Entrepreneurship Client in Montreal

ELLEVATE

THE ELLEVATE PRE-ACCELERATOR IN 2021: green thumbs and sustainable living

All members of the 2021 Pre-Accelerator cohort completed the 12-week intensive program and went on to pitch.

1st place: Taylor Pogue

Founder of **Buttery Foods**, a ready-made meal delivery service that aims to provide families with balance.

2nd place: Tesia Hackett

Her business, **Cueilli**, specializes in producing handmade, small-batch, functional bitters from the Gaspesie terroir.

3rd place: Lemali Pathirana

Founder of **Garden of Towers Canada**, she is an urban farmer with a passion for sustainable innovation.



Lemali dreams of a day when we can sell Quebec-grown vegetables all year long.


The **ELLEVate** program aims to increase women's participation in Quebec's entrepreneurship ecosystem, where they currently represent only 16% of SME owners. Women's Entrepreneurship is one of our greatest opportunities to promote growth, inclusivity and innovation within our communities. **Since the beginning of the program in late 2019, YES has supported over 1,500 women.**

Canada Montréal

Desjardins SAP

ENTREPRENEURSHIP IMPACT


561
REGIONAL
CLIENTS
+100%
YOY


13,375
KILOMETERS
TRAVELLED
+2,575%
YOY


7,685
COACHING
SESSIONS


10,863
SERVICES
DELIVERED

YOU DON'T
SIMPLY BUILD
A BUSINESS.
YOU BUILD
PEOPLE, AND
THEY BUILD
GREAT
COMPANIES.



CLIENT FEATURE

MARLEE RABIN

is a Montreal-based entrepreneur, currently working on her second business venture, called [Homie Collection](#). Launched in July 2021, Homie Collection is an e-commerce business selling home organization products to help customers achieve an organized, functional, and aesthetically pleasing kitchen.

YES: What were some of your goals when you started out with YES?

Marlee: On a broad level, my goal was and still is to build and grow a scalable business from scratch and to achieve financial freedom.

YES: What stage are you at now? What have been your greatest achievements?

Marlee: Some of my greatest business achievements have been launching and running two businesses, creating multiple viral TikTok videos (over 10M views), selling over \$10k in revenue in under 3 months for Homie Collection, mentoring business students, and most recently, I'm proud to have achieved the Amazon's Choice badge in my category.

YES: What have been your biggest struggles?

Marlee: Figuring out how to finance my ventures was the biggest one. My husband and I have been financing all of my business ventures ourselves without outside funding, and I have learned to cut back financially and sacrifice more than I have in the past.

YES: What did you find as a result of using our services? What was the best thing about it?

Marlee: When I applied for the 2020 ELLEvate Pre-Accelerator, I was anxious to launch a new pivot plan for my first business - a business that I had put two years into before Homie Collection came along. Though I won the 3rd place prize in the pitch competition, I learned a lot from the whole experience. My business coach and the mentors that I worked with helped me realize that this particular business was not the most viable or the most aligned to my goals. Being able to move on from a business that I had been running for two years and that I had pitched publicly was an extremely significant lesson. Without this experience, I might not have launched my second business, Homie Collection. I am extremely grateful for the wonderful, intelligent, and warm individuals that I have met through YES's services.



ARTIST HIGHLIGHTS

Artist Conference

March 2022 saw our 20th annual Artist Conference, which was held virtually with the theme “What’s Next”. Thanks to a generous donation by an anonymous donor, we were able to hire performers for the event, something that was particularly meaningful to us all. From consultations with granting agencies to virtual networking opportunities, attendees received a range of support during the event.



Another Successful Edition of What The Pop!

We were so happy to host an in-person edition of What The Pop! once again this year. We welcomed over fifty artists at the pop-up exhibitions in 2021.

One of our favourite highlights from this year’s What The Pop! was showcasing Lady Athenae’s very first live musical performance!

Highlights from the Regions

In 2021, YES launched a popular series of workshops in the Outaouais region in partnership with 100 Mile Arts Network and RAWQ. This involved running six well-attended workshops with a particular focus on digital marketing, as many artists expressed the need to be more present and competitive online in order to reach an audience beyond their local community.

ARTIST RECAP

YES conducted an Artist Business Needs Assessment earlier this year to better understand the business realities for artists caused by the pandemic.

42% state that their marketing and promotional efforts bring them new business

↳ **26%** have no idea of the impact of those efforts

↳ **32%** consider that their efforts have no results

56%
of participants
reported monetizing
their art as an issue

66%
of respondents
experienced decreases
in revenue

48%
of artists reported a
decrease in productivity
and motivation

54%
indicated having
difficulty maintaining
consistent focus

These are just a few of the issues facing the English-speaking artist community highlighted in the report. More resources and support are needed to help artists achieve sustainable creative careers.

With a lot of uncertainty surrounding reopenings and income sources, our coaching staff doubled down to help clients work out their long-term goals versus their short-term needs. This is a transferable skill that will serve artists well beyond this pandemic. With one sole Artist Coach, YES continues to explore ways to bolster our services while working with limited resources - a creative endeavour indeed! [Read the report](#)

ARTIST IMPACT



705
CLIENTS



248
NEW CLIENTS



1,141
COACHING
SESSIONS



2,048
SERVICES
DELIVERED



879
WORKSHOP
ATTENDANCE



CLIENT FEATURE

TUAN VU

tuanvu.art

was born in Saigon. He emigrated to Canada back in 1981. While he had always been passionate about art, he made the decision to become a telecommunications engineer after finishing high school. After taking painting and drawing classes at the Université de Montréal, he now combines his two passions!

YES: Why did you study science at university rather than going into art?

Tuan: Maybe I was afraid of the art world at first. I traveled a lot as an engineer, so that helped me to open my mind and embrace the cultural aspects of each country. I think that's what helped me start painting again.

YES: How did you get to where you are today?

Tuan: During the pandemic, while everyone was confined, I locked myself in my garage and painted at night while continuing to work as an engineer by day. It became obvious at some point that all my art pieces had to be exposed somewhere, but I found myself at a loss as I really didn't know where to start exhibiting them.

Tuan was lucky enough to find YES, a place that has helped him to meet people and learn from their experiences.

YES: How did YES help you get to the next level and begin exhibiting?

Tuan: My coach at YES helped me so much through this process. First things first, she taught me that I had to accept that "I AM AN ARTIST" at heart, and not an engineer. Then, I learned to make contact with the press, build a website, work on my social media profile, and so on.

To prepare for his Endless Summer solo show this past November at the LivART gallery, Tuan's biggest struggle was learning to juggle the many hats of an emerging artist.

Tuan: It was very stressful to imagine that I had to fill the entire LivART with my works. Thanks to my Artist Coach, who gave me amazing hints and suggestions, and thanks to the support I received from my family and friends, the exhibition was a huge success. The opening night was packed, most of the paintings were sold, and, more significantly, I received a lot of praise for my art. I'm filled with pure emotion. Thanks, YES!



IRIS UNGER AWARD WINNER

BRANDON DAWSON-JARVIS

YES is delighted to have awarded its 2021 Iris Unger Recognition Award to Brandon Dawson-Jarvis, the founder of Grove Campus, a Black-owned lifestyle company which offers community building through yoga.

Brandon Dawson-Jarvis’ life has not been easy. After a childhood that was filled with more downs than ups and a stint in prison, Dawson-Jarvis found himself struggling. He was introduced to yoga and it changed his life. After experiencing the transformative powers of yoga himself, Dawson-Jarvis launched Grove Campus in 2018. With its goal of building a “social movement through physical movement”, the organization contributes 10% of all proceeds to community initiatives like connecting children in need with school supplies, an annual toy drive, delivering food baskets, and providing winter gear for the homeless. Grove Campus also offers regular pay-what-you-can yoga classes to increase the accessibility of yoga to all communities.

The award, which comes with a \$1,000 cash prize, recognizes artists and entrepreneurs whose project best reflects the values that Iris Unger, YES’s former Executive Director, instilled during her 18 years at YES: dedication and passion, success through hard work, and a true commitment to making a difference in the community.

Brandon is no stranger to YES, where he continues to access workshops and monthly business coaching sessions for guidance as he grows his brand. For Brandon, being recognized for his work is extremely valuable, and, as a small business owner, the prize winnings will be impactful in fueling Grove Campus’ growth. As he says, “from being in prison and then depression, frustrated because I thought I ruined my life...to now being recognized for just trying to do my best is special.”

TO FIND OUT MORE ABOUT GROVE CAMPUS, CLICK HERE.



PARTNER SPOTLIGHT

MARIE-FRANCE THEOBALD, DESJARDINS

Desjardins has always gone the extra mile to provide entrepreneurs with far more than the services you would expect from a bank. Since Desjardins' passionate team of expert advisors partnered with YES, Marie-France Theobald and her team have been sharing their deep experience with our entrepreneurship clients. We spoke with Marie-France to find out more about why Desjardins chose to support our entrepreneurs.

YES: Hi Marie-France! Your team at Desjardins has been an invaluable sponsor of our ELLEvate program for a little over a year now. Tell us a little about why Desjardins decided to sponsor the ELLEvate Pre-Accelerator and support our women entrepreneurs.

Marie-France: It's so important to cultivate diversity in entrepreneurship. Women have often been held back from founding and growing companies. We want to encourage them to find the financial resources they need to thrive here in Quebec. Many of the entrepreneurship initiatives that we've been involved in have been in the French-speaking community. We wanted to partner with an English-speaking organization so that we could get closer to each other and see how we could work together to support mutual growth.

YES: What does your team like most about working with our cohorts in the Pre-Accelerator?

Marie-France: Most of all, we love having the opportunity to facilitate ELLEvate workshops. During the sessions, we get the chance to present the resources that the participants have available to them. We can show them that we are really behind them, willing them to succeed. The women in the cohorts are incredibly dynamic and we love hearing their stories and ideas. We enjoy helping them turn their objectives into a reality by guiding them through the process of finding the most suitable financial backing and the ideal fit.



YES: What trends are you currently seeing in Quebec's entrepreneurial landscape?

Marie-France: We are seeing a lot of young talent in Quebec right now. There are so many ways to succeed in business. Business takeovers are actually a big trend in Quebec at the moment. Older business owners who are looking to sell their businesses and retire are often looking for energetic younger entrepreneurs to come in and buy them out. That's something that new entrepreneurs may be unaware of. Business takeovers can be very lucrative. The other main trend that we are seeing right now is that a lot of young entrepreneurs are very active in finding sustainable innovations. Encouraging sustainability-minded entrepreneurship is another big goal for us. Even one meeting can make all the difference for budding entrepreneurs. Our team is growing fast and we are delighted to be making an impact alongside YES.



MEET SABRINA, A YES CLIENT TURNED VOLUNTEER

Having first come to YES as a client in 2010, branding expert Sabrina Prioletta knows first hand how much value YES can bring. A few years after her final coaching session, Sabrina returned to YES as a speaker. Since then, she has helped guide YES's brand refresh, shared her expertise with women entrepreneurs through ELLEvate and delivered numerous workshops and talks to our entrepreneurs. Find out more:

YES: Hi Sabrina! Is there a particularly impactful moment that stands out to you from your time working with YES?

Sabrina: The moment that really stands out is something that my former coach said to me way back when I was thinking about pivoting toward consultancy. He said, "you know, Sabrina, consulting is never a matter of resources. It's a matter of self confidence. If you have the confidence, you'll become resourceful. So believe in yourself". What he said really stuck with me and I still think about it. That's the moment when I fell in love with YES. The organization changed my life. It supported me in finding the path I wanted to be on. This is what YES does best. We all have those moments where we feel unprepared for the next phase in our lives and YES is always there to help people explore what they really want to do and find the confidence and tools to get there.

YES: What types of responses have you had from volunteering with our entrepreneurs?

Sabrina: I've found that the demand for help is much greater than I had originally thought. Following a fireside chat with the Pre-Accelerator cohort last year, I invited them to book a half-hour consultation with me. I was quite surprised that so many people took me up on the opportunity. They have told me that my story resonated with them deeply – that they are currently facing similar challenges to those I faced at the beginning of my journey with YES. I am so happy to have been able to help them find the confidence they needed to work on developing their brands. YES calls on me whenever they need me and I'm happy to contribute in any way I can.

YES: What do you feel YES brings to the community here in Quebec?

Sabrina: It's difficult enough to launch a business, because the process comes with so much uncertainty and so many moving pieces. When you add a language barrier to that complexity, it makes starting and growing a business even more challenging. YES makes the entrepreneurship journey feel less lonely. Entrepreneurs need to be well accompanied in order to achieve success. YES helps people achieve success, and that is so valuable. It is my absolute pleasure to continue lending a helping hand wherever it's needed.



FIND OUT WHY LUCIANO SUPPORTS YES

Luciano D'lorio is a longstanding supporter of YES. A former board member, he has offered workshops for entrepreneurs, and continues to work on our Nominations Committee and support us with real estate negotiations. With a background in real estate and having recently pivoted back to entrepreneurship himself, Luciano has primarily been involved in YES's entrepreneurship initiatives, but he has also dipped his toes into our employment activities.

YES: We are so grateful for your dedication and hard work over the years. Luciano. Can you tell us a little about how you got started with YES?

Luciano: Sure! My involvement started back in the year 2000 when I met one of YES's coordinators who told me about the entrepreneurship program. I asked whether the program included anything about real estate lease negotiations because setting up an office space is one of the biggest expenses for any entrepreneur. When I found out that YES was missing that type of training, I offered to create a course on signing commercial property leases.

YES: What happened after you created the commercial lease signing course? How did you get involved with the board?

Luciano: I found myself talking with a member of the board who mentioned that YES was looking for a new location for its offices. I did the work of finding an office space pro bono and then a few years later, the board approached me to join them. I really appreciate the organization and I love what it does for young people in the city and beyond. Over the years, I got involved in other organizations, and so I have stepped away from the board of YES. Having served for almost 10 years, it was time for me to give other people a chance to get involved and give back. YES always remains close to my heart. It's an amazing organization that opens so many doors for so many people in the English-speaking community.

YES: Your own journey has also been shaped by YES. Can you tell us a little about how being involved on the governance side of the organization has impacted your life?

Luciano: Absolutely. My own trajectory has certainly been shaped by the connections and contacts I've met through YES. After eighteen years of entrepreneurship, I decided to hang up my skates and I went on to manage a company for four years. After those four years, I decided to pivot back to entrepreneurship and start my own brokerage firm. That was last year, and the first transaction I had came through someone I met at YES. For any entrepreneur, a lot of the success you see comes from the friends you make. Thanks to YES, I have made so many lifelong friends. YES's board is made up of people who simply care about the cause – making a difference in the community through employment and entrepreneurship.

COMMITTEES AND TEAMS

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speakers, and volunteers who
have helped us during 2021-2022.

**We couldn't have done it
without you!**

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YOUTH EMPLOYMENT SERVICES FOUNDATION

Statement of Operations

For the year ending March 31

Revenues	2022	2021
Grants	2,223,405	2,332,556
Donations and Fundraising	239,243	174,290
Workshops and Services Conferences	65,989	79,797
Government Subsidies - Covid-19	0	149,309
Interest	1,438	3,248
	2,530,075	2,739,200
Expenditures	2022	2021
Salaries and Fringe Benefits	1,871,257	1,884,404
Rent	167,908	161,595
Office Administration	138,563	172,379
Provincial Employment Roundtable (PERT) Project	0	16,397
Women Based Project	52,067	157,560
Regional Project	21,736	14,401
Employment Roundtable Project	25,116	0
Publicity and Promotion	99,133	135,103
Workshops, Events and Services	25,893	27,871
Conferences	7,391	8,506
Fundraising	20,472	7,108
Sales Tax - Non reimbursed	53,218	53,197
Amortization	26,256	19,473
Interest and Bank Charges	7,117	6,148
	2,516,127	2,664,142
Write-down on intangible assets	(8,850)	0
Excess of Revenue over Expenditures	\$5,098	\$75,058

A copy of the audited financial statements is available upon request.



SEE HOW FAR WE'VE ALL COME!

OVER THE PAST YEAR, YOU'VE HELPED STRENGTHEN OUR COMMUNITY OF SUPPORT AND CONNECTION AND WE WANT TO THANK YOU.

While nobody can predict the future, you can rest assured that YES will be beside you. We will be here serving thousands more clients in the coming year and in the years ahead. We are so grateful to you for accompanying us on our mission to enrich this diverse and innovative community, empowering Quebecers with tools for bright futures.





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