

TEAM WORK COOPERATIVE

ANNUAL REPORT 2022

PREPARED BY MARCUS JAMIESON

JULY 2022

Community, Connection, Impact



TWC2021-22

COMMUNITY, CONNECTION, IMPACT

Welcome to TEAM Work Cooperative's Annual General Meeting as we celebrate our 25th year of employment services and successes for our job seekers, employers and community.

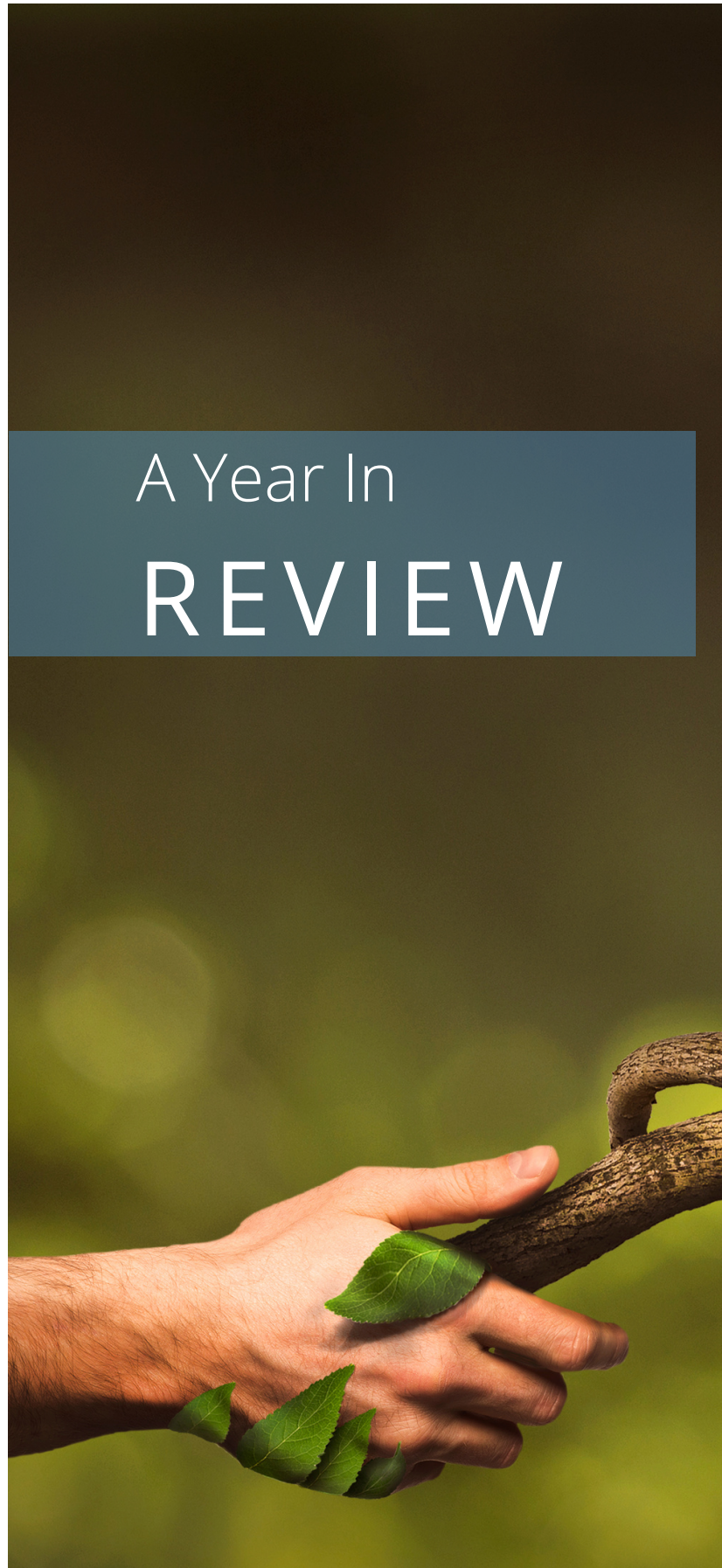
This year TEAM Work partnered and collaborated with funders, employers and community organizations to provide meaningful and impactful services to all those in need across HRM.

TEAM Work staff have once again stepped up and provided support, resources, and high level of service, grounded in kindness and love. This has led to wonderful results that has a real positive and a real transformative impact on our communities.

The impact is real and we are pleased to have helped 430 Nova Scotians in need find employment this past year of 2021-2022.



A Year In REVIEW



In partnership with Service Canada's Opportunity Fund we developed and delivered a 6 month Digital Literacy Program that provided important digital skills to 12 persons with disabilities. This program was led by Lynn Bruyere, Sam Holt, Templeton Saywer and Tyler Field. All 12 participant were employed at the end of the program.

In partnership with the Association of Black Social Workers and the NSW YMCA-NSW, TEAM Work facilitated a webinar series called ***Shop Talk: A Conversation on the Intersectionality of Disability, Services and The African Nova Scotian Community.*** TEAM Work staff Kysha Bowden, Jason Fernandes and Matt Jamieson were the the hosts and the guest speakers were Ann Divine, David Divine, Robert Wright, Barbara Roberts, Tyler Simmonds and MLA Honorable Tony Ince.

TEAM Work staff completed Anti-Black Racism Healing sessions (8 total) this past year. The sessions were facilitated by Winnie Grant. These sessions have moved us forward in our commitment to be an ally of Black, Indigenous, and racialized communities and advocate for the complete and total dismantling of systemic racism.

With the incredible work of TEAM Work's MentorAbility Atlantic Program Program's Coordinator Dave Wareing, October was proclaimed as Disability Employment Awareness Month -DEAM in Halifax by Mayor Mike Savage.

TEAM Work partnered and volunteered with the Mobile Food Market to provide healthy, affordable, high quality foods to Halifax neighbourhoods with limited access.

Congratulations to our Operations Manager Jude Turner celebrated her 22nd year with TEAM Work, officially our longest running employee ever!

TWC 2021-2022

430

NOVA SCOTIANS
EMPLOYED

2021-22

HIGHLIGHTS



LEADERSHIP WITHIN

Each year at the AGM, it is our moment to share our gratitude for another successful year. This year is now different. I sincerely want to express incredible gratitude for all of our staff, many of whom are long-term employees and have dedicated their careers to helping others succeed in employment.

Each staff person in each role, case management, employment support worker, employer engagement specialist, information resource specialist, workshop facilitator, program coordinators, job developers, administration, self-employment services and management know the importance of communication and follow up with our clients.

Our culture of inclusion, support, kindness and belonging keeps us all connected and working together to provide support and hope for our clients. We live and breathe the philosophy to always strive for positive solutions to make things happen for every client that reaches out to us for help.

TEAM Work has always had incredible staff and this trend continues. We are blessed to have many leaders who in addition to their regular roles are not afraid to expand what they do to offer more to our clients. Thank you all for your leadership and finding the "yes" when we approach you to consider opportunities!

We would like to acknowledge and welcome our staff how have taken on new roles and our newest staff members:

- **Lynn Bruyere and Sam Holt** were hired for 6 months as part of the Digital Literacy program
- **Young Hoon Choi** was hired on a part of our Data Practitioner Program as a Customer Relationship Administrator
- **Xiyu Zhou** moved Employment Support Practitioner to Finance Admin Assistant

Case Managers: **Kayla Williams, Jesse Hatch, D'Arcy Poultney.**

Job Developer: **Parvenah Efani.**

Information Resource Specilaist: **Tara Parsons**

We look forward to having you on the TEAM Work team for many years to come!



LEADERSHIP WITHIN

Rob Casey was recognized by Impact Organizations of Nova Scotia and the Bhayana Family Foundation as an **Invisible Champion** for his extraordinary work in making a difference in our community.

Templeton Sawyer was recognized as one of fifty **30 Under 30 innovators** in Atlantic Canada by the Atlantic Business Magazine for creativity and passion in making a difference in the world.

TEAM Work was also recognized as one of fifty **Employers of Diversity** in Atlantic Canada by the Atlantic Business Magazine. This award recognizes Atlantic Canadian companies instituting measurable benchmarks to increase the diversity of their corporate culture.

Congratulations to our Operations Manager **Jude Turner** celebrated her 22nd year with TEAM Work, officially our longest running employee ever!



TEAM WORK COMMITTEES

As with every year staff at every level are engaged and involved in the TEAM Work committees for Policy, Joint Occupational Health and Safety, Social, Crisis Intervention, Diversity and Inclusion, and Employer Engagement. A staff member leads each committee and everyone is invested in the progress and objectives that benefit the organization.

Our **Joint Occupational Health and Safety (OH&S) Committee** was instrumental in preparing our return to the office twice this past year. Ensuring we not only followed the provincial health and safety guidelines but that our workplace was safe for staff and clients. With the leadership of this committee, it is of no doubt that our “safety” culture is among the best.

The **Welcoming and Wellness Committee** ensured our workplace, environment and culture is welcoming and provides a sense of belonging for all who enter our space.

The Diversity and Inclusion Committee has also been working on a Diversity and Inclusion calendar throughout the year and provided resources and a space for conversation about diversity and inclusion.

The **Marketing Committee** developed social media material, updated our print material and created our Jobs in Halifax, Nova Scotia Facebook group that now has over 10,000 members!



NOVA SCOTIA WORKS EMPLOYMENT SERVICES

We have another year of history as one of the 15 identified NS Works Centers since 2016 as we move into our sixth year with Labour, Skills and Immigration (LSI) funding to provide inclusive employment services to the Halifax Regional Municipality. Working, collaborating and partnering with other NS Works across the province has continued to be a very productive and insightful relationship.

With the support of LSI, TEAM Work is now producing a new podcast called Neighborhood Conversations that will have guests and host from across the province.

TEAM Work also works closely with our HRM partners, YMCA, Opportunity Place and Job Junction. The ability to collaborate and share best practices with our partners has been beneficial as we transitioned our services to a fully inclusive model. We collaborated with our NSW partners for an in-person job fair in HRM, the Shop Talk Series and a very successful job fair with Sobeys.



NSCDA

NOVA SCOTIA CAREER DEVELOPMENT ASSOCIATION

As a NS Works Employment Center, there has been tremendous training and professional development opportunities for all of our staff from the NSCDA. The NSCDA continuously offers a wealth of professional development sessions through their website portal.

This year featured the specialization in case management modules that offer a deeper exploration into the case management field of learning.

TEAM Work is represented on the Board of Directors and works closely with the NSCDA partnering in developing Disability Case Management Training Modules that will provide education, awareness and tools to support people with disabilities in their attaining their employment goals.

This past year, two TEAM Work staff were certified as Career Development Practitioners!

CPN

COLLABORATIVE PARTNERSHIP NETWORK

TEAM Work has the honour to continue its leadership with this group of nine equitable agencies across the Province.

The provincial group of 6 equitable employment agencies for persons with disabilities delivers the Direct Skills Link project through the Post-Secondary Education under LSI. The program now offers work experience and skills training opportunities to help persons with disabilities connect to the workplace. Sixteen individuals were supported through wage subsidies to gain invaluable workplace skills for a direct link to the job market. **As a direct result of this training, 21 people with disabilities became employed across the province.**



CANADIAN ASSOCIATION FOR SUPPORTED EMPLOYMENT (CASE)

TEAM Work is represented on the Board of the Canadian Association of Supported Employment and the connection to organizations across Canada provides a wealth of innovation and best practices to bring back to our agency and provincial networks.

TEAM Work has a strong partnership with CASE and regularly participates in the CASE National Community of Practice that provides an opportunity for service providers across the country to share information, improve their skills, and actively work on advancing employment services for people facing barriers. We host CASE's national project MentorAbility and through it we celebrate Disability Employment Awareness Month each October. This year Halifax Mayor Mike Savage proclaimed October "Disability Employment Awareness" month for Halifax. We also participated in a national campaign called "Light It Up" that raises disability-inclusive employment awareness.

The collaboration with CASE has offered us many opportunities to design unique programming to encourage higher employment opportunities for persons with disabilities.



BOARD OF DIRECTORS AND FUNDERS

Twenty-Five successful years would not be possible without your steady and on demand support and guidance through any number of complexities of managing an organization with over 30 staff and thousands of job seekers in need of support.

This year was no different as TEAM Work faced many challenges and at times uncertainty. The challenges created by the pandemic, a rapidly changing labour market, new staff and programs, rising inflation, the "Great Resignation" to name a few. But, one constant through all this was the TEAM Work Board who have provided valuable guidance, direction, and support.

Your generous giving of your time, and ongoing advice continues to keep TEAM Work a strong organization. You have all been a mere phone call away under any circumstances and words cannot express our appreciation.

TEAM Work is a trusted partner with our governments- Labour, Skills and Immigration, Employment Nova Scotia, Department of Post-Secondary Services, Department of Community Services, St FX University and Human Resources and Skills Development Canada. We are very proud of our stewardship of public funds and strive for a high level of accountability to our government providing equitable services with another year of outstanding employment outcomes for people who seek employment.

As Executive Director of TEAM Work, I am grateful for this opportunity and am honoured to lead this amazing organization. Finally, our success would not happen without the dedication, commitment, and passion of our TEAM Work staff. Their willingness to embrace change, provide hope and find solutions for our communities, even when it seems impossible, is truly inspiring.

It is an honor to provide these highlights from the past year.

Respectfully Submitted,



MARCUS JAMIESON
EXECUTIVE DIRECTOR

