



VICTORIA IMMIGRANT & REFUGEE CENTRE SOCIETY

ANNUAL REPORT 2007





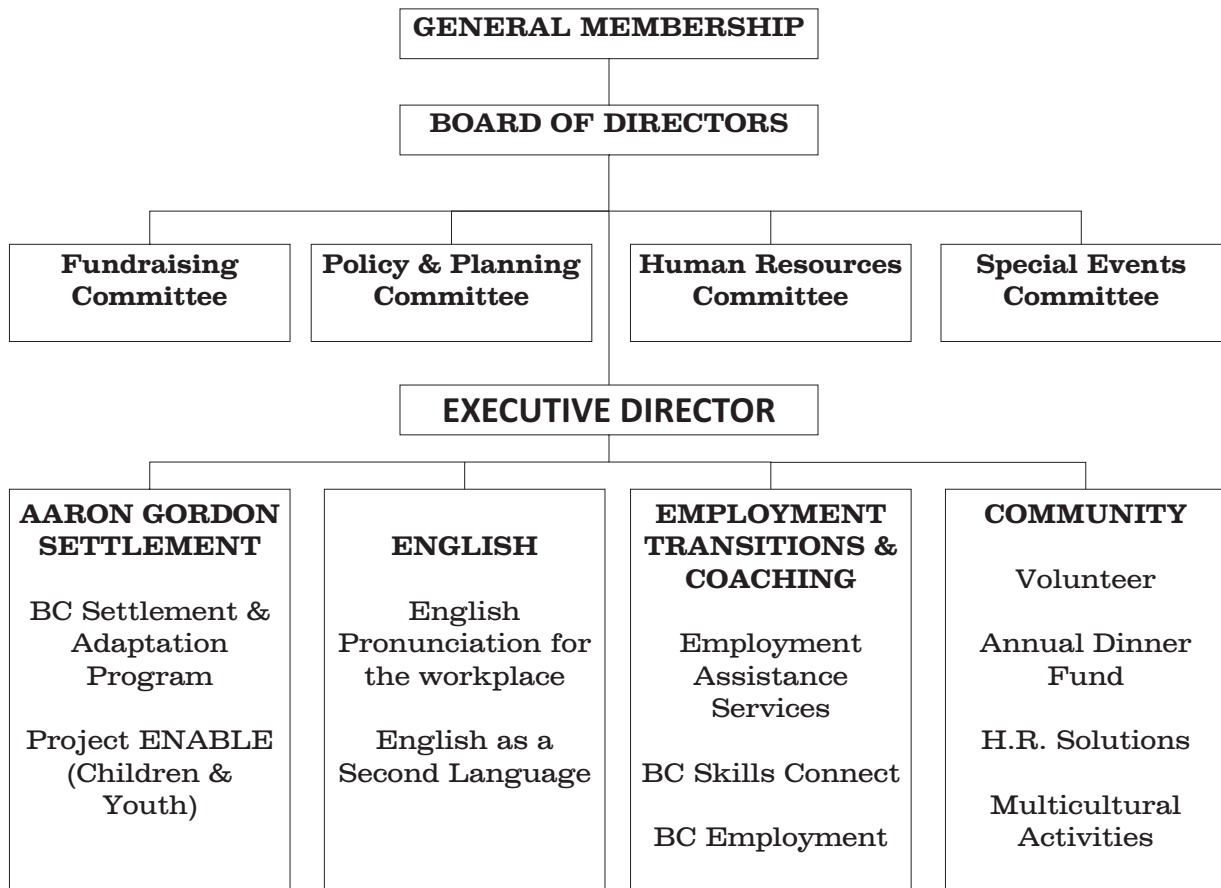
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Organizational Chart

Mission Statement

“To assist in the settlement and adjustment of immigrants and refugees in Canada and to provide services designed to increase the newcomer’s participation in Canadian society by assisting the newcomer to overcome barriers.”



FOUNDERS



Carlos A. Gaete



Hereity Hadgu



Viet Quoc Tran

2007 VIRCS BOARD OF DIRECTORS

Chris Mutadi - President
Malcolm Zoraik - Vice President
Ben Andersen - Treasurer
Ron Millard - Secretary
Menaka Giri
Harry Tamacas
John B. Shields

2007 VIRCS STAFF

Abdulsalam, Hammuda
Chettleburgh, Sarah
Khan, Ayesha
Robinson, Airlie
Bhalla, Amarjit
Shi, Zihan
Eckert-Maret, Fred
Espinosa, Miguel
Gaete, Carlos A.
Grewal, Sukhmeet
Hadgu, Hereity
Hamed, Nasim
Wongkanlayanush, Amornthip
Yeend, Linda

Li, Junnian
Liu, Haixia
Zhong, Song Yun
Menichetti, Andrea
Mergaert, Meghan
O'Carroll, Christianne
Panesar, Kamal
Shum, Annie
Wang, Yjun
Thiara, Balbir
Tran, Viet
Truang, Linh
Zakharchuk, Oksana
Leaman, Roy



President Report

Chris Mutadi



Our purpose at the Victoria Immigrant and Refugee Centre Society is to ease the path of newcomers into Canadian society. These efforts are exercised through our Employment Transition and Settlement Programs, and through ESL teaching; all of which prepare immigrants for

the labour market and life in Canada.

We perform our services for clients by offering assistance to job seekers through our Employment Transitions and Coaching Program. This program ultimately prepares job seekers for the demands that the Canadian labour market sets for its workers. Our Settlement Services assist immigrants in all aspects of living in Canada. Services include assistance with obtaining housing, registration for school, Medicare and much more.

This past year saw the addition of two new programs: an environmental education and a labour market program. Those new to Canada often lack the awareness of Canadian values relating to environmental practices. This new program seeks to make newcomers aware of Canadians' strong commitment to improving environmental stewardship. The labour market program endeavors to educate local employers about the advantages of hiring immigrants and how to incorporate these newcomers and their respective cultures into their organizations.

Once again, we were blessed with a visit from Monte Solberg, but this time as the Minister of Human Resources and Social Development. Our Employment Transition Coaching Program was presented with funding to cover operations for the next three years. We are grateful to Services Canada and Monte Solberg for recognizing the great work VIRCS does and for their continued funding and support.

This year had its share of funding challenges too. VIRCS was forced to cut back on its service offerings to the community by discontinuing its role in the Salsa Palace and once again suspending the Latin Caribbean Music Festival.

The VIRCS board chose to focus the organization's efforts on its core services as a response to government cutbacks. Our financial position is now in excellent shape despite these cutbacks.

VIRCS' Board of Directors saw its share of changes with several board members leaving to seek opportunities outside of Victoria and several new members bringing strong leadership to guide VIRCS through the challenges ahead. VIRCS exists in a dynamic environment and is blessed with members that have the stamina to see it through hard times. Over the next few years, VIRCS will focus on fundraising activities that will allow the organization to sustain its core services in spite of uncertain funding. These activities will not only seek to raise funds, but raise awareness of Victoria's diverse culture and celebrate our differences.

In closing, I want to extend my thanks to the Volunteers, Funders, Executive Director and the staff at VIRCS whose dedication and hard work provide a welcoming place for clients and visitors alike. It has been a privilege to serve as your president for the past year.



Executive Director's Report

Carlos Gaete



We are getting close to VIRCS' 20th anniversary. I still remember when Viet, Hereity and myself opened the door of the Centre and started providing services to immigrants and refugees in January 1989 under a fierce snow storm that lasted almost three weeks. I never thought

we were going to get to the point where we are today. We had two small offices, an ESL class room and three immigrants with a dream and a vision of a new way of delivering services for immigrants and refugees. That was 19 years ago. Today our offices occupy 6000 s/f and we have a staff of 27 employees.

2007 was another exciting and revealing year for VIRCS. Every year we see thousands of newcomers from all over the world coming to our Centre for help. They are bringing their expertise and education to this country. Our job is to help them to become established in their new society and overcome the roadblocks they will encounter.

A new program was created this year, the Multicultural Environmental Education Program for Newcomers. This program marks an expansion in the services being offered by VIRCS, in keeping with current social developments. We have an ambitious plan for this program in 2008 and years to come. The environment will be an important aspect in the adjustment of the newcomers in Greater Victoria and VIRCS is already the leader with this program.

Employment Transition is our major program and employs 14 staff members. Its main objective is to find employment and appropriate training for our clients. Over 600 clients were helped this year by our case managers with resumes, cover letters, interview skills, counseling for different training options, and many other employment skills. 405 of these clients found permanent jobs. The Resource Centre was visited 10,000 times by the clients this year. There, clients do their own search for employment using the internet, contacting employers and sending resumes by e-mail, assisted by resource centre staff. Human

Resource Solutions is a new project created by VIRCS to look for potential solutions to help employers meet their labor needs and build good relationships with ethnic employees. A final report including useful recommendations for employers was written.

The BC Skills Connect for Immigrants/IMM Power BC program, funded by the Ministry of Economic Development, is designed to help internationally trained professionals and skilled workers find employment in their field. It is a response to growing labour shortages in four key sectors: energy, transportation, hospitality/tourism, and construction. 38 professionals were successfully helped by the coordinator of this program.

VIRCS' ESL Classroom provided a friendly multicultural environment to 128 students, including a great mix of immigrants, refugees and international students. This class gave students an opportunity to get to know each other and learn from each other's very different lived experiences. Interesting and valuable workshops were given throughout the year on important subjects including Fire Safety, Choking, Diabetes, the role of the RCMP and the City Police, and Starting a Home Business. Field trips were also part of the curriculum, including outings to the Parliament Building, Victoria Library, Goldstream Provincial Park and, the most popular, Christmas Trees at the Fairmont Empress Hotel.

The Settlement Program is the first door newcomers knock on during the long process of adjustment in the new society. The dedicated workers of this program provide the necessary information, orientation, adjustment support, referrals, counseling and links and bridges to



the community resources in Greater Victoria. 1,500 immigrants and refugees benefited from this program through workshops, one-on-one services, and Legal Aid assistance through a weekly law clinic which helped them with legal advice related to immigration. This clinic helped 80 people to make difficult decisions on immigration issues. The Settlement program works very closely with the Employment Transition Program assisting clients in their search for employment. It is very important for the clients to know that these two important services are provided by the same organization.

Enable is our program for youth and children. This year we added a new and highly successful element: the youth BYOB (Break Your Own Barriers) Project. The highlights of this program were 10 seminars focusing on Anti-Racism, Anti-Hate, and the celebration of Multiculturalism. The topics included culture, media, religion, bullying, gender orientation, and more. BYOB had over 90 participants and the support of many community agencies. Also 15 youth and youth leaders attended a week in this year's multicultural camp spearheaded by a dedicated committee and youth participants.

Key to VIRCS' strong community spirit are the hundreds of volunteers who pass through our doors each year. The diversity of volunteers that VIRCS attracts not only benefits the work we are doing, but also demonstrates the inclusiveness and generosity of the local community. This year VIRCS began recruiting volunteers for our environmental program that will educate immigrants and refugees on environmental practices in the coming year.

Once again we had a very successful Annual Fundraising Dinner at Periklis Restaurant on May 8, 2007. Close to 150 guests enjoyed a great dinner, silent auction and a Latin entertainment. The guest speaker was Ron MacIsaac, the Dean of Barristers of B.C. The committee did a wonderful job making sure that all the activities of this dinner were perfectly coordinated. Great job Coordinator and Volunteers.

The VIRCS Running Club made its debut in the Run For the Cure 5K for breast cancer, in the Oak Bay Merrython 8K of CFAX Santa's Anonymous and in the Times Colonist 10K in which 15 members ran and walked as the team, "VIRCS Works". Excellent.

Finally I would like to thank VIRCS' dedicated staff, board of directors, volunteers, Federal and Provincial government, the City of Victoria, friends of the Centre, businesses and Foundations; please, see the list at the last page of the report.



The Honourable Monte Solberg
Minister of Human Resources and Social Development

Aaron Gordon Settlement Program

Meghan Mergaert



Over 1,500 immigrants and refugees benefited from services at the Settlement program in 2007. The services that our dedicated workers provide are essential to not only newcomers settling in Canada, but also to immigrants that have been living in Canada for many years. They provide

information, orientation, adjustment support, referrals and links and bridges to many community resources.

With the changing demands of society, labour market needs, and immigration trends and policies, the environment changes and shifts constantly in the Settlement program. Some relationships that have smoothed this unsteadiness includes: BC Families in Transition, Police Victim Services, Legal Aid and Roger Batchelor Law Offices. These relationships have increased networks between staff, client, and community resources. We have become better aware of mutual clients' issues and have worked diligently to provide the most efficient ways to help our clients. These connections between agencies have helped VIRCS clients become more settled in their communities.

Since the fall of 2007, Roger Batchelor provided a weekly law clinic which helped people with legal advice related to immigration. This clinic helped over 80 people make difficult decisions related to themselves, their friends and their family immigration situation.

Settlement workers are equipped with extensive knowledge in a full spectrum of areas to match the diverse needs of clients. With increased funding from two BC Ministries (Child Care Subsidy, Ministry of Settlement and Adaptation Program) we increased our capacity to better serve the immigrant population. The Child Care Subsidy funding meant that the Settlement workers were fully trained to assist newcomers (English and non-English speaking) with information and assistance with applying to Child Care Subsidy. The Labour Market funding meant that the work we were already doing was being recognized. As Settlement Workers are usually the first point of contact, and employment is an immediate need of newcomers,

it is essential that we assist in this way. Additionally, as clients were able to speak their native tongue and workers also understand cultural differences, it reduced client frustration. This funding also meant increased referrals with the Employment Transitions Program which was integral to this new initiative.

The Settlement program is a complex working environment and we rely on over 15 volunteers weekly, as well as more that assist clients with one-on-one needs, translations, interpretations and many more. We are also grateful to have had practicum students from UVic's Women's Studies program, Intercultural Education program, Social Work program, and others. Thank you as well to the dynamic and committed staff members that always go above and beyond their duties. You've opened your hearts to our clients and created a second home for many of them.

This program is funded by the Settlement and Multiculturalism Division of British Columbia Settlement Program (BCSAP), Ministry of Attorney General.



Project Enable

Meghan Mergaert



The Enable Program for youth and children has had an exciting year filled with fun and learning. The program helps immigrant and refugee children and youth become settled into new life in Canada. Over 300 youth, including children and their families benefited from these services. The services include Adjustment Support Groups, Youth Activity Nights, Children's Groups, Homework Clubs, One-on-one Tutoring Services, Youth Strides Summer Camp and a multicultural project.

A successful new addition included the Youth BYOB (Break Your Own Barriers) Project. In collaboration with the Inter-Cultural Association of Greater Victoria (ICA) and the Canadian Red Cross' BC Coastal Region, the Enable Program was able to launch a series of 10 educational seminars centered on Anti-Racism, Anti-Hate, and the celebration of Multiculturalism. Some such topics included: culture, media, religion, bullying and gender orientation. The seminars attracted young people of diverse backgrounds and provided them with an environment in which they could connect with like-minded community agencies, explore real issues that affected their lives and acquire new skills with which to combat issues of racism and hate.

Youth BYOB turned out to be a complete success, with 90 youth participating in the overall project. The youth were able to make new friends, become familiar with a variety of community agencies and even reported an increased confidence in

public speaking. In addition, over 25 community agencies became involved, taking lead roles as facilitators of the workshops.

Another exciting accomplishment was the continuation of a one-week, cross-cultural living experience called Youth Strides. Much of the planning for this year's camp was spearheaded by a committee of dedicated and enthusiastic youth. They were responsible for the coordination of various aspects associated with this project, including promotion, travel, an agenda and community liaison activities. As a result of their hard work, fifteen youth and eight youth leaders attended this multi-cultural experience and were able to partake in a number of activities and workshops that both facilitated dialogue on cross-cultural issues and enhanced non-judgmental attitudes and ideologies.

This year, the Enable program was funded by Direct Access, Victoria Foundation, Coast Capital Savings Foundation, BCAMP, as well as the kind donation by over 70 volunteers, including practicum students. Thank you to everyone that helped with these programs; without you we couldn't have done it!



Employment Transitions & Coaching

Viet Tran



In 2007, the Employment Transitions and Coaching Program (ETCP) offered its federally-funded Employment Assistance Services to assist a total of 601 immigrant job-seekers on BC employment assistance, successfully helping 405 of them to find employment and two to become self-employed. The ETCP, through the “BC Skills Connect for Immigrants” program, also helped 38 recently-immigrated skilled workers and internationally-trained professionals to find employment in Canada within their fields of expertise.

Recently, the program has witnessed a new generation of job-seekers facing a variety of issues simultaneously, such as lack of desire for work, unrealistic expectations, and long periods of time out of the workforce. Many job-seekers have become more selective due to the psychological impact of local labour and skills shortages. The program also saw an increase in baby-boomer job-seekers (those over 45 years of age), who accounted for nearly one-third of the program's '07 total client load.

The ETCP's Case Managers, Employment Counsellors, and Job Coaches provided over 1,000 hours of one-on-one counseling and needs-assessment, 850 hours of one-on-one life-skills and/or job coach services, and 9,570 hours of case management. The Case Managers also helped to prepare and type over 1,650 various résumés and 2,200 cover letters, and have arranged nearly 2,200 job interviews.

To help immigrant job-seekers network with local employers, the ETCP invited local HR

representatives from companies such as Home Depot, the City of Victoria, Safeway, BC Ferry and West Corp. to our site to provide 63 of our immigrant clients with valuable information regarding hiring practices, interview and selection processes, their expectations from job interviews, as well as working environments.

The ETCP provided 464 job-seekers with 50 weekly two-and-half hour employability and employment maintenance workshops designed to help participants successfully find and maintain employment. Most of the workshops focused on labour market information, networking, contacting employers, cover letters and résumés, and interviews. Workshops for employment maintenance addressed MBTI (Myers-Briggs Type Indicator), conflict-management, and relationship-building skills.

A total of 97 immigrant job-seekers attended four series of Spoken English Pronunciation and Intonation for Job Search workshops. There were a total of 120 two-hour workshops or 30 workshops for each series. The English pronunciation project has become well-known in the local immigrant community because it meets the needs of immigrant job seekers, educating them about Canadian workplace communication styles and how to improve their accent in English.

The Electronic Resource Centre (ERC) provides access to ten computers with internet for all job search activities. A total of 1,245 job-seekers paid 9,900 visits to the Employment Resource Centre last year. The VIRCS website also acts as a portal to a wide range of job-search-related sites on the web, and resource centre users are shown how and where to access these sites and other labour market information. ERC users also have their cover letters and résumés reviewed or proofread by our staff.

The ETCP program receives high ratings from clients for the quality of its services. Data extracted from 115 returned surveys show the ratings as Excellent (56.6%), Very Good (31.9%), Good (8.9%), and Fair (2.7%). These ratings were reinforced by encouraging testimonials from our former and current clients. For example, A. F. McCarthy, now a Social Worker, writes, “There was a sense of belonging that is rarely felt by strangers in strange places. I was cared for and



assisted by an amazing team of professionals.” M. Wang, who has found work as a Firmware Developer, says, “I tried and waited, tried and waited. ...became utterly depressed and rejected. Friend recommended VIRCS. ...helped me identify my strength and weakness. All of a sudden, I see a new man inside. ...still the same guy, but in a quite different form, more clear and powerful. (Days later) got a job offer. VIRCS providing me the help when I need most in my life.”

In its newest effort to help local employers successfully access viable labour sources of immigrant workers, VIRCS has conducted the first phase of its new initiative: the Labour Market Partnership - Human Resource Solutions Project, which aims to study the impact of a multicultural workforce and identify potential solutions for labour market problems. The research team collected and analyzed data from 106 immigrants and 96 employers. The report for the first phase was compiled and published with useful suggestions and recommendations for the project's partners.

The ETCP would like to acknowledge the Federal Government of Canada for its contribution of funding to VIRCS' employment assistance services and Labour Market Partnership – the Human Resource Solutions Project.



English as a Second Language

Christiane O'carroll



The Victoria Immigrant and Refugee Centre Society (VIRCS) offers multi-level English-as-a-Second-Language (ESL) classes every Monday through Thursday. Classes accommodate up to a dozen students at a time and are open to immigrants, refugees,

Canadian citizens, and international students. During 2007, VIRCS' ESL program enrolled 51 beginner-level and 77 intermediate-level students, with a total of 128 students.

In 2007, we taught students from France, Germany, Poland, China, India, Cuba and Japan. We had a large number from Latin America, most notably from Mexico. There were fewer students from Korea and the Middle East this year, but more Russian and Ukrainian students than we have had in a long time. There was also a significant number of French Canadian students.

The ESL Program often hosts potluck parties to celebrate students' birthdays or to say goodbye to those who are moving on, either to jobs or opportunities for higher learning. In 2007, we had 19 in-class potluck parties and two at Willows Beach and Beacon Hill Park during the warm months.

Guest speakers are invited to come and give presentations to ESL Program classes on many subjects. In 2007, guest speakers came to do workshops on Fire Safety, Choking, Diabetes, the Role of Canadian Police, Starting a Home Business, and Personal Safety.

We regularly venture into the community on field trips, for example, our 2007 walking tour of Old Victoria and Chinatown, and a nature walk at Swan Lake. This year we also went to the Greater Victoria Public Library so that the students could learn how the library system could benefit them, and we helped several students to obtain library cards. We did a tour of the Parliament buildings, and we went to Government House for a concert on the lawn. We went to the Pacific Centre Mall to do a scavenger hunt, in which teams of students competed for prizes. In November of 2007, we went to Goldstream Provincial Park and learned

about the annual salmon run, and in December we took in the Christmas trees at the Fairmont Empress Hotel.

In the classroom, we follow a curriculum that is flexibly adapted to accommodate different students as they arrive. Students are able to acquire a wide range of skills needed for their everyday lives in Canada. Student progress is tracked through regular testing of spelling, grammar, vocabulary and idiomatic expressions. In 2007, 46 tests were written in the afternoon class, and 35 tests were written in the morning class. VIRCS offers personalized homework programs which reflect individual needs, abilities and motivation.

In 2007, the ESL Department benefited from the services of 44 volunteers, as well as several practicum students from various schools. We wish to express heart felt thanks to all those who generously donated hours of their time to the program during the year. Our volunteers' assistance make VIRCS' ESL program a success, and we are grateful for their crucial help and hard work.

We would also like to thank our funders, the BC Gaming Policy and Enforcement Branch through their Direct Access Program Grant.



Volunteering

Ayesha Khan



Volunteers contribute time, dedication, and commitment to all aspects of the work we do at VIRCS. Volunteers offer both practical support in the form of hours given and furthermore help to create the informal, community-based and family-like atmosphere for which VIRCS has become renowned.

In 2007 volunteers in the Settlement Program contributed time as office assistants, counselors, workshop leaders, receptionists and translators. The ESL program saw an influx of new volunteers as well as those who have been with VIRCS for years, running ESL classes, and enjoying the ethnic, cultural and age diversity of the classes. In Program Enable volunteers worked with youth as one-on-one tutors, homework leaders, and youth activity leaders. Volunteer receptionists, workshop leaders, and administration assistants gave crucial support to our Employment Transitions Program.

Some of the highlights from the past year in the Volunteer Program were the Multicultural Children's Winter Party, where up to 20 volunteers worked on promotional materials and supported its successful running. The partygoers enjoyed music, food and festivities, and a surprise visit from Santa. The one-on-one tutoring service for youth has also seen great success this year, including volunteers not only working individually but also together to create training materials and strategies to support other volunteers.

One area of expansion in the Volunteer Program in the past year was one-on-one mentoring, which grew exponentially thanks to the time and support of a dedicated practicum student. We have also diversified roles for volunteers such as proposal writing. The program now includes the services of three qualified therapists offering voluntary support to clients at the centre, new volunteer-run classes including Yoga, graphic design, and computer skills. 2007 also marked the creation of a volunteer advisory council of long-term, committed volunteers to assist with the running of the Volunteer Program.

The Volunteer Program still faces difficulties such as creating challenging positions for long term volunteers, as we have a large amount of interested volunteers, and do not always have the capacity to place them in meaningful positions. We are grateful to have such a dedicated and committed volunteer base and hope to encourage further volunteer participation through incentives such as the Volunteer Committee. We hope to find increasingly challenging positions for our committed volunteers. It is also our hope to increase volunteer recognition through social events that demonstrate our appreciation for their support. We would like to thank Volunteer Victoria and other community agencies who continue to support the work of volunteers in the community.

Lastly, we would like to offer special thanks to all the volunteers who take part in the numerous VIRCS committees running throughout the year, including the Fund-Raising Dinner Committee whose efforts have greatly benefited the organization. Lastly, we thank the many individual donors who make events such as our Children's Winter Party possible. Also thanks to our funders for their generous support: the Provincial Employees Community Services Fund and the Gaming Policy and Enforcement Branch Direct Access.





Auditor's Report

VICTORIA IMMIGRANT AND REFUGEE CENTRE SOCIETY
Statement of Financial Position
December 31, 2007
(Unaudited - See Notice To Reader)

	2007	2006
ASSETS		
CURRENT		
Cash	\$ 129,875	\$ 83,219
Operating grants receivable	28,212	16,748
GST receivable	1,359	2,060
Prepaid expenses	3,044	3,044
	<u>162,490</u>	<u>105,071</u>
CAPITAL ASSETS (Note 4)	<u>40,782</u>	<u>43,283</u>
	<u>\$ 203,272</u>	<u>\$ 148,354</u>
LIABILITIES AND NET ASSETS (STATEMENT 2)		
CURRENT		
Accounts payable and accrued liabilities	\$ 38,758	\$ 44,449
Deferred operating grants	93,107	40,648
	<u>131,865</u>	<u>85,097</u>
Deferred capital asset contributions (Note 5)	<u>22,121</u>	<u>31,601</u>
	<u>153,986</u>	<u>116,698</u>
NET ASSETS (Statement 2)		
Invested in capital assets	18,661	11,681
Unrestricted net assets	30,625	19,975
	<u>49,286</u>	<u>31,656</u>
	<u>\$ 203,272</u>	<u>\$ 148,354</u>

ON BEHALF OF THE BOARD

 Director
 Director

See notes to financial statements.

OBARA LEE & CO.
 CHARTERED ACCOUNTANTS

VICTORIA IMMIGRANT AND REFUGEE CENTRE SOCIETY
Statement of Operations
Year Ended December 31, 2007
(Unaudited - See Notice To Reader)

	2007	2006
REVENUE		
Operating Grants (Note 6)	\$ 1,000,952	\$ 879,896
Social Events	7,564	137,593
Gaming	81,000	90,749
Training	20,832	23,159
Donations	13,268	16,862
Interest Income	836	970
	<u>1,124,452</u>	<u>1,149,229</u>
EXPENSES		
Wages and Contracted Services	890,383	864,348
Direct Program Costs	53,734	119,729
Recognition, Training and Recruiting	5,221	6,961
Building Occupancy	105,757	104,791
Office and Supplies	22,326	22,121
Professional Fees	18,864	13,167
Travel and Transportation	2,538	9,182
	<u>1,098,823</u>	<u>1,140,299</u>
EXCESS (SHORTFALL) OF REVENUE OVER EXPENSES	<u>\$ 25,629</u>	<u>\$ 8,930</u>

See notes to financial statements

OBARA LEE & CO.
 CHARTERED ACCOUNTANTS

Special Thanks

Federal Government

Service Canada / HRSDC
Canadian Heritage

B.C. Government

Gaming Policy & Enforcement Branch
* Ministry of Children and Family Development
* Ministry of Community Services
* Ministry of Human Resources
Ministry of the Attorney General

Foundations

Catholic Foundation of Vancouver Island
Provincial Employees Community Services Fund
London Drugs Foundation
Coast Capital Foundation
Victoria Foundation
The United Way of Greater Victoria

Municipal Government

The City of Victoria

Societies

AMSSA
ASPECT
India Canada Cultural Assoc. Victoria
Khalsa Diwan Society
Intercultural Association
B.C. Society
B.C. Family in Transition
Boys & Girls Club
Downtown Victoria Business Association
Bingo Esquimalt
Francophone Society
Legal Services Society
Provincial Capital Commission
St. John's Ambulance
St. Andrew's Refugee Association
The Law Centre
The Victoria Event Centre
Volunteer Victoria
Work Source Wage Subsidy

Business

Bill Hartley Insurance
Coast Capital Savings Credit Union
Cobs Bread
Cox Taylor Law Firm
DFH the Real Leader
Dinning Hunter Lambert & Jackson
Esso Tiger Team
GT Hiring Solutions
Island Motor Sports
McDonald's Restaurants of Canada Ltd.
Periklis Enterprises Ltd.
Peter Golden Barrister & Solicitor
Compass
Dodd's Furniture
Island Fryer Management
Future Shop

Home Instead Senior Care
Island Precision Manufacturing Limited
Islands West
James Norris Ltd.
Laurel Point Inn
Royal Bank
Vancouver City Savings Credit Union
Windsor Law Group
Zoraik Law Offices Barristers & Solicitors
R. A. Malatest & Associates Ltd
Premier Linen supply
Safeway
Sears
7-Eleven Inc.
Superior Steam Cleaning
The Market on Yates
Three Points Properties
The Fairmont Empress
Walmart
West Corporation
Whites Manufacturing

Media

A-Channel Victoria/Vancouver
Attractions Arts & Entertainment Magazine
CBC Victoria
CFUV Q FM 101.9 (Postales Musicales)
CH TV
Focus on Women
Monday Magazine
Shaw TV
The Ocean FM/AM 900
100.3 The Q!
Times Colonist
Vancouver Island News Group
Victoria News

Schools

Camosun College
Central Junior High School
George J. Elementary School
School District #61
Stewart College of Languages
University of Victoria
Victoria High School

Churches

Central Baptist Church
Chinese Pentecostal Church
Church of St. John the Divine
Church of St. George the Martyr
First Metropolitan United Church
First Unitarian Church of Victoria
Holy Cross Catholic Church
James Bay United Church
Sacred Heart Church
St. George Church
St. Aidan Anglican Church
St. Aidan's United Church
St. Andrew Church
St. John's Anglican Church Airporter







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Volunteer: Ext. 212

Labour Market: Ext. 245

Skills Connect: Ext. 218

Employment Liaison: Ext. 211

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