



**Adult
Learning Centre**
Serving Georgetown, Milton & Acton

LITERACY NORTH HALTON

2021-2022

**ANNUAL
REPORT**



Misson

Empowering Learners to Reach their Full Potential

We provide local, high quality literacy and essential skills instruction to adults in support of their personal goals for independence, employment, and further education or training, particularly to those most in need.

We offer a variety of part-time Literacy and Basic Skills programs for adults aged 19+ who require essential skills upgrading in reading, writing, basic math and basic computer skills for the workplace. In partnership with Sheridan College, we also offer the ACE – Academic and Career Entrance – upgrading program. Adults wishing to pursue college entrance or an apprenticeship can earn grade 12 equivalency in English, Math, and Science. In addition, GED® test (high school equivalency) preparation is also available.

Why is adult literacy so important?

We often think of literacy as only the ability to read and write with ease. In reality, the modern definition of literacy is much broader. Reading, writing, and numeracy are part of a larger set of essential skills that we use every day at work, at home, and in the community. Literacy includes computer and digital technology skills, oral communication, and more. It involves understanding and being able to use the information required in today's society in order to achieve your goals, reach your potential and navigate more easily in daily life and at work.

(Metro Toronto Movement for Literacy (<http://mtml.ca/about-literacy/>))

Core Programs

RSW+ Tutoring Program for Adults

Our Adult Tutoring Program offers 1:1 and small group tutoring for adults looking to improve their essential reading, writing, or math skills from the basics to the grade 9 level.

- Improve the ability to read and understand workplace and school materials
- Build the skills needed to communicate more effectively in writing
- Improve fundamental numeracy skills
- Online learning opportunities

CSW Computer Skills for Work Program

Basic Skills for employment in a small, tutor-led, group setting.

- Introduction to computers, Microsoft Windows and Microsoft Office Applications
- Business communication and numeracy skills
- Email
- Internet and the web for work
- File Management
- Online learning opportunities

Sheridan College ACE Program

In partnership with Sheridan College, our ACE – Academic and Career Entrance – program helps students with a goal of college admission, apprenticeship, or a better job.

- Earn grade 12 equivalency in Math, English, Biology, & Chemistry for admission to Ontario college programs
- Earn an ACE (grade 12 equivalency) Certificate recognized by Ontario colleges
- Prepare for Apprenticeship or Pre-Apprenticeship training

GED® Test Preparation

Prepare to write the GED® test to earn high school equivalency.

- Language Arts - Reading
- Language Arts - Writing
- Math

alnh.ca/programs/

Board of Directors

Literacy North Halton is governed by a Board of Directors, which is mandated to ensure the organization fulfills its mission. Acting in this capacity, the Board of Directors is responsible for:

- Upholding Literacy North Halton’s policies, procedures and by-laws;
- Reviewing and monitoring applicable government grants;
- Supporting the recruitment of staff and volunteers, as required;
- Evaluating the delivery and success of all programs;
- Monitoring the financial and legal affairs;
- Securing sufficient funds for operation, including overseeing the development and implementation of a fundraising program;
- Establishing ad hoc committees to support and promote Literacy North Halton as required;
- Reviewing the long term strategic plan on a regular basis.

President/Board Chair
 Secretary
 Director
 Director
 Director
 Director
 Director
 Director

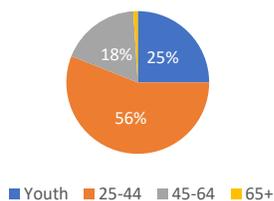
Denise Dilbey
 Kim Sopinka
 Ami Gopal
 Dr. Oladapo Kayode Opasina
 Bruce Catoen
 Jennifer McAleer
 Jodie Mandarino
 Sherry Farago

All members who served on the board during the 2021-2022 fiscal year are listed. (April 1/21- March 31/22)

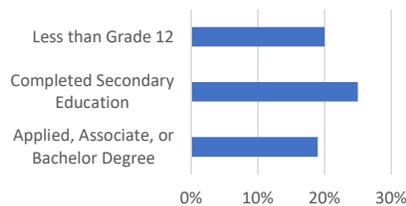
Employment Ontario Literacy and Basic Skills (LBS) Program - Peel and Halton 2020-2021

2660 LEARNERS

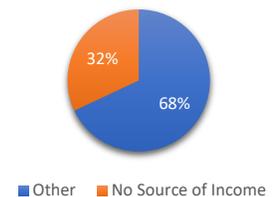
Ages of LBS Learners



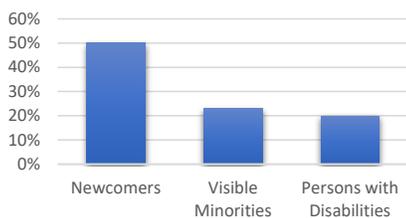
Education Levels



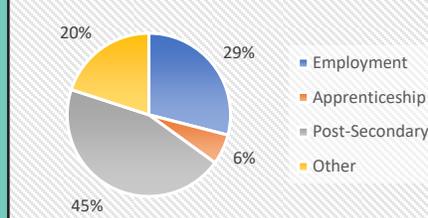
Income Source



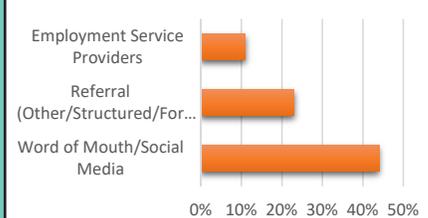
Designated Groups



Learner Goals



Pathway to LBS Services



Peel Halton Local Labour Market Plan (2022-2023 Report)

Board Chair Report

Hopes of a return to normal during fiscal 2021-2022 with the second year of COVID-19 restrictions, enabled Adult Learning Centre-Literacy North Halton to appreciate how energy, enthusiasm, and effort contribute collectively to a strong and agile organization. Our ALC-LNH team is dedicated to providing the highest standard of programs and services to support adult learners in achieving goals, reaching their potential, and navigating more easily in daily life and at work. Valuable lessons learned during the previous fiscal ensured our success in effectively serving adult learners in our essential skills programs. Fiscal 2021-2022 continued to reinforce the importance of in-person programming for the most vulnerable learners in the communities of Milton, Georgetown, and Acton.

Resilience and adaptability have been key to the Board of Directors, as we continued using digital meeting conferencing and secure online document portals to ensure sharing of information, managing our fiduciary duties, and conducting board and committee meetings.

After another long year, it's sometimes hard to remember what it was like to gather for fundraising events, and we often find ourselves thinking about how we might reflect on fiscal 2021-2022 with the benefit of time. As such, our LNH Board of Directors took on new strategies to engage our supporters in lieu of our traditional in-person fundraising events throughout the year. The Board embraced the outlook of an enhanced digital world of social and fundraising events as a vital tool in providing financial assistance for operating expenses and new programming initiatives.

We are grateful for the continuing local community support. The United Way of Halton & Hamilton and community partners such as Halton Hills Public Libraries, Milton Public Library, EO Employment Service Providers, and local agencies who have assisted our organization in the way of knowledge, experience, and resources throughout the year. Literacy North Halton is continuously grateful to our funders, donors, and sponsors. On behalf of our LNH Board of Directors, thank you to our Executive Director, staff, instructors and volunteer tutors for their dedication, talent, and patience throughout this year.

*Denise Dilbey
Board Chair*

Financial Overview

With consistent support from key funders, Ministry of Labour Training and Skills Development (MLTSD) and United Way Halton & Hamilton (UWHH) throughout the pandemic years, Literacy North Halton (LNH) remains fiscally stable and has become more agile in its ability to continue to deliver local programs and services to those most in need. With supplemental funding through the Halton Region Community Investment Fund (HRCIF), LNH was able to launch our new pilot Essential Skills for Healthcare Support Worker Employment Program (HSW), designed to support the demographic most impacted by pandemic job loss, in an employment sector most in demand because of the pandemic. Continued delay in facility access at the Maplehurst Correctional Complex to deliver programming due to the pandemic, meant reduced expenditures and ongoing adjustments to the program funding allocation. Donations and fundraising continued to be challenging during the second year of the pandemic. The demutualization of Economical Mutual Insurance resulted in an unexpected policyholder benefit payment that minimized the overall shortfall in fundraising. The LNH Board of Directors undertook a strategic plan review this fiscal. To support the strategic goals of financial sustainability and excellence in governance, a successful application to the Ontario Trillium Foundation Resilient Communities Fund will provide an investment in Board Director development to strengthen governance and fundraising effectiveness into the future. We genuinely appreciate the ongoing commitment of major funders, community partners, donors, sponsors, members, volunteers, and staff to our mission and to adult learners in North Halton.



The widening income gap between the rich and the poor can impact negatively on economic growth, standard of living, health and wellbeing, and social inclusion.

In Halton, for every after-tax dollar earned by individuals in the top 10% of population, those at the bottom 10% of population earned 11.2 cents.

Halton Community Lens Report : Income Inequality in Halton (June 2021)

Executive Director Report

As the economy continued to recover from the pandemic and related lockdown periods, demand for local Adult Learning Centre-Literacy North Halton (ALC-LNH) literacy and essential skills programming steadily increased over the last year. Building essential skills will be more critical than ever as the nature of work and employment opportunities continue to change, and access to services becomes increasingly more digital.

Our ALC-LNH team reached out to clients in the demographic groups most disadvantaged by the pandemic including women, youth aged 18-24, immigrants, and part-time, precarious, and low wage workers. We continue to offer a hybrid of in-person and online assessment and programming to accommodate learner work and family obligations, and learning preferences. In our classrooms we are incorporating more blended assessment and learning options to enable learners to improve their ease with applying their knowledge in a digital environment.

A priority of the provincial and federal governments is to support people in going back to work – back to a changing workplace with opportunities to seek work in different sectors or to work from home (WFH). The pandemic has only accelerated the need for re-skilling and up-skilling on the path to finding stable employment.

A new report from the Conference Board of Canada, Essential skills for Learning and Working, is the summary of regional discussions with leaders in education, skills development, and employment. “The changing world of work – including rapid changes introduced by the pandemic – is demanding changes in employees’ skill sets. Participants indicated that these essential skills play an important role in navigating educational and career transitions and that certain aspects of these skills increased in importance during the COVID-19 pandemic. Digital literacy as well as SES such as resiliency, self-management, and communication were noted as important skills during the economic uncertainty and virtual work triggered by the pandemic.”

The provincial government is prioritizing partnerships to provide quick or rapid industry specific, skills building for employment, including micro-credential type programming. At ALC-LNH we were excited to pilot our new, local Essential Skills for Healthcare Support Worker Employment Program, in partnership with Centre for Skills and Links2Care, with supplemental funding from the Halton Region Community Investment Fund.

Although the pandemic had disrupted many of our traditional opportunities to network and communicate with local community partners and agencies, we look forward to renewed opportunities to meet in-person to share information about programs and services offerings within our North Halton communities. We also look forward to our continued partnerships with local EO Employment Services providers as the Employment Ontario Transformation begins in Halton Region this Spring.

In partnership with the Downtown Georgetown BIA, the Town of Halton Hills, our building landlord, and other tenants, we are thankful to the 2021 Façade Improvement Program for the new exterior signage at our Mill St., Georgetown office and learning site. Also, many thanks to The Sign Shoppe team.

Thank you to all ALC-LNH stakeholders who support adults in our North Halton communities striving to reach their learning goals!

*Respectfully,
Michele Proud*

80%

During the pandemic, almost half of employers said that their non-essential employees worked from home 80% or more of the time. Looking to a post-pandemic future, around one third of employers expect that employees will work from home 30% to 70% of the time.

30-70%

PHWDG GTA Employer Survey 2021: After COVID - A Changed Labour Market (November 2021)

Programming

As our focus shifts from the pandemic, the return to in-person classroom learning has remained our top priority, along with supporting clients most impacted by COVID-19.

Moving towards our new normal, we recognize that some of our programming adaptations will remain in place to better reflect post-pandemic adult learning needs. Expectations in the workplace and in society in general to navigate and access digital information have resulted in an even greater focus on building digital literacy into our programs. The way we connect with clients has also shifted to include a greater online presence, including social media marketing.

While many learners eagerly returned to the in-person classroom, our Sheridan College ACE and GED® Test Preparation programs have also demonstrated a continuing need for flexible learning options. The work we did during the pandemic has helped us to build the infrastructure to effectively offer hybrid options for these programs. It has been a successful year with many ACE learners moving on to pursue post-secondary education in fields such as social service worker, personal support worker, practical nursing, early childhood education and apprenticeship.

Our Read, Spell, Write (RSW+) program learners continue to thrive best with traditional in-person 1:1 support. We are grateful for our dedicated volunteer tutors who were willing to return to the classroom, and to our community partners who welcomed us back into their learning spaces. Our focus has been to continue supporting learners 1:1 with their unique upgrading goals such as navigating an online credit course, preparing for an entrance math assessment, and improving their writing skills for employment.

By joining forces with community stakeholders including Centre for Skills Development and Links2Care, we launched our newest program in the fall of 2021 – Essential Skills for Healthcare Support Worker Employment Program (HSW) – with supplemental funding from Halton Community Investment Fund. Based on current labour market trends and with a focus on supporting vulnerable and displaced workers, the program aims to help learners prepare for success in obtaining employment and pursuing further training in the healthcare support field.

Congratulations to all learners who have persevered to achieve their goals this past year, and a heartfelt thank you to our dedicated instructors, volunteer tutors, community partners and supporters. Our success is a direct reflection of the great teamwork and synergy we have.

Alyson Findlay
Senior Program Coordinator

On the issue of skills, employers generally feel that their current employees require upskilling (that is, raising the level of their skills), whereas job candidates require both upskilling and reskilling (new skills).

PHWDG GTA Employer Survey 2021: After COVID - A Changed Labour Market (November 2021)

Congratulations to our Computer Skills for Work (CSW) learners and dedicated volunteer tutors. We were able to offer in-person classes in mid 2021, and learners benefitted from the small class sizes and in-person support. In response to learner demand, we offered a virtual (online) CSW Level 2 class. The learners who completed our CSW programming increased their confidence with using technology and felt better prepared for employment.

In partnership with the Centre for Skills Development-Newcomer Services, we coordinated a CPA Financial Literacy for Newcomers program. Approximately 15 new Canadians participated in the virtual workshop led by a local CPA volunteer tutor who engaged and empowered learners with knowledge about money management, credit, and taxes in Canada.

We are looking forward to a new partnership with Nucleus Independent Living and the local LHIN Regional Learning Centre, to teach digital literacy, mobile device, and online conferencing skills to community and personal support workers employed in Halton and Peel.

My sincere thanks and appreciation to the staff, board members, volunteer tutors, and learners, for their dedication to adult education in North Halton.

Andrea Le Grand
Program Coordinator, Digital Literacy

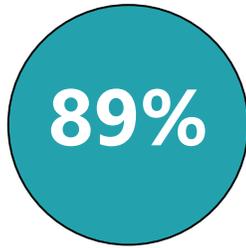
Essential Skills for Healthcare Support Worker Employment Program

We were thrilled to receive supplemental funding from the Halton Community Investment Fund for our Essential Skills for Healthcare Support Worker Employment program pilot in Milton, offered in partnership with Centre for Skills Development and Links2Care. This unique program introduces participants to a variety of healthcare support occupations providing them with opportunities to gain valuable industry knowledge, to connect with local employers and to earn multiple industry recognized certifications while building their essential communication, numeracy, digital and employability skills.

The success of the HSW program would not be what it is without our instructor's creativity, hard work and dedication to her learners.



earned 2 or more industry related certificates.



feel more confident with employability and job search skills



“ The classes were amazing. I had no knowledge in the healthcare field and I learned a lot. ”

“ The skills that I have learned will help me in my next job, and the nursing program. ”

“ Long-term care homes across Canada are experiencing an ever-persistent shortage of care support for their elderly patients. ”
<https://personalsupportworkerhq.com/resident-support-aide/>

Industry Certificates and Certifications

- Person-Centred Language initiative (PCL)
- Infection Prevention and Control (IPAC)
- Caring for Persons with Dementia
- Eating Assistance
- Reliable Sources of Online Health Information
- Ontario Food Handler
- First Aid and CPR
- Health and Safety – WHMIS; AODA; Slips, Trips & Falls

alnh.ca/hsw/



Employment & Industry Speakers

- Centre for Skills Development – Employment Services
- Links2Care
- Acclaim Health
- Senior Home Care by Angels



*These Employment Ontario programs are funded in part by the Government of Canada and the Government of Ontario, and through the Canada-Ontario Job Fund Agreement.

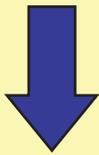
Improving lives locally

The Labour Market - COVID Impact

The pandemic and its aftermath have not only created **significant short-term upheaval** but have set in motion **disruptions that will define the new normal** which includes greater reliance on e-commerce and working from home and continuing uncertainty for industries which usually operate on the basis of physical closeness.

Peel Halton Workforce Development Group: Local Labour Market Report & Action Plan 2021-2022 (February 2021)

In the Toronto and Hamilton Census Metropolitan Areas between February and November 2020, workers aged 15-24, women, and part-time workers were **hardest hit by job loss**.



- Workers aged 15-24 saw an 8% decrease in employment
- while women experienced a 4% decrease
- part-time workers experienced a 5% decrease.

These decreases are significant and continue to demonstrate the precarious employment of these groups, even as employment has recovered.

Halton Community Lens Report: Employment Impacts of COVID-19 (December 2020)

The pandemic brought an intense focus to the healthcare sector, particularly the aging population and the demand for quality long-term care.

74.6%

Job vacancies in health occupations rose by 74.6%. While job vacancies were up in all occupations within this broad category, the largest gains were in professional occupations in nursing and assisting occupations in support of health services.

The Statistics Canada 4th Qtr Job Vacancies Report (March 2021)

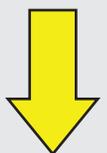
With the impact of COVID-19, there were substantial changes in both employment and earnings, leading to precarious work for individuals and their families. Many of those individuals may become the **working poor** and how we as community ensure that all members of our community are included in the recovery process is critical.

4.5%

In Halton Region, the working poor population was over 12,000 - 4.5% of the working age population - with Milton above the Halton average.

Halton Community Lens Report: Working Poor in Halton (May 2021)

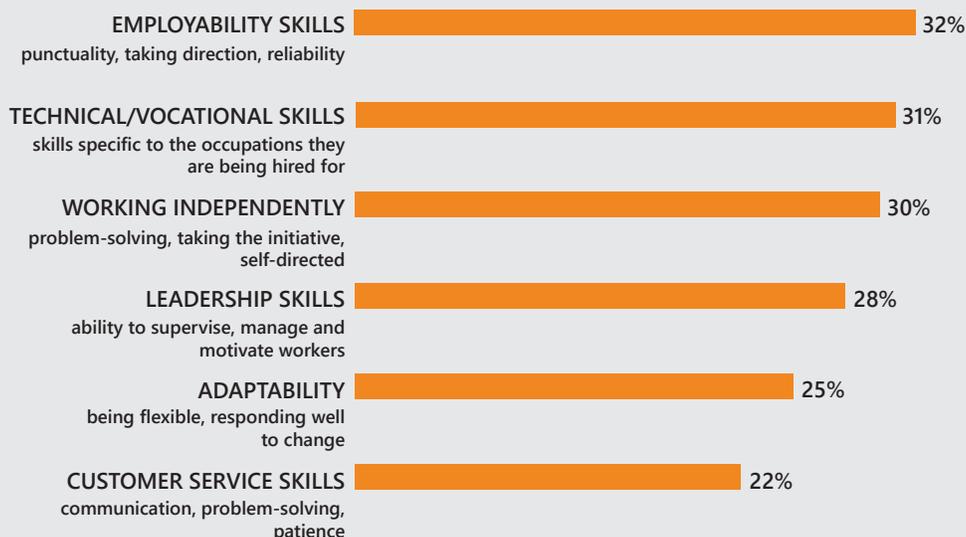
The **unemployment rate in Ontario** for women was 5.7% in February, the lowest rate since February 2020. For youth (aged 15 to 24), the unemployment rate fell to 12.2% in February. The unemployment rate for individuals aged 25 to 54 was 4.4% in February, below its February 2020 pre-pandemic rate of 4.6% for the first time. The average time in unemployment was 21.4 weeks in February 2022 compared to 16.0 weeks in February 2020.



Ontario labour market Report (February 2022)

Essential Skills Building - After COVID

When it comes to **specific skill expectations** in relation to current job candidates, employers are particularly concerned with the following:



On **the topic of digital skills**, a large proportion of employers expect job candidates to be adept in using basic office software (59% of employers said this was an absolute requirement), while a third of employers felt that a facility with mobile apps and handheld devices, as well as skills relating to virtual meeting platforms, were an absolute requirement.

DIGITAL SKILLS	ABSOLUTE REQUIREMENT	NICE TO HAVE
Basic Office Software	59%	22%
Mobile Apps/Devices	38%	34%
Virtual Meeting Skills	36%	29%

Employers generally felt that **micro-credentials** (short term education for specific skills and competencies) could be a great help in closing the gap among a range of skills, especially in relation to employability skills.

SUITABILITY OF MICRO-CREDENTIALS FOR DIFFERENT CATEGORIES OF SKILL DEVELOPMENT	WOULD BE A GREAT HELP
Basic digital skills (familiarity with a keyboard and office software.)	55%
Employability skills (punctuality, taking direction, reliability.)	59%
Customer service skills.	54%
Working in a group (communication skills, teamwork, managing conflict.)	50%
Working independently (problem-solving, taking the initiative, self-directed.)	51%

Financials



To the Directors of
Literacy North Halton (o/a Adult Learning Centre)

Independent Auditors' Report

Qualified Opinion

We have audited the accompanying financial statements of Literacy North Halton (o/a Adult Learning Centre) (the Organization), which comprise the statement of financial position as at March 31, 2022, and the statements of operations, changes in net assets, and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, the financial statements present fairly, in all material respects, the financial position of Literacy North Halton (o/a Adult Learning Centre) as at March 31, 2022 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Qualified Opinion

In common with many not-for-profit organizations, Literacy North Halton (o/a Adult Learning Centre) derives revenue from fundraising and donations, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, verification of these revenues was limited to amounts recorded in the records of Literacy North Halton (o/a Adult Learning Centre North). Therefore, we were not able to determine whether any adjustments might be necessary to revenue and excess of revenues over expenditures, assets, and net assets for the year ended March 31, 2022.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

T 1 905 632 5978 3600 Billings Court, Suite 301,
F 1 905 632 9068 Burlington, ON L7N 3N6
TF 1 866 823 9990

Financials



Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian Auditing Standards (CASs), we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

T 1905 632 5978
F 1905 632 9068
TF 1 866 823 9990

3600 Billings Court, Suite 301,
Burlington, ON L7N 3N6

Financials



We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

June 14, 2022
Burlington, Ontario

Chartered Professional Accountants
Licensed Public Accountants

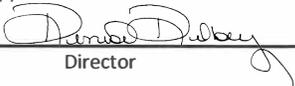
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F 1905 632 9068 Burlington, ON L7N 3N6
TF 1 866 823 9990

Financials

**Literacy North Halton
(o/a Adult Learning Centre)
Statement of Financial Position
March 31, 2022**

Assets			
	2022		2021
Current assets			
Cash and bank	\$ 43,071	\$	72,162
Restricted cash - programming and relocation reserve funds	24,920		24,920
Short-term investments	31,118		31,024
Prepays and deposits	1,822		2,144
H.S.T. recoverable	3,194		2,729
	\$ 104,125	\$	132,979
Liabilities			
Current liabilities			
Accounts payable and accrued liabilities	\$ 8,104	\$	7,540
Deferred contributions (Note 5)	40,808		71,882
	\$ 48,912	\$	79,422
Fund Balances			
Unrestricted			
Operating fund	\$ (825)	\$	(2,387)
Internally restricted			
Programming reserve fund	20,941		20,941
Relocation reserve fund	3,979		3,979
Contractual obligations reserve fund	23,062		23,028
Succession planning reserve fund	8,056		7,996
	55,213		53,557
	\$ 104,125	\$	132,979

Approved on Behalf of the Board


Director

Director

The accompanying notes are an integral part of the financial statements.

-1-



Financials

Literacy North Halton
(o/a Adult Learning Centre)
Statement of Operations
Year Ended March 31, 2022

	2022	2021
Revenue		
Provincial funding - Ministry of Labour, Training and Skills Development (Note 5)	\$ 271,950	\$ 268,219
Regional funding - Halton Region Community Investment Fund	12,358	-
Donations and fundraising	31,138	31,608
Other revenue	2,530	1,777
Memberships	207	34
Interest and other income	4,190	449
	322,373	302,087
Expenditures		
Wages and benefits	224,625	220,066
Rent	33,860	32,502
Professional fees	13,203	10,641
Sheridan contract	12,500	12,500
Computer expense	7,860	7,014
Office and classroom supplies	6,927	6,959
Resource material	6,674	3,597
Outreach	4,392	6,266
Telephone and Internet	4,347	4,282
Insurance	3,531	3,258
Travel	1,076	712
Interest and bank charges	1,410	467
Fundraising	312	470
	320,717	308,734
Excess (deficiency of) expenditures over revenues for the year	\$ 1,656	\$ (6,647)

The accompanying notes are an integral part of the financial statements.

-2-



Funders

Adult Tutoring - Essential & Digital Literacy Programs funded by:

- Ministry of Labour, Training and Skills Development*
- United Way Halton and Hamilton

Sheridan College ACE Academic Upgrading Program funded by:

- Ministry of Labour, Training and Skills Development*



SUPPORTERS

- Denise Dilbey
- Ann Mary Snow
- St. Alban the Martyr Anglican Church
- Kevin Campbell
- Dave and Dale Cox
- Katherine Joss
- Walter & Penny Sopinka Family Trust
- Sandra Voisin
- Kim Sopinka
- Joanne Gilewski
- Julie Rossall
- Royal LePage Meadowtowne Social Club
- Elisabeth Braun

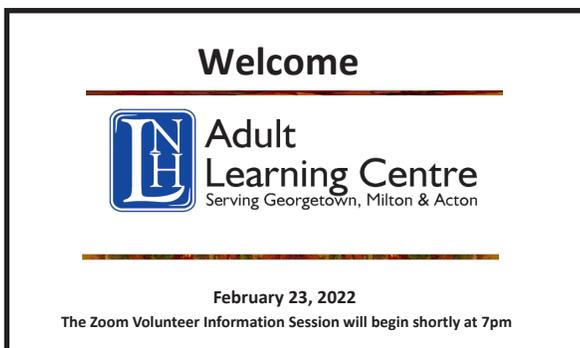
We are grateful to the many businesses, community organizations and individuals who provided donations, and learning material support. Your contributions are critical to our operation and greatly appreciated.



*These Employment Ontario programs are funded in part by the Government of Canada and the Government of Ontario, and through the Canada-Ontario Job Fund Agreement.

Improving lives locally

Volunteers



Online Volunteer Information Session

Thank you to our board members and volunteer tutors who have given their valuable time, expertise, and effort to support our programming and adult learners over the past year. They continue to serve our organization in diverse ways.

On February 23, 2022 we held an online Volunteer Information Session and welcomed our newest group of volunteer tutors. Some tutors have already begun working with learners, and we look forward to matching our other new tutors with learners.

[ALNH.ca/volunteers](https://alnh.ca/volunteers)

Service Delivery Partners

We collaborate with the following partners to deliver programs and services in the communities of Georgetown, Milton and Acton. Their continued support and referrals are greatly appreciated.

- Centre for Skills Development Employment Services
- Centre for Skills Development Immigrant Services
- EO Peel-Halton-Dufferin Adult Learning Network
- EO Technology Support Organization, AlphaPlus
- Halton Hills Public Libraries
- HCDSB Thomas Merton Adult & Continuing Ed
- HDSB Gary Allan High School Adult & Continuing Ed
- Knox Presbyterian Church, Milton
- Links2Care, Milton
- Milton Public Libraries
- ODSP (Ontario Disability Support Program)



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- Sheridan College Continuing & Professional Studies
- STRIDE Supported Training & Rehabilitation
- VPI Working Solutions, Georgetown
- WSIB (Workplace Safety and Insurance Board)

Community Connections

Our community connections provide in-kind or other support for our work.

- Downtown Georgetown BIA
- Georgetown Independent
- Milton Canadian Champion
- Sherwood Print and Copy
- Town of Halton Hills
- Tyler Transport
- Your Local Coffee News Inc.

Proud Members of:

- Chamber of Commerce Halton Hills
- Chamber of Commerce Milton
- Community Literacy Ontario
- Community Development Halton/Volunteer Halton



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