



Next Step
Support Services

2024-2028

NEXTSTEP SUPPORT 60-MONTH PROSPECTUS
INNOVATION FOR THE FUTURE + **STEPS FOR SUCCESS**



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NextSTEP Support Inc

Support Every STEP of the Way...

www.NextStepSupport.com

www.MyVoice.works

VISION

Persons with Neurodiversity are full and equal members of their communities.

MISSION

NextSTEP Support assists neurodiverse individuals from diverse backgrounds to transition out of school, transition into community, transition into employment and transition into supported living arrangements so that they can integrate into their own communities. We achieve this by providing training and support services, linking members to opportunities for engagement or work, and by building strong networks in collaboration with community partners.

VALUES

- Demonstrating **Respect** by celebrating diversity, supporting inclusion and advancing the dignity and uniqueness of all persons.
- Empowering **Choice** by providing opportunities and supporting the right of all persons to make informed decisions.
- Demonstrating **Integrity** through truthful, accountable and ethical actions and relationships.
- Promoting **Collaboration** through person centered care and partnerships, seeking input and valuing diverse perspectives.
- Promoting **Safety & Health** through continuous learning and quality improvement.
- Promoting **Inclusion** through continuous learning and quality improvement.



AT A GLANCE GOALS

- **30 New members or staff each year.**
- **30 Staff Trainees achieve 80% of goals in first 24 months.**
- **120 Members to achieve 80% of goals within 60 months.**
- **Maintain 80% performance average of all members and hired staff.**

VALUE GAINS

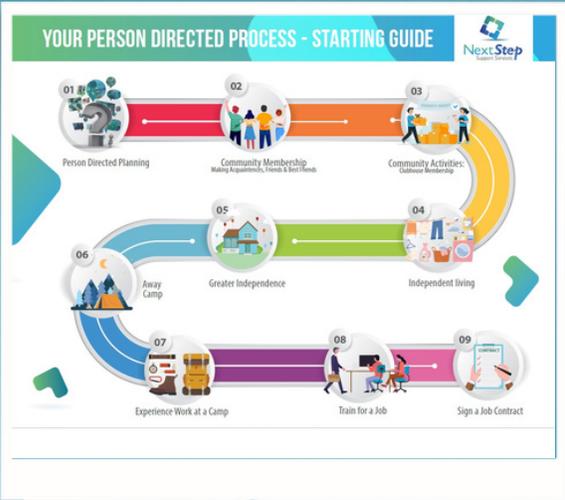
- **Income per year: \$1,000,000**
- **Number of Years Operating : 5**
- **Total Income: \$5,000,000**



AMBERLEY HENRY

Founder NextSTEP Support Inc.

Over the next 5 years, our company will be rigorously developing our compliment of Supports to improve the quality and accessibility of supports and service to the neurodiverse community in the GTA, and to be able to provide the proper experience to our customers."



"Helping People To Choose Their Own Way"

our history

Amberley is a behaviour therapist with almost 2 decades of social service experience, who is passionate about support and helping adults succeed with the transitions in their lives. His focus is skills training and personal development, including flexible thinking and perspective taking.

He was most recently managing director at NextStep Support, where he piloted the development of transitional solutions that provide support, instruction and care to individuals, in a low cost, yet effective manner.

He is now developing a joint initiative between NextSTEP Support Inc., H2HVAC Inc, ACES & Guides Staffing, Home Education & Life People Corp, Dutta Creative and Toronto-based organizations.

We welcome to our new Chief Executive Officer, Ajay Dutta.

our story

NextStep Support provides young adults with developmental disabilities or social / emotional challenges with Social Group Facilitation, Community Skills Training & Work Experience Programs. Our services empower individuals of differing abilities to lead active and rewarding lives in their communities.

We look at a person's entire day for inspiration in providing Social, Recreation, Leisure, Work & Community Living supports for individuals transitioning from High School through to Adulthood

what we serve



Local Clubhouses
Our Local Clubhouses helps support individual to transition out of a home program and into a 2:1 or 3:1 service models.



Community Groups
Our Community Groups help support individuals to transition into a 3:1 or 6:1 community based services model.



Community Camps
Our Community Camps supports the community at a 12:1 service model.



Work Hub
Our Work HUB helps support individuals to transition into employment.

Here is the reason
WHY CHOOSE US



Our Hub platform makes it easy for you to transition to your next STEP — from home, to community, to work, to personal care. Each STEP is a powerful STEP towards your future, but they're even better together.

2024-2028 PROGRAM & SERVICE ROLLOUT

1 Transition Out of School and Out of the Home

Recruit 10 persons for the transition from a 1:1 home based program, into a 2:1 Clubhouse program by March 2024.

2 Transition Into Community and into Community Groups

Recruit 30 persons for the transition from a 1:1 programs, into a 3:1 program. by July 2024

3 Transition into a Community Camp and into Volunteer Work

Recruit 30 persons for the transition from a 1:1-3:1 programs, into a 6:1 program by September 2024

4 Transition into a Workplace

Recruit 30 persons for the transition into a workplace programs by May 2024.

5 Transition into a Work Hub and on to a Work Team

Recruit 10 persons for the transition into a workplace program by January 2024

6 Transition into a Job with a Supervisor after 6 months

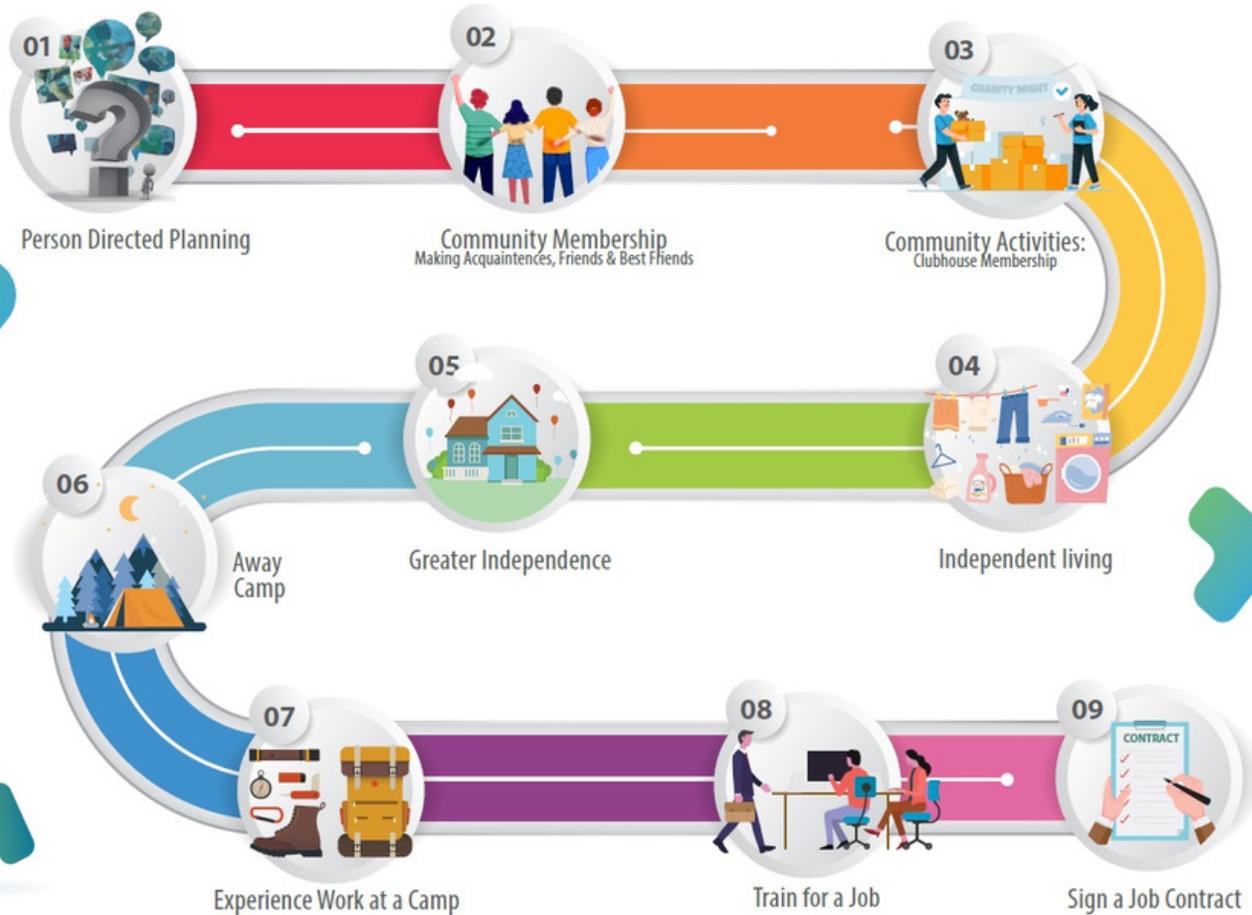
Recruit 10 persons for the transition into a workplace with work outcome expectations by January 2024

7 Transition into a Supported Living Arrangement

Demonstrate the ability to Transition into supported Living programs, 30 individuals by March 31, 2024.

8 Transition to a New Position

Meet the transition needs of **150** persons with 36-month transitions and a typical cost of \$50,000 per person, per transition.



TRANSITION PROGRAMS TO INCREASE VALUE BASED OUTCOMES TO \$7,500,000 ANNUALLY

Help individuals to reduce their support needs by contributing to their program

Provide prep training, activity supports and job coaching to staff and members

Contact for Contributions

TRANSITION TO A COMMUNITY HUB EXPERIENCE

Maintain good staff communication and workplace performance by trained employees.

80%

Clubhouse
Performance goal

80%

Community
Performance goal

12

Months
Sustainable



People with shared experiences are more sympathetic and empathetic.



TRANSITION

To Our Work Place

This program operates in partnership with ACES & Guides Staffing



Community Agency

Register with a funded employment agency to qualify for maximum benefits.



Training

Choose one of our 11 career paths: Partnership, Coordination, Community Facilitation, Personal Coaching, Customer Service Support, Sales, Educational Assistant, DSW, Event Planner, and Behaviour Technician.



Workshops

Complete 60 hours of paid pre-employment workshop - earning minimum wage while you learn.



Paid Internship

Complete 300 hours of On the Job Training to qualify for a 6-12 month contract position with ACES & Guides Staffing.

4 TIPS WE SUPPORT FOR TRANSITIONS INTO A WORK PLACE

Personal development is essential for growth and success in any industry. Whether you're starting a new business or looking to expand an existing one, it's important to have a solid strategy in place. Here are four essential tips for personal development



Know the Expectations

It is important to have a job description that you understand, with the tasks and duties of the job. This way you will know your expectation and those of you boss and coworkers.

01



Build Strong Relationships

Building strong relationships with coworker, customers, and partners is key to long-term success.

02



Invest in Your Training

Having the essential skills for your job is important. Take part in higher education or an On-the-Job Training Program to get the skills you need.

03



Be Flexible

Personal development is an ongoing process, and it is important to be adaptable and open to change.

04

WHAT WE DO...



Optimize Engagement

We look at the strengths and skills of our members and we fill in the gaps. The result is a collective effort from members, trainees and staff that outperforms the market labour.



Empower Trainees

This provides opportunities for our member and trainees to do job tasks that they typically would not have the opportunity to perform.

WE REWARD THE FUTURE OF OUR BUSINESS

We created ACES & Guides staffing so that everyone can get a 4-hour shift to train, learn, and gain experience.

Our job is to ensure our staff trainees and employee have purposeful and meaningful benefits as well as jobs, like regular work and social events, online training and development, and group activities or tours.

Here trainees and staff can work to go up the ladder to get the job you want and be supported in on their journey.

Current Averages for Clubhouse Performance

80%

Current Averages for Community Performance

75%

Current Averages for Sustainable Months Out of 12

12



WE ARE THE FUTURE OF OUR BUSINESS

how we work

EVERYTHING YOU NEED IN ONE PLACE.

When our trainees graduate, they are guaranteed a position with Next Steps or Aces and Guides. They are given an equivalent position to Their training. We are there for them after training too, as we are their employer...

We provide the skills and then give them a job that matches their interests.

Our process informs what we collect and which documents we need to get started.

ONLINE

ACCESSIBLE

what we do



Reviewed Results

We use a 360 review process, in which 4 people review each trainee;

- Their Mentor
- Their Boss
- Their Team members
- Their Clients.



Coordinated Learning

Our coordinated and focused trainings are based around identified needs and goals. Thus our job training programs and support structures allows growth and development at one's pace.

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FINANCIALS

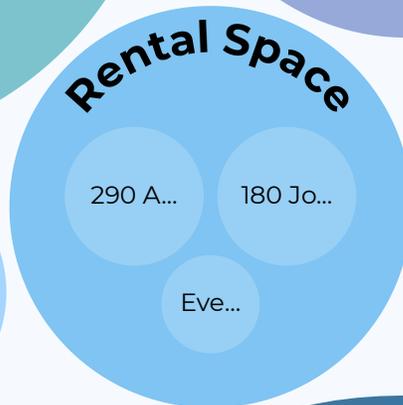
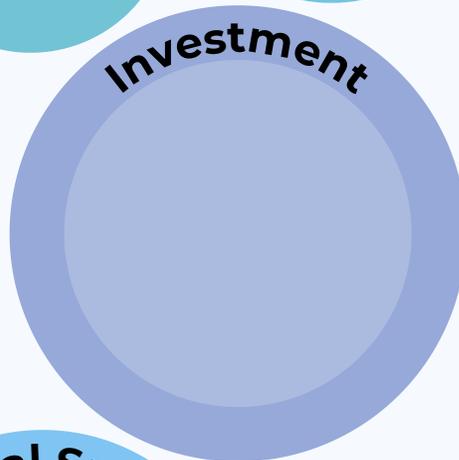
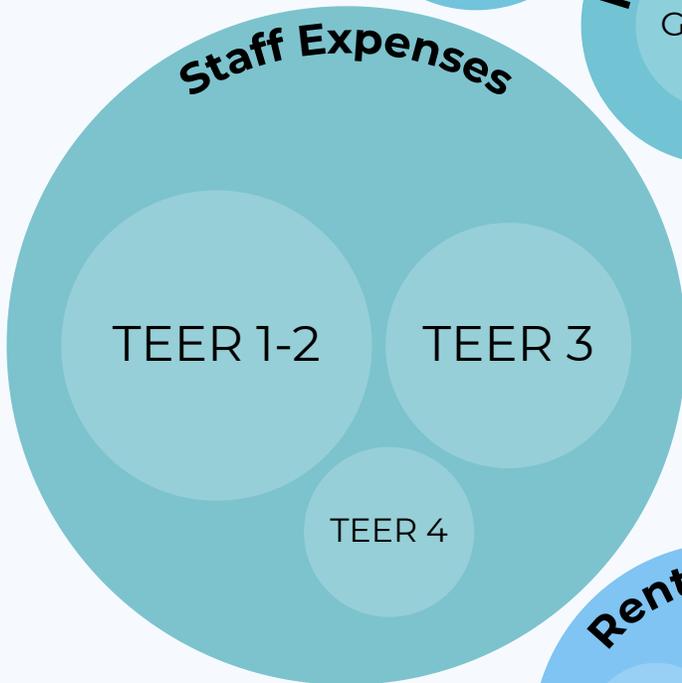
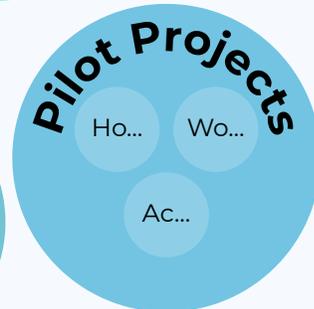
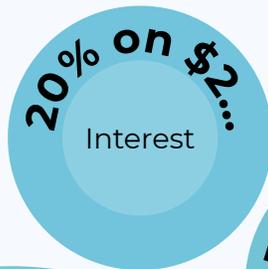
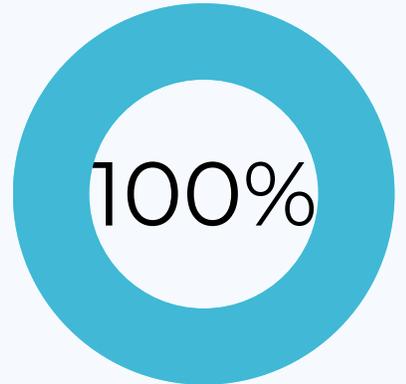
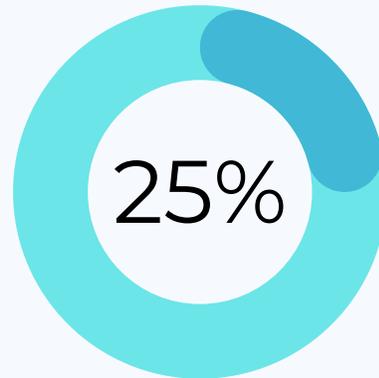
1-YEAR PROJECTIONS FOR
\$250K INVESTMENT WITH 20%
RETURN WITH PRINCIPAL
AFTER 12-MONTHS

TOTAL REVENUE

\$1,000,000

CONTRIBUTIONS

FEES



TOTAL EXPENSES

\$1,000,000

ACES & GUIDES: CAMP IN THE CITY PARK PROGRAMS

Youth & Young Adult CLUBHOUSE Day Program

Monday - Friday 8:45 AM to 3:45 PM | Ages 18+ years

ACES & Guides offers Camp in the City Park programs to youth and young adults with exceptionalities. Members continue to enjoy all the fun of summer camp, weekdays with friends, while in the GTA. We deliver individualized programs that promote the development of life, social and vocational skills during weekdays in the city, with commuter pick-up and drop-off at commuter stations. This program is supported by NextStep Support and is attended by many campers who attend camps such as Camp Kennebec, Camp Kodiak or The City of Toronto Parks & Recreation Day camps, during their summers.

At Camp in the City, members can continue friendships or meet new friends. We cater to a range of exceptionalities; including learning disabilities, ADD, Autism, and social or behavioral challenges. Weekday programs offer the following activities and skill building opportunities:

Independent Living

- Budgeting
- Community Rules
- Cooking
- Domestic Activities
- Navigating Community
- Personal Care
- Road Safety
- Shopping
- Street Sense

Social

- BBQs
- Campfires
- Camping
- Group Games & Activities
- Group Work & Job Tasks
- Movies
- Parties and Socials



Job Readiness

- Bike Repair & Maintenance
- Camp Staffing
- Food Prep
- Landscaping
- Domestic Care
- Pool Maintenance
- Vehicle Detailing

Community Outings

- Amusement Parks
- Bowling
- Games Arcades
- Mini Golf
- Movie Theatre
- Plays, Shows & Concerts
- Restaurant Dining
- Sporting Events

Recreation

- Archery
- Biking
- Fishing
- Hiking
- Personal Fitness Programs
- Sports
- Swimming
- Yoga

THANK YOU TO THE HIGH PAK GRENADIER FUND

We look forward to great events annually including our Work in the City Training Camp; Cinco De Mayo Celebrations; Camp in the City Camps; Grandparents Day Celebrations; Harvest Festival; Fundraising Gala; and Christmas Celebrations.





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