



NextStep
Support Services

2022-2023

NEXTSTEP SUPPORT 2022-2023 ANNUAL REPORT
INNOVATION FOR THE FUTURE + STEPS FOR SUCCESS

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NextSTEP Support Inc. 2023-2023 ANNUAL REPORT

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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 ACHIEVEMENTS

- **80% of Members achieved 100% of goals**
- **75% of Staff Trainees achieved 100% of goals**
- **Staff Trainees outperformed qualified counterparts hired through recruitment by 200%**

VALUE GAINED

- **Direct Cost : \$500,000**
- **Value of Outcomes: \$1,000,000**

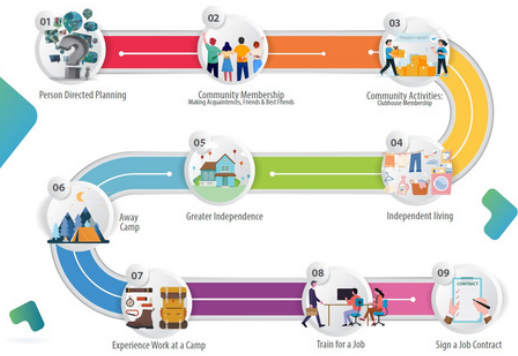


AMBERLEY HENRY

Founder NextSTEP Support Inc.

For over 5 years, our company has been 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."

YOUR PERSON DIRECTED PROCESS - STARTING GUIDE



"Helping People To Choose Their Own Way"

what we serve



Clubhouse Condo

Our Clubhouse Condo helps support individual to transition out of a home program and into a 2:1 service model.



Community Groups

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



Community Hub

Due to many reasons, we have determined we will no longer operate a Community HUB model.



Work Hub

Our Work HUB helps support individuals to transition into employment.

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, 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

Here is the reason why **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.

2022-2023 PROGRAM & SERVICE RESULTS

1 Transition Out of School and Out of the Home

We had **1/1** person successfully transition from a 1:1 home based program, into a 2:1 Clubhouse program. **100%**

2 Transition Into Community and into Community Groups

We had **2/2** persons successfully transition from a 1:1 programs, into a 3:1 program. **100%**

3 Transition into a Community HUB and into Volunteer Work

We had **3/3** persons successfully transition from a 1:1-3:1 programs, into a 6:1 program. **100%**

4 Transition into a Workplace

We had **6/9** persons successfully transition into a workplace and meet work expectations. **66%**

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

We had **10/11** persons successfully transition into a workplace and meet work expectations. **90%**

6 Transition into a Job with a Supervisor after 6 months

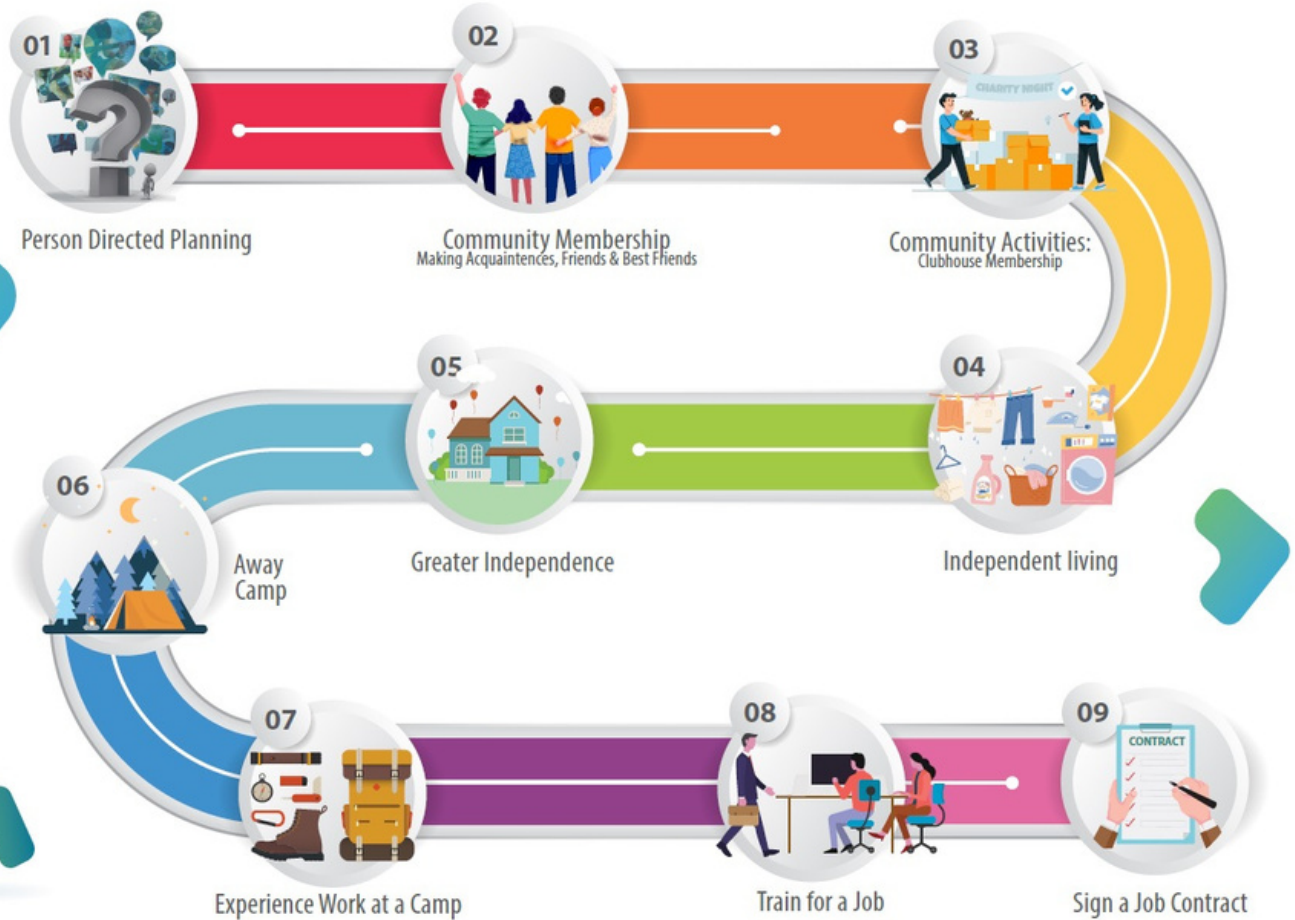
We had **7/8** persons successfully transition into a workplace and meet work expectations. **87.5%**

7 Transition into a Supported Living Arrangement

We were able to demonstrate the effectiveness of our Transition into supported Living program by **decreasing the cost of care by 80%**

8 Transition to a New Position

We were able to meet the transition needs of **17/20** persons **85%**, with a typical cost of \$50,000 per person a transition. **That is 58% of the cost expected.**



TRANSITION OUT OF SCHOOL PROGRAMS REDUCE SUPPORT NEEDS FROM 1:1 - 3:1

Help an individual reduce their support needs by contributing to their program

Help provided meal prep training, activity supports and job coaching help

Contact for Contributions

TRANSITION TO A COMMUNITY HUB EXPERIENCE

Poor staff communication and workplace performance by qualified and experienced employees fostered the need for this program to Change.

40%

Clubhouse
Performance

30%

Community
Performance

4

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.



Workshops

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



Training

Choose one of our 6 career paths: Leadership, Coordination, Community Facilitation, Personal Coaching, IT Customer Service Support or Sales, General Labour.



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 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

01

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 your boss and coworkers.



Build Strong Relationships

02

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



Invest in Your Training

03

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.



Be Flexible

04

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

WHAT WE DID...



Optimize Engagement

We looked at the strengths and skills of our members and we filled in the gaps. The result was a collective effort from members, trainees and staff that outperformed the previous team.



Empower Trainees

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

WE ARE THE FUTURE OF OUR BUSINESS

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

Our job is now to ensure our staff trainees and employee actually do stuff, like running regular events, online programs, and city tours.

As such, we provide day tours, night tours, and events. Here you can go up the ladder to get the job you want.

Whether it be Group Guide, Group Facilitator or Group Coordinator.

Clubhouse
Performance

80%

Community
Performance

75%

Months
Sustainable

8



WE ARE THE FUTURE OF OUR BUSINESS

how we work

EVERYTHING YOU NEED IN ONE PLACE.

When you graduate you are guaranteed a position with Next Steps or Aces and Guides. You are given an equivalent position to your training. We will be there for you, we are your employer...

We provide the skills and then give you a job that matches your interests.

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

ONLINE

ACCESSIBLE

what we do



Review Results

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

- Your Mentor
- Your Boss
- Your Team members
- Your Clients.



Coordinate Learning

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



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work@ACESGuides.ca

FINANCIALS

2022/2023

TOTAL REVENUE

\$500,000

CONTRIBUTIONS

FEES

20%

80%

Pilot Projects

My S...

Ho...

2022 Pilot

Lost Profit

Owner...

Sha...

Staff Expenses

TEER 3

TEER 1-2

TEER 4

Program Fees

Groups

Ho...

Rental Space

290 Ad...

180 Jo...

TOTAL EXPENSES

\$560,000

ACES & GUIDES: CAMP IN THE CITY AT HIGH PARK

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 High Park to youth and young adults with exceptionalities. Continue to enjoy all the fun of summer camp, weekdays with your 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 Royal York & Sheppard West 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

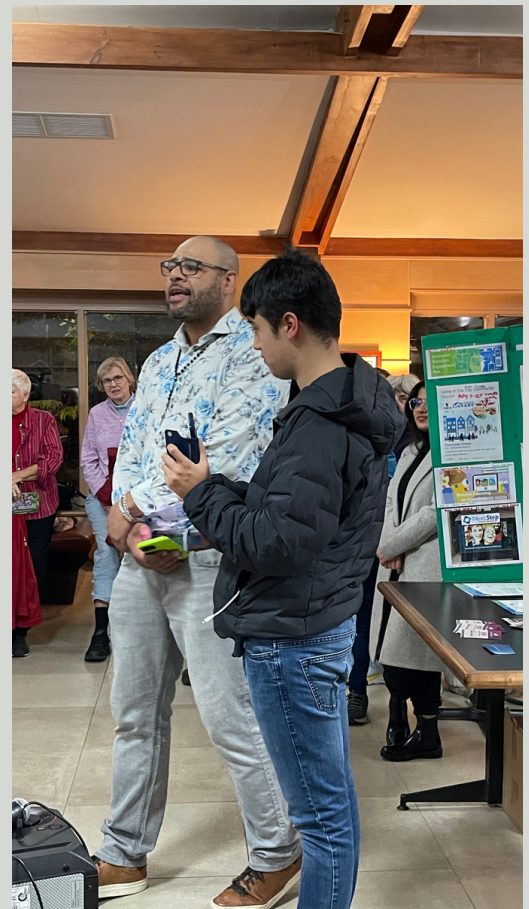
- Amusement Parks
- Bowling
- Games Arcades
- Mini Golf
- Movie Theatre
- Plays, Shows & Concerts
- Restaurant Dining
- Sporting Events

Recreation

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

THANK YOU HIGH PARK GRENADIER FUND FOR A GREAT EVENT!

We had a great time doing our first event on our own. We Thank Marie McKerrow for her attendance, Constituency Assistant to the Honourable Arif Virani, and that of all of our guests, organizations and attendees.





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