

35
YEARS
of IMPACT



BUILT FOR THIS

IMPACT REPORT 25/26





BUILDING FOR TODAY AND BEYOND

We are at a key moment in Canada's economy. Amidst trade pressures and global instability, our governments are building an economy that is competitive, resilient and self-reliant.

A strong economy demands a skilled, inclusive workforce. For 35 years, Achēv has connected people with the employment, settlement and language services that put them on a faster path to prosperity.

Achēv was built for this.

In the following pages, you'll read stories that reflect the ways we are helping our employer partners find skilled workers in high-demand sectors such as

healthcare and airport logistics. You will also learn how Achēv is helping women find employment and empowerment after experiencing gender-based violence.

We don't tell these stories alone. Achēv is proud to be a trusted collaborator, leveraging our strengths and working with partners to drive meaningful, lasting impact that builds a more inclusive economy across Canada.

Thank you to all those who have supported us over the last 35 years. We look forward to building for the next 35 and beyond.



MESSAGE FROM THE CEO AND CHAIR OF THE BOARD OF DIRECTORS

Amazing things happen when people unite behind a shared vision.

For 35 years, our team has dedicated itself to mobilizing people, potential and partnerships toward a resilient, prosperous Canada. At a time when Canada is marked by global disruption, economic uncertainty and the growing need for a skilled workforce, our services have never been more important.

Delivering the solutions Canada needs demands a mix of talent, technology and expertise – and no organization can do it alone. Together with our partners, we are advancing economic inclusion by activating the potential of Canada’s labour market and driving meaningful impact in the communities we serve. Technology is helping us improve access to services and deliver them more efficiently while staying deeply connected to our clients.

That connection is critical. Many Achēv staff have lived the experiences of our clients – as newcomers, as young people who faced barriers, as survivors of

gender-based violence. This is a team with heart, passion and a commitment to helping our clients. Thank you for your commitment to each other and the people you serve.

Thank you also to our board of directors, whose unmatched dedication, expertise and insight push us to think bigger and work better. Our new governance model has resulted in generative strategic discussions that advance our thinking about the issues we face today and prepare us for those of tomorrow.

To our government, sector and corporate funders and partners: Your trust and investment in Achēv have helped put our clients on a faster path to prosperity. Thank you.

The work ahead is significant. The programs we have built, the partnerships we have grown and the trust we have earned have prepared us for this moment. As Canada begins to build, we are ready.

We are built for this.



Tonie Chaltas
Chief Executive Officer



Paulo Salomao
Chair, Board of Directors





BY THE NUMBERS

35 YEARS OF IMPACT

2.15M*	Clients served
1.09M*	Employment clients assisted
337,413*	Language assessments

* Estimate

OUR IMPACT: 2025-26

67,744	Clients served
37,259	Women and girls
23,493	Language assessments
12,735	Youth served
4,764	Seniors
4,514	Employers
2,236	Clients trained
849	Community partners
262	Volunteers
44.3%	Social media growth



DELIVERING HEALTHCARE TO CANADA'S RURAL AND REMOTE COMMUNITIES

Healthy, productive communities depend on the skills and expertise of qualified licensed healthcare professionals. Yet, across Canada, rural, remote and underserved areas struggle to fill critical healthcare roles.

It is exactly the type of challenge Achēv's Employment Pathways in Canada - Health Careers (EPIC-HC) was designed for. Through EPIC-HC, Achēv is helping internationally educated healthcare professionals, such as nurses, pharmacists and lab technicians, navigate the accreditation and licensure process, and launch healthcare careers in underserved communities.

Our success depends on key partners such as Blue Branch, which specializes in developing and mobilizing Canadian talent to fill hard-to-staff roles.

"We look at how we can take both of our individual areas of expertise and combine them to solve massive problems," explained Blue Branch CEO Todd Clyde. "Blue Branch loves working with Achēv."

"Achēv was instrumental in helping me secure my first job and get into the Canadian healthcare system," said Avneet Kaur, now a registered nurse in Banff, Alberta.

"With the help of Achēv and constant support from the program, I can look forward to achieving my goals of working in a critical care or intensive care unit in Canada and helping the community."

"Being able to provide supports and bring in trained medical practitioners makes a significant difference in the lives of people in these communities, but it also increases the productivity of our country," said Achēv CEO Tonie Chaltas.

"It is the ultimate win-win."



See Healthcare Careers in Action
[Click](#) or scan to discover how Achēv is helping healthcare professionals succeed in Canada.



EMPOWERING SURVIVORS OF GENDER-BASED VIOLENCE

For Vasundhara, escaping gender-based violence was not just something she needed to do for herself. She wanted to do it for her two daughters, as a way to break the generational trauma of domestic abuse.

"I believe that if I can walk the talk, if I can show them what healing looks like, what empowerment looks like, I'm hoping the younger generation will have a good example to follow," Vasundhara said.

Her healing came in part thanks to Achēv and its RISE and Stronger Together programs. The confidential, one-on-one programs help individuals experiencing gender-based violence find safety, skills and the ultimate escape: financial independence.

"In order to gain financial independence, that individual needs to find employment," explained Ayesha Bhikha, Achēv's Senior Director of Programs and Services. "Through our employment supports, we provide a whole suite of services that can bring a newfound confidence and dignity."

Dignity also comes from being heard.

"One of the most important issues with gender-based violence is having the person with lived experience be able to speak publicly about their story," said Lorraine Rollo, of SAFE, which provides peer-led support to those experiencing gender-based violence. "Without the survivor's voice at the table, you're talking *about* me and not *with* me."

Achēv partnered with SAFE and Pride at Work Canada, which educates employers on creating inclusive workplaces, to help survivors navigate complex systems and understand their financial, legal and employment options.

"There are skills that I've learned here that go beyond growing in my knowledge, like growth as a human being," said Kuheli. "Now that I have something new, I can plan a new life, which is something Achēv has given me."

"Achēv has helped me with empowering myself, and they helped me realize how resilient I am," said Vimmi. "After going through what I went through, they helped me heal."



See Resilience in Action

[Click](#) or scan to discover how Achēv helps survivors build safer, stronger futures.



BUILDING ONTARIO'S TALENT PIPELINE

Amanjot is clear: she loves her job. As a newcomer to Canada, she worked with Achēv to find a role at Fnyx Aviation (formerly AAS Canada), which delivers aviation, airport and passenger support services, including for passengers with reduced mobility, across the country.

"Achēv is helping me in my career, in my job," Amanjot said. "They call me and ask, 'Do you need any help? Are you okay with the work?' So, I love my company, I love my job."

Amanjot is one of many newcomers Achēv has supported through its employment services. Job seekers receive job-search strategies, workplace training and retention supports to help them establish a career in Ontario. At no cost to employers, Achēv also helps companies like Fnyx Aviation recruit, screen and retain skilled workers, building their talent pipeline while saving them time and resources.

For the GTA-based Fnyx Aviation, partnering with Achēv allowed them to overcome some of the challenges inherent in the aviation industry.

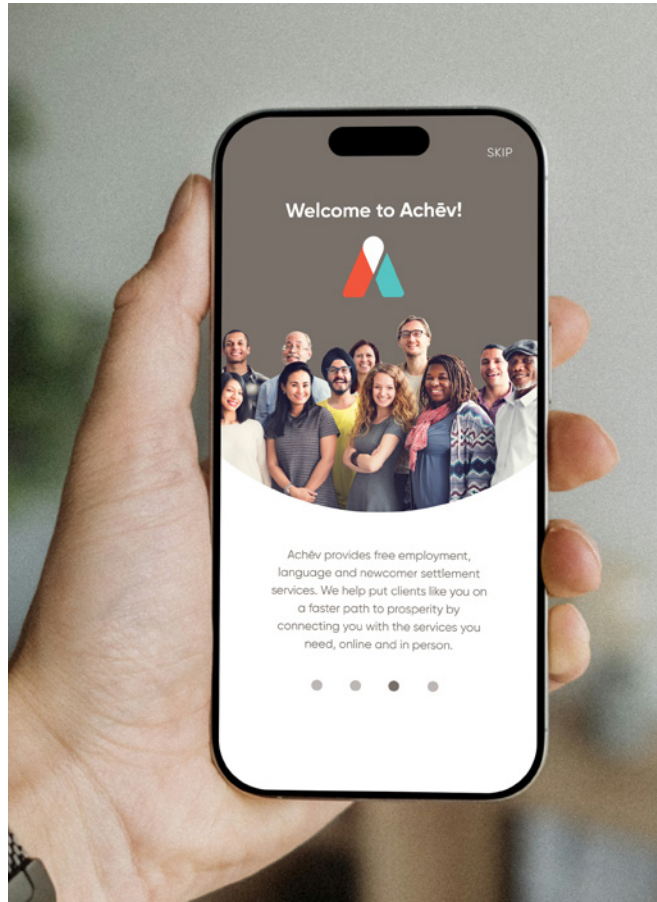
"We've seen a dramatic shift and reduction in attrition," said Fnyx Aviation's Vice President of Aviation Services, Francesco Fera. "Bringing in people, finding the fit, giving them meaningful work with a company that cares, in an environment where they can grow with our company or beyond our company is massively important to our city and our country."

"What we're here to do is make it easier for the employer, make it faster for the employer and get the right talent needed so that their work can continue uninterrupted," explained Achēv's Senior Director of Programs and Services, Natalie Renton.

"It makes our economy grow. And it makes Ontario stronger."



See Employment in Action
[Click](#) or scan to discover how Achēv builds careers and strengthens Ontario's workforce.



BUILDING OUR DIGITAL IMPACT



Technology has transformed the way we work at Achēv, and how we work with our sector partners and funders. Most organizations deliver frontline services *or* build the systems behind them. Achēv does both.

Today, Achēv is proud to be the exclusive IT solutions provider to the federal and Ontario governments for the language services sector. We develop and manage the HARTS database and case management system in Ontario, along with the online assessment platforms, training and curriculum resources used by language training and assessment providers across the country. That infrastructure connects newcomers and adult learners with the programs that speed their path to prosperity.

This work has made us a trusted technology partner with the expertise to build solutions that improve outcomes across our sector. In 2025–26, we strengthened and connected our digital foundation, giving clients, funders and partners a more integrated experience by:

- **Expanding HARTS** with dedicated portals for service delivery organizations, government partners and individual language learners. The result: greater access, transparency and functionality for students, sector organizations and funders.

- **Introducing our Connected Client Experience (CCX).** No matter where a client starts, CCX identifies the services they are eligible for and connects them to those supports through the MyAchēv client portal and our new mobile app. The result: a seamless client journey, with secure access to services, where, when and how clients need them.
- **Launching OneClient**, our client relationship management tool in partnership with AWS Canada, bringing client data into a single, unified system. The result: faster, better-informed decisions about the supports clients need today and sharper predictions about what they will need tomorrow.

These advancements and the safe, deliberate integration of AI into service delivery are accelerating Achēv's evolution into a data-driven organization.

As technology expands our reach, collaboration continues to define our impact. Our partnership with AWS Canada has advanced our innovation of AI solutions to support the changing needs of our clients.

We are high-tech but remain high-touch, always there to provide one-on-one, in-person support to those who need us most.

We are built for this.

PROGRAMS AND SERVICES

Employment Services

Employment Ontario Service Hubs
Employment Pathways in Canada – Health Careers
Bridges to Employment
Paving the Way for Immigrant and Racialized Women
Job Action Club – Peel Region
Job Action Club – Toronto
Project Management in Construction Bridging Program
Healthcare Integration and Career Advancement Program
Workplace Readiness Club
EVOlveSkills
Pathways to Careers in Early Childhood Education

Newcomer Services

Newcomer Information Centres
Accelerating Career Advancement
Empowering Newcomers for Entrepreneurship
Innovations in Fintech
Newcomer Settlement Program
Seniors Engagement & Empowerment Network
Skilled Newcomer Training Incentive Bond Pilot
Virtual Accelerating Career Advancement
Skills for Success in Food Services and Accommodation
Stronger Together
CARE – Connection, Acceptance, Resource, Empowerment
OTF Capital Grant: Client Devices
OTF Capital Grant: Client Kiosks

Language Services

Language Assessment Service Centres
Language Curriculum Training Services
LINC Home Study Ontario
LINC Home Study Canada
National LINC Curriculum Projects
Ontario Language Assessor Training and Support Services
National Language Assessor Training and Support Services
Industry Curriculum Development
IRCC National Settlement Coordination Conference: Language Literacy

Women’s Services

Elevate
RISE – Resilience, Independence, Support, Empowerment
EmpowHER
Workforce Pathways for Women in Senior Care
Women’s Connections and Empowerment Program

Youth Services

Employability Skills for Youth
Youth 2 Action
Revolutionizing Workforce Housing Development
Empowering Youth – Futures in Trades

IT Solutions and Services

History of Assessment, Referrals, and Training Systems

FUNDERS, SPONSORS AND PARTNERS





Employment and Social Development Canada

Emploi et Développement social Canada



Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada



Women and Gender Equality Canada

Femmes et Égalité des genres Canada

Government of Canada's New Horizons for Seniors Program

Canada wordmark

EMPLOYMENT ONTARIO

Ontario wordmark

Ministry of Children, Community and Social Services



Avesbury Consulting

Avesbury Consulting
Empowering Businesses and Nonprofits to Thrive





Centre des niveaux de compétence linguistique canadiens



cwbgroup



DURHAM COLLEGE

SUCCESS MATTERS

eriec

Edmonton Region Immigrant Employment Council



Ethnicity Matters

future ready initiative

A Stronger Tomorrow

GAP INC.

Halton REGION

HSBC



IA Financial Group

isans

Immigrant Services Association of Nova Scotia

INSTAGE

Kruger

LIGHTHOUSE LABS



Meridian

Microsoft

MOHAWK COLLEGE

NATIONAL BANK



ORHMA

ONTARIO RESTAURANT HOTEL & MOTEL ASSOCIATION

ORCA

Ontario Trillium Foundation

Fondation Trillium de l'Ontario



PLUG 'N DRIVE

PRIDE AT WORK CANADA

FIERTÉ AU TRAVAIL CANADA

RBC

Region of Peel working with you

Riipen

ScotiaRISE™

SEA SON OVA

Sheridan

SKILLS COUNCIL OF CANADA

SRDC SRSA

INNOVATION • EXPERIMENTATION • EVALUATION

SAFE

Survivor Advocates for Empowerment

TD

ESSENTIAL SKILLS GROUP

Toronto Metropolitan University

Toronto Pearson



Toronto Region Immigrant Employment Council

Priority Skills Success

Vancouver Community College

VESTA

Record. Support. Report.

wcg

WES

WORLD EDUCATION SERVICES

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STATEMENT OF FINANCIAL POSITION

March 31	2026	2025
Assets		
Current		
Cash	\$ 6,921,120	\$ 2,825,022
Short-term investments	3,743,189	3,685,807
Accounts receivable	1,370,946	1,695,357
Prepaid expenses	963,196	1,014,821
Restricted cash	2,051,830	1,622,237
	15,050,281	10,843,244
Capital and intangible assets	1,129,452	895,937
	\$ 16,179,733	\$ 11,739,181
Liabilities		
Current		
Accounts payable and accrued liabilities	\$ 5,348,645	\$ 3,933,634
Deferred contributions	3,191,987	1,323,034
Restricted - Loan Guarantee Fund	2,051,830	1,622,237
	10,592,462	6,878,905
Deferred capital contributions	827,566	720,067
	11,420,028	7,598,972
Net Assets		
Restricted reserve	4,052,937	3,743,189
Unrestricted fund	404,882	221,150
Invested in capital and intangible assets	301,886	175,870
	4,759,705	4,140,209
	\$ 16,179,733	\$ 11,739,181

STATEMENT OF OPERATIONS

Year ended March 31	2026	2025
Revenue		
Government contributions		
Federal	\$ 23,610,724	\$ 20,098,033
Provincial	18,669,959	14,622,874
Municipal/Regional	280,477	595,431
Non-government contributions, sponsorships and grants	838,195	1,303,304
Other revenue	671,990	947,948
Amortization of deferred capital contributions	269,925	300,458
	44,341,270	37,868,048
Expenses		
Salaries and benefits	29,648,367	27,381,560
Program delivery services and resources	5,540,901	2,352,566
Rent	3,310,037	3,286,556
Program subsidies and supports	1,667,725	1,560,190
General office and administration	675,385	538,037
Advertising and promotion	538,691	572,101
Information technology	527,520	373,386
Professional fees	515,775	585,471
Amortization of capital assets	354,454	350,517
Training and development	319,596	200,923
Office and other supplies	262,764	239,505
Communications	254,886	248,202
Insurance	105,673	121,652
	43,721,774	37,810,666
Excess of revenue over expenses	\$ 619,496	\$ 57,382

LOCATIONS

Corporate Office

90 Burnhamthorpe Road West,
Suite 210, Mississauga, ON
L5B 3C3
905.949.0049

Brampton Centre

24 Queen Street East,
Suite 400, Brampton, ON
L6V 1A2
905.595.0722

Brampton South

7700 Hurontario Street,
Unit 601, Brampton, ON
L6Y 4M3
905.457.4747

Mississauga - City Centre

50 Burnhamthorpe Road West,
Suite 300, Mississauga, ON
L5B 3C2
905.949.0049

Mississauga - Malton

7420 Airport Road,
Suite 104, Mississauga, ON
L4T 4E5
905.677.0007

Oakville

690 Dorval Drive,
Suite 100, Oakville, ON
L6K 3X9
905.875.3851

Richmond Hill

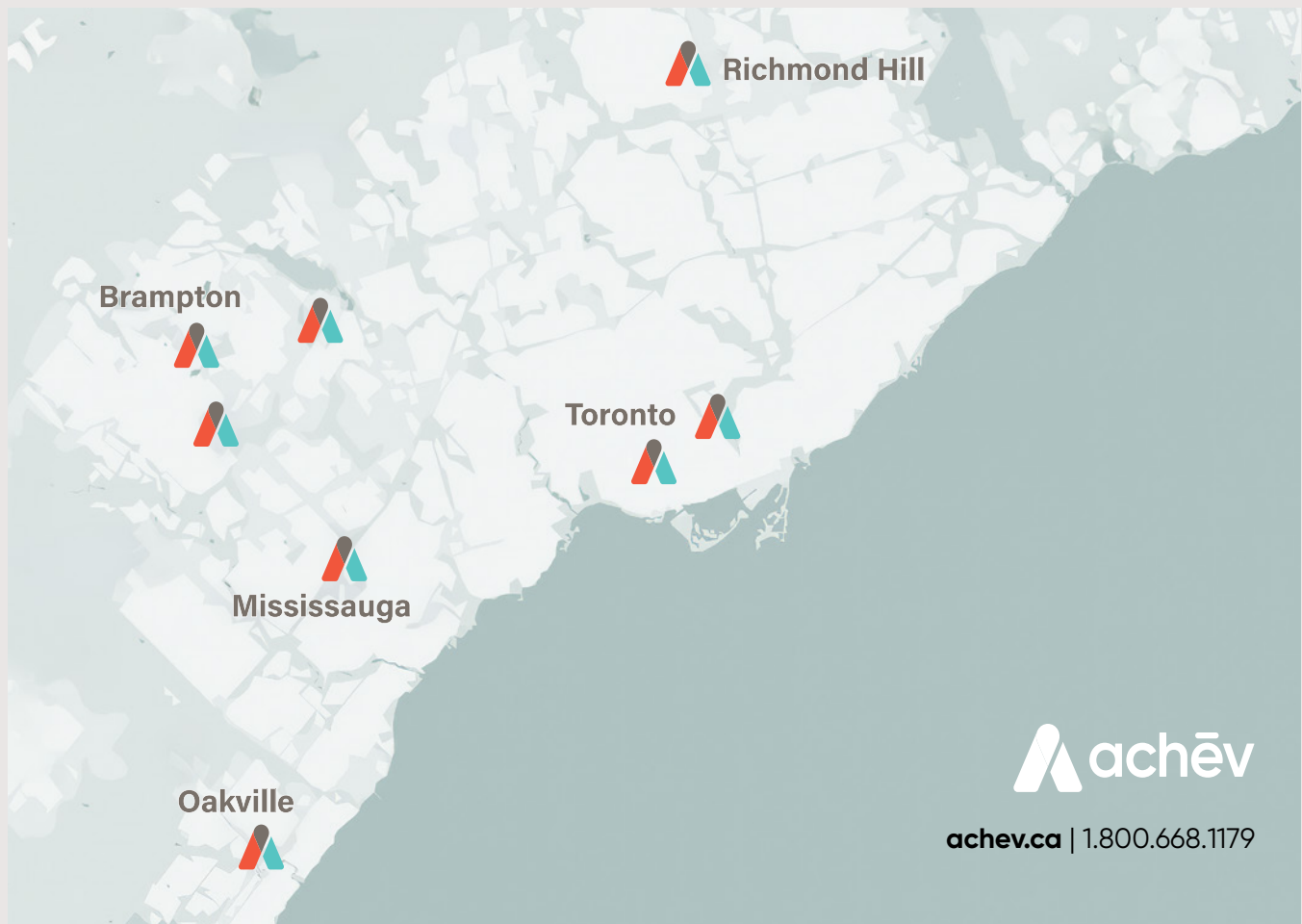
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Toronto - Liberty Village

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416.444.8744



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