



Impact Report 2025-2026



This time last year, we gathered to celebrate, remember, and reflect on the history of WILL Employment Solutions. This year, we are looking towards our future to sustain the important services we provide to newcomers, and to grow our reach.

As we reflect on this past year, it was one of change both internally and externally. The Board was delighted to appoint a new Executive Director, Hardeep Sadra, who brings a wealth of experience from her career in the NFP sector. Together, the WILL team and Board continue to face the pressures of the changing landscape of newcomer support, creating both challenges and opportunities for WILL in a time of global uncertainty.

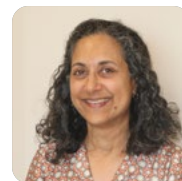
Throughout it all, we have been filled with immense pride and excitement for the future of WILL. Thanks to the resilience of our team and the continued trust of our clients, funders, and stakeholders, we have not only weathered a year of transitions but are moving toward an optimistic future.

In response to the current environment, we have developed the next evolution of a three-year strategic plan for WILL Employment Solutions to guide us forward.

We wish to express our deepest gratitude to our dedicated staff, our volunteers, and our board members. It is your passion that drives our purpose. As we step into the future, we remain committed to delivering exceptional value and building a stronger community together.



**Patricia  
Potter-Bereznick**  
WILL Board Chair



**Hardeep Sadra**  
Executive Director

## Our Boards of Directors

2025-2026

### BOARD CHAIR

Patricia Potter-Bereznick

### VICE CHAIR

Helen Farmer

### SECRETARY / TREASURER

Shelly Larocque

Rahul Patel

Andres Gonzalez

Daniel Getachew

Mohamed Hammoud

Keith Murray

Paul Noon

**Our heartfelt thanks to every  
funding partner, volunteer, and donor  
that invests in our mission.**

### Funded By:

City of London

Employment and Social Development Canada

Immigration, Refugees and Citizenship Canada

London Regional Employment Services

Libro Credit Union

Ontario Trillium Foundation

United Way Elgin Middlesex

**To our WILL team:** thank you for your dedication and all that you do to support newcomers to Canada. Your expertise, empathy, and energy are at the heart of WILL's values, and we couldn't provide such meaningful service without you.



## **WILL Employment Solutions**

For more than 40 years, **WILL Employment Solutions** (WILL) has assisted tens of thousands of newcomers to Canada in their search for meaningful employment. Today, **WILL** is a leader in immigrant employment services, not only guiding newcomers to prepare for their chosen careers in Canada, but also supporting employers to find skilled employees to address labour growth and workforce gaps.

Over the years, WILL has evolved into three core programs:

**WILL Work**, **WILL Access**, and **WILL Employ**.

Our dedicated **WILL Work** team welcomes immigrant job seekers at all levels and from all backgrounds, and helps them acquire the tools and skills they need to find employment in Canada.

Our **WILL Access** team helps newcomers navigate the challenging government process of recertification in their field of expertise. We also offer our Alternative Career Options (ACO) program to help newcomers identify alternate, commensurate employment if they do not wish to pursue recertification.

Our **WILL Employ** team connects newcomers with employers in London and Southwestern Ontario to ensure that our qualified clients are considered for opportunities that align with their career goals.

WE SERVED

a total of

**1934** clients

in 2025-2026

**502** clients

SECURED EMPLOYMENT

via

 willaccess

and

 willwork

**351** EMPLOYER PARTNERS

HIRED NEWCOMERS via

 willimploy

#### ~ FEEDBACK FROM FORMER WILL CLIENTS

*"As a newcomer to Canada, I initially felt very overwhelmed during my job search. Finding a first job in Canada with home-country experience can be quite challenging. However, since the mentorship program began, I have felt much more hopeful... I am very thankful for the excellent support I have received through this mentorship program."*

*"I truly appreciate the opportunity to discuss with you my opportunities as an International Medical Graduate and to learn more about the support and services available through WILL. Our discussion gave me greater clarity and confidence about my next steps, particularly regarding...employment planning, professional integration, and available resources. Thank you again for your support and encouragement."*

*"I wanted to share the news with you that I have got an opportunity (full time)... I have accepted it today and will be joining from Monday. This would have not been possible without WILL employment's guidance throughout my job search journey."*

#### ~ FEEDBACK FROM LONDON EMPLOYER

*"Your team has presented us with an excellent pool of candidates, and we have been impressed by the quality of applicants referred to us. Thank you again for your partnership and support throughout this process."*

# FINANCIALS

## WIL COUNSELLING AND TRAINING FOR EMPLOYMENT

### CONSOLIDATED STATEMENT OF FINANCIAL POSITIONS

excerpts as of March 31, 2026

ASSETS	2026	2025
<b>Current</b>		
Cash and short-term investments	1,387,564	2,025,456
Accounts receivable	397,509	959,544
Prepaid expenses	16,972	36,648
Due from The Skill Centre	134,834	118,202
Note receivable from The Wil Skill Centre	450,000	
	<b>2,386,879</b>	<b>3,139,850</b>
Capital Assets	838	1,111
<b>Total Assets</b>	<b>2,387,717</b>	<b>3,140,961</b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>Current</b>		
Accounts payable and accrued liabilities	71,258	65,320
Deferred Revenue	629,994	1,034,625
	<b>701,252</b>	<b>1,099,945</b>
Net Assets	1,686,465	2,041,016
<b>Total liabilities and net assets</b>	<b>2,387,717</b>	<b>3,140,961</b>
<b>OPERATIONS AND NET ASSETS</b> for the year ended March 31, 2026		
<b>REVENUE</b>		
Operating grants/contributions	3,360,822	3,527,913
Other Income	703,941	1,199,117
	<b>4,064,763</b>	<b>4,727,030</b>
<b>EXPENDITURES</b>		
Amortization	273	368
Project Administrative costs	1,553,063	1,610,392
Salaries and benefits	2,865,978	3,218,630
	<b>4,419,314</b>	<b>4,829,390</b>
Excess of revenue over expenditures		
Net assets, beginning of year	(354,551)	(102,360)
Net assets, end of year	2,041,016	2,143,376
	<b>1,686,465</b>	<b>2,041,016</b>

# AWARDS

The WILL Award was created to recognize an individual, group or company that demonstrates a significant contribution to newcomer job seekers by reflecting the core principles of WILL: Welcoming, Innovation, Learning, Leadership.

**THE 2025-2026 RECIPIENT  
OF THE WILL AWARD IS:  
JAMES SMITH, EQROCKSTAR**



The Anne Langille Legacy Fund was created in 2014 in memory of WILL's long-standing Executive Director and Founder, Anne Langille. To honour Anne's legacy of community engagement and dedication to supporting newcomers to Canada, WILL is privileged to select a fellow charity or non-profit that reflects Anne's lifetime of achievement.

**THE 2025-2026 RECIPIENT  
OF THE ANNE LANGILLE  
LEGACY FUND AWARD IS:  
NORTHWEST LONDON  
RESOURCE CENTRE**



Celebrating our impact as we

**W**elcome

**I**nnovate

**L**earn

**L**ead Together



141 Dundas St, London, ON N6A 1G3

519-663-0774

[willemployment.ca](http://willemployment.ca)

Connect with us:   