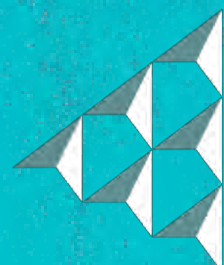


JA Central Ontario Company Program START HERE.

We invite you to engage in this training by:

- Speaking up when you have something to say!
- When not speaking, press “mute” so everyone can hear the speakers well
- Participate in the chat

Please update your profile with your first name and last name.



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Land Acknowledgement

JA Central Ontario serves communities on the traditional territory of the Mississaugas of the Credit, the Anishinabeg, the Chippewa, the Haudenosaunee, and the Wendat peoples. We also acknowledge that Toronto, where we are based, is covered by Treaty 13 with the Mississaugas of the Credit. This land is now home to many diverse First Nations, Inuit, and Métis peoples.

JA celebrates the inspirational Indigenous Peoples and communities who call this region home and acknowledges the truth of Canada's history. JA Central Ontario understands that reconciliation is a shared responsibility for all, requiring action every day.

Artwork created for JA in Ontario
by John Ferris, member of
Constance Lake First Nation



Welcome to JA



Lucia Ly

Lead, JA Company Program



First Year Advisor Training Goals

By the end of this training, you will have a better understanding of:

- JA Central Ontario
- How JA Company Program works
- The youth entrepreneurs you will be working with
- Your role as an advisor/mentor
- The role of JA
- The resources available to you
- The next steps in preparing for your first meeting





What is JA Central Ontario?



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● Our Vision ●

A world in which young people have the skillset and mindset to build thriving communities

Our Mission

To inspire and prepare young people to succeed in a global economy

● Our Focus ●



Work Readiness

Preparing youth for the jobs and economy of the future



Financial Health

Developing financial independence and economic empowerment



Entrepreneurship

Cultivating an entrepreneurial mindset



Who Do We Impact?

Our Region



Our Reach in 2023-2024



66,166
Student experiences



216,800+
Student
contact hours



1,400
Volunteers engaged

JA Worldwide

- Ranked among the top ten non-profits in the world by thedotgood (formerly NGO Advisor)
- Nominated for the 2022, 2023 & 2024 Nobel Peace Prize

Our Theory of Change
We are creating an 'I can' generation. Students who believe they will succeed are more likely to do so.





What is the JA Company Program?



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Photo by Jésus Maza

Program Overview

- 18-week, after-school learning experience from November to April
- Starts week of November 4-8 and runs weekly to mid-April (with breaks for holidays and exams)
- Students and advisors meet weekly on the same night and at the same time for up to 3 hours
- There will also be working time throughout the week
- Students must attend at least 80% of meetings to remain in good standing

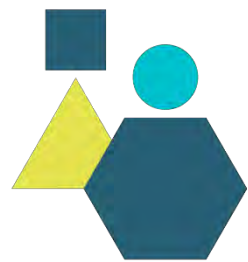


What makes a Company Program Team?



Students

- 10 to 25 participants
- Grades 9-12 from across Central Ontario



Volunteer Advisors

- 3 to 8 advisors in total
- 1 to 2 lead advisors



Photo by Jesus Maza



Who are the youth entrepreneurs?



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JA Students

High School Students Generation Z | Ages 14-18

We provide an *inclusive environment* for all students to participate.

For this reason, registration is first come, first served and there is *no application* required.

Thanks to JA's generous partners, Company Program is offered at no cost to students.



Why do students get involved?

- **Skills Development:** Opportunity to develop leadership, employability and transferable skills.
- **Entrepreneurship:** Interest in building business and entrepreneurship skills.
- **Networking:** Interest in networking, learning about different career paths.
- **Having fun:** Meeting and working with new friends. Supporting and building community.







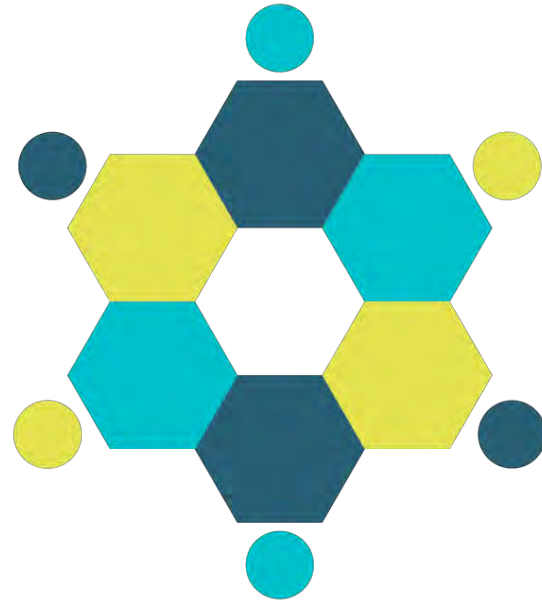
**What is your role as an
advisor (mentor)?**



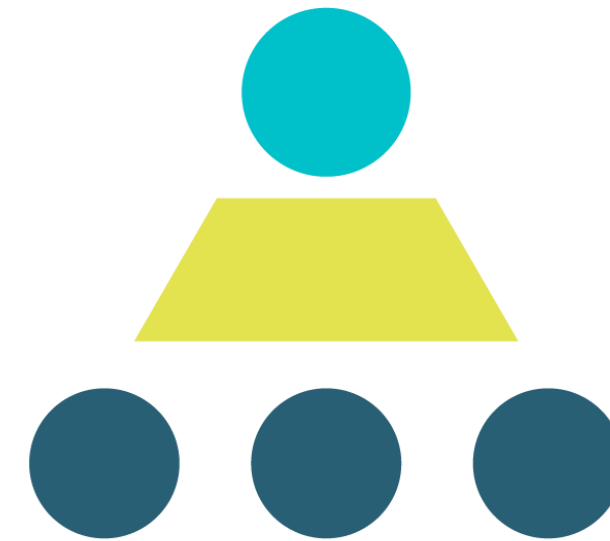
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Role of Volunteer Advisor



Create a Safe Space



Provide Mentorship



Facilitate JA Curriculum



Role of Volunteer Advisor

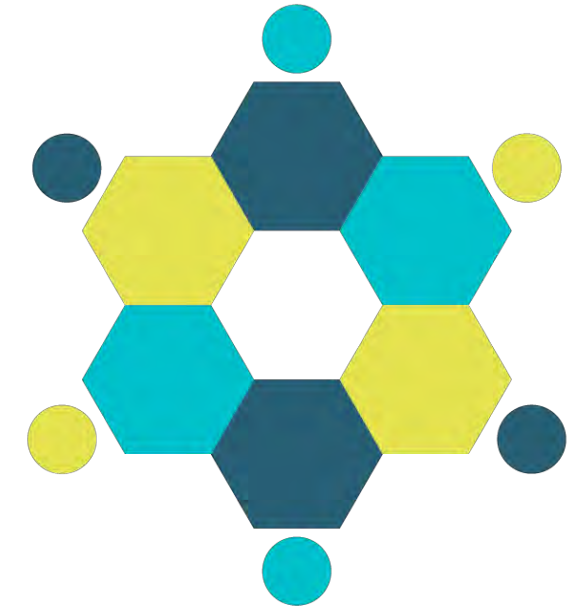
Create a Safe Space:

- complete Vulnerable Sector Check
- adhere to JA Volunteer Code of Conduct
- monitor student engagement and attendance
- foster an inclusive and equitable environment for students
- report any concerns, questions or issues to JA immediately

****While the students are under your supervision, you have a responsibility for their well-being and duty of care.***

This includes reporting any signs of abuse and creating an environment where the students feel safe, heard and supported.

More guidelines will be shared at the full advisor training.



Role of Volunteer Advisor

Facilitate JA Curriculum:

- follow JA Company Program Curriculum
- attend at least 75% of weekly meetings
- collaborate with advising team
- support students with JA deadlines and submissions
- respond to JA inquiries

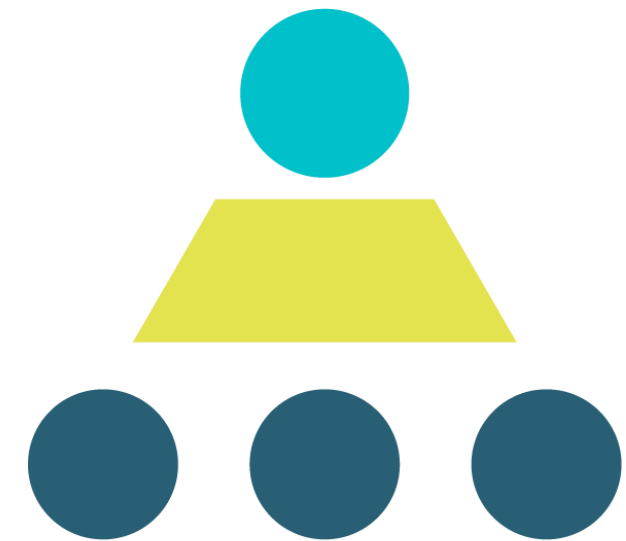
*There will be some additional time outside of the regular weekly meetings required as part of your role (prep work, responding to inquiries, etc.).



Role of Volunteer Advisor

Provide Mentorship:

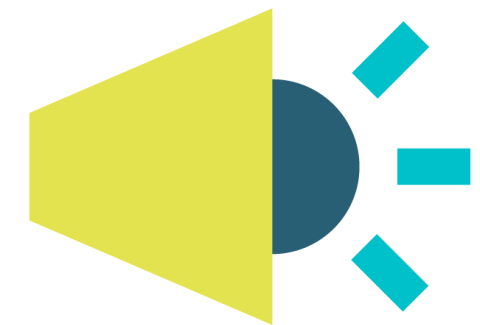
- be a role model and play an active role to mentor students
- share own professional journey, stories and examples of challenges and triumphs
- guide students to accomplish their goals



Role of Volunteer Advisor

Your role as an advisor is **not** to:

- execute your own program curriculum/content that is not in line with JA's values
- tell students what their goals should be
- make business decisions and/or do the work for students
- discourage or disparage students in any way
- provide mental health support to students





What is the Company Program cycle?

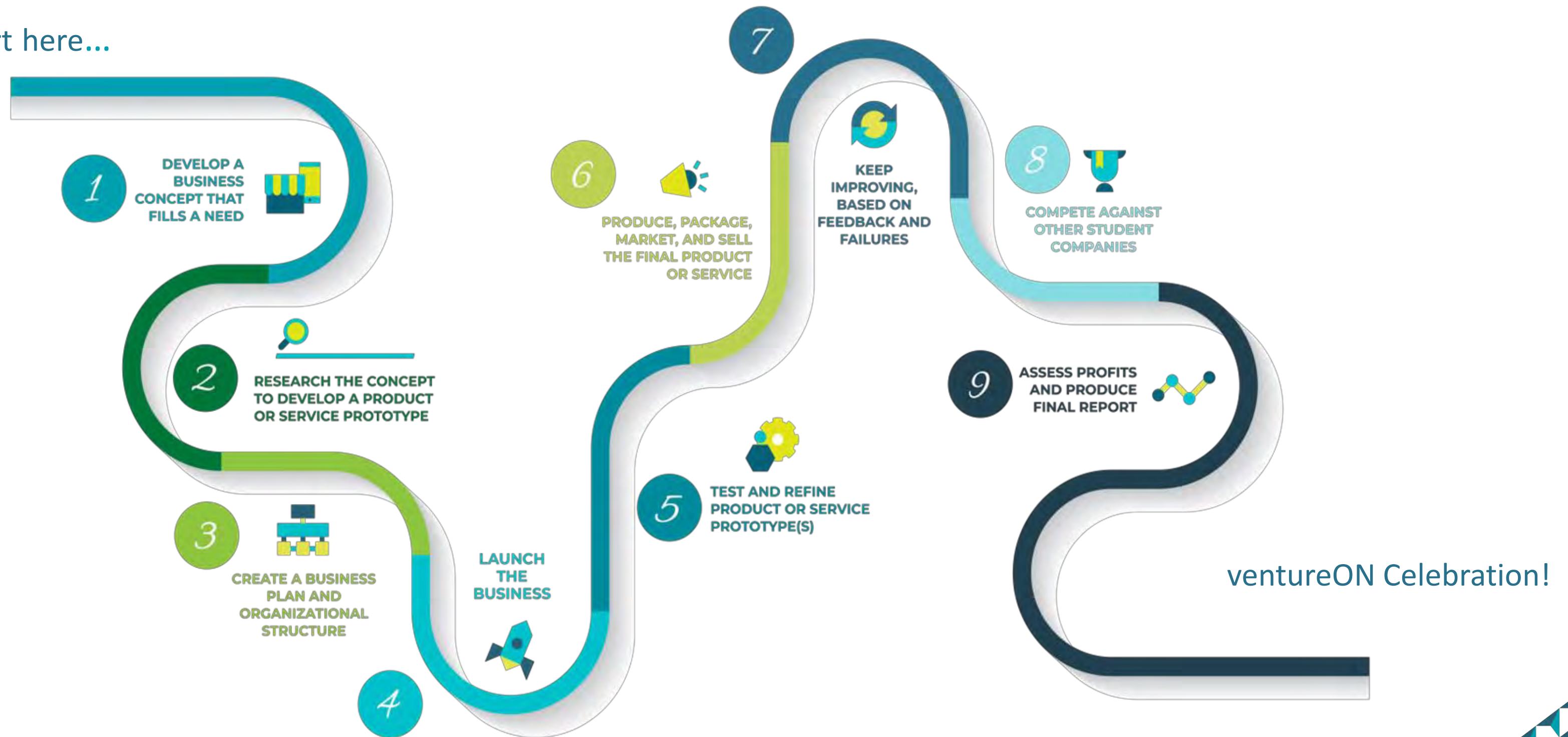


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Company Program Cycle

Start here...



Company Program Cycle

Product Ideation

(Weeks 1-3: Product Approval Form Due November 30)

- Review **product restrictions** (for example, food and cosmetics are prohibited) and ensure that ideas follow JA's **product guidelines**
- Facilitate the **ideation process and product pitches**
 - **Student Pitches** – students pitch ideas individually or in small groups
 - **Team Brainstorm** – teams identify needs they want to fill and brainstorm product solutions together
 - Combination of the above
 - Use the **product and service research assignment** to work through ideas and pitches
- Submit **Product Approval Form** before moving forward



Company Program Cycle

Executive Elections (Weeks 3 or 4: Due November 29)

- Review **executive roles** and **election process** with students starting from Week 1
- Elections can take place on **Week 3 or 4**
- Teams can decide whether to select their product or hold elections first
- Advisors vote (1 advisor vote = 2 student votes)
- **7 Elected Executive Roles:**
 - President, VP of Finance, HR, Marketing, Production, Sales, Technology
 - *Please note that co-leads/executives are **NOT permitted**
 - *Students not elected to executive roles will select a department to support and a job title
 - Students elected to one of the 7 executive roles will be required to attend our in-person **Student Management Training** on Saturday, December 7



Company Program Cycle

Company Shares | Start-up Capital

- **Types of Shares (\$5 to \$30 (max.) per share)**
 - **Common** – mandatory for each student in the company to invest in a maximum of ONE common share – allows them voting rights
 - **Preferred** – optional for teams who need additional start-up capital – paid out first at liquidation

Business Plan (Due December 20)

- Once the team has decided on an idea, issued shares, and gotten their idea approved by JA, teams will then write a business plan.

Implementing Plan | Company Meetings

- Once the team completes the business plan, it's time to launch the business!
- Executive team takes the lead on company meetings



Company Program Timeline

PHASES	JA COMPANY PROGRAM OBJECTIVES
Phase One Weeks 1 to 2	• Get to know each other & establish expectations as a team • Brainstorm
Phase Two Weeks 3 to 4	• Decide on a product • Executive elections & organizational structure
Phase Three Week 5	• Business plan • Start-up capital
Phase Four Weeks 6 to 15	• Production, marketing, sales
Phase Five Weeks 16 to 18	• Liquidation • Reflect on overall experience and celebrate

How do you know if you're on track?

Ask these questions:

- Are the students engaged and having fun?
- Are the students communicating?
- Are the students learning?
- Are the students working through challenges?
- Are the students re-evaluating their goals regularly and working towards them?



Company Program Events

Throughout Company Program, students will be offered the opportunity to attend exciting networking and learning events:



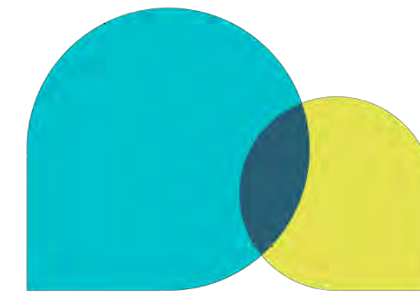
**Student Management
Training (SMT)**

(in-person)



Trade Show

(in-person)



Interview Night

(in-person)



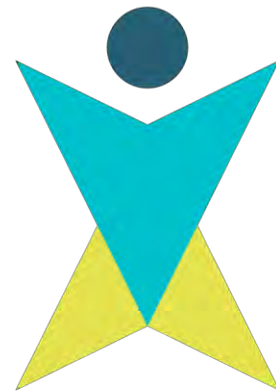
ventureON

(virtual)



Company Program Awards

At the end of the program, students will be offered the opportunity to apply for individual and group awards.



Individual Awards



Group Awards



**National &
International Awards**





**What are some
product examples?**



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Conscious

JA Central Ontario



Conscious

Retail

2024 JA Central Ontario Company of the Year



Wonder

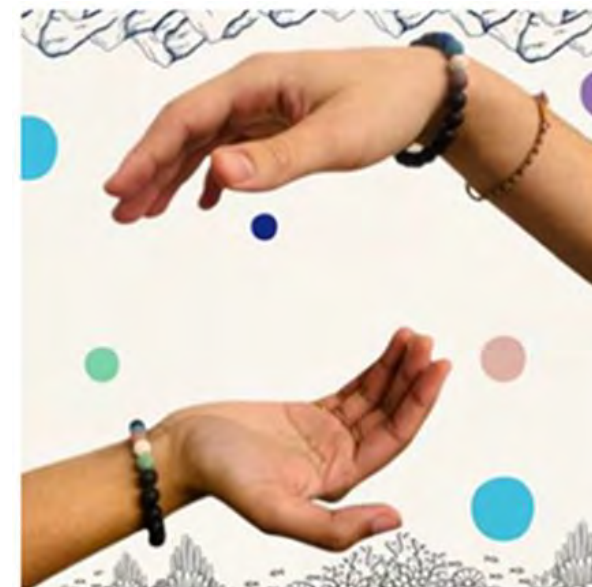
JA Canada



Wonder

Social Enterprise

2023 JA Canada Company of the year



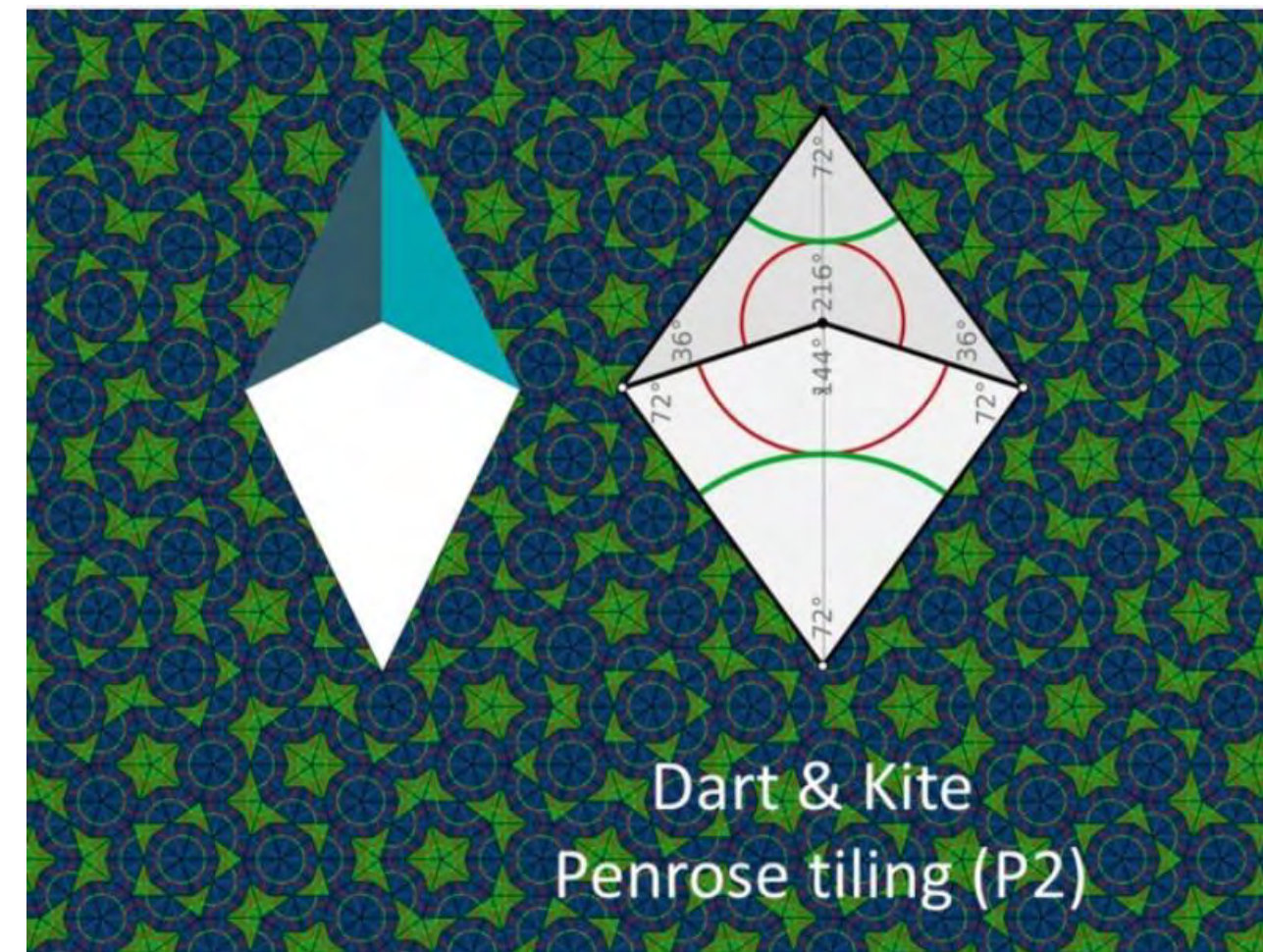
Isometricks

JA Greece

wizle by isometricks

Isometricks

2024 JA Worldwide Company of the Year winner



Dart & Kite
Penrose tiling (P2)





What is JA's role?



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Role of JA

- **Communicate** Company Program updates with students and advisors
- **Organize** and run Company Program events and awards
- **Maintain** accurate student and advisor records
- **Respond** to student and advisor inquiries
- **Support** students and advisors throughout the year, including with any challenges that arise
- **Ensure a fun, educational, safe, and inclusive experience** for students and advisors



When to reach out to JA



Reach out anytime if

- you receive a question from a student and you're unsure how to respond
- you have questions regarding how to run a Company Program activity
- you are having challenges (with resources or your weekly meetings)
- you have concerns with regards to attendance/engagement, student and/or advisor conduct
- you have any questions regarding any sensitive topics that arise

The JA Company Program team is here to support you!

- **How to reach out:** You are welcome to email or call us directly with your question or include it in your monthly report!

*** Students have equal access to reach out to JA on their own!





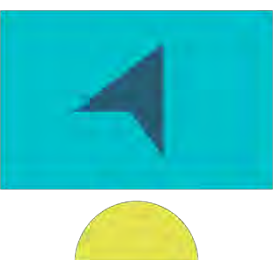
What resources are available?



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JA Resources & Support



JA Company Program Team	JA Campus	JA Company Program HQ
Advisor/Team virtual check-in (Nov/Dec)	Separate login	Calendar (events, deadlines)
Company Program visits (Feb/Mar)	Presentation slides & speaking notes	Weekly updates & submission links
Ongoing support	Activities and supplementary resources	Company Program Awards information



Tips on how to prepare each week



- **Review goals & objectives**

- Ensure you understand the goals & objectives for each phase / session



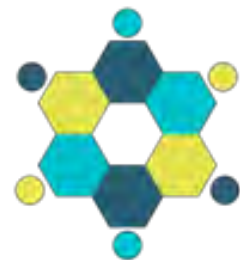
- **Who will facilitate**

- Ensure each advisor has a role



- **Prepare materials**

- Make notes and prepare materials in advance



- **De-brief**

- What went well? What could you have done differently?
Were there any questions you couldn't answer?
- Reach out to JA with any questions





Questions



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Next Steps



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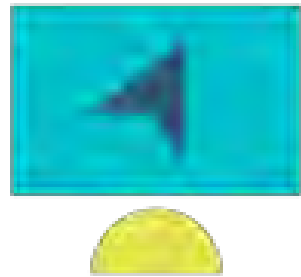
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Full Advisor Training

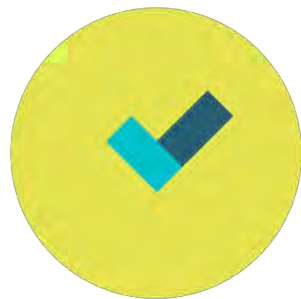
Tuesday, October 22 from 5:30 to 7 p.m.



- Full advisor training is mandatory for all *new* and *returning* volunteer advisors.



- It is a virtual training on Zoom and will be recorded, but we encourage all advisors to attend live to get the full experience.



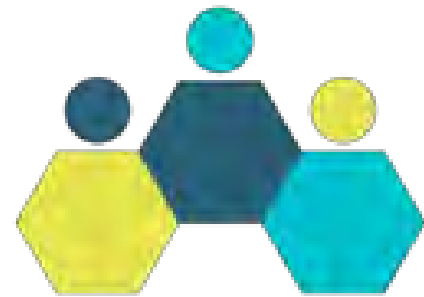
- What we will be covering at the training:
 - Important program and policy updates for this year
 - Safeguarding practices
 - Hear from an experienced advisor and an alumni
 - Network with advisors from across Central Ontario



Next Steps



- Complete **Vulnerable Sector Check** requirements ASAP (follow instructions from JA)



- Attend the **Full Advisor Training Webinar** on: Tuesday, October 22 from 5:30 to 7 p.m.



THANK YOU!



Find us here:

Instagram

@JACOcompanyprogram | @JACentralON

Website

jacentralontario.org/company-program

Email

companyprogram@jacentralontario.org

