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Please provide the following information to activate your SROI Workbook Account:

Name of Organization(s) Involved in Project	<ul style="list-style-type: none"> <li>• Old East Village Grocer</li> <li>• ATN Access Inc.</li> <li>• Pillar Non-profit Network/ VERGE Capital</li> </ul>
Name of Project/Subject of SROI	Old East Village Grocer – a social enterprise established by ATN Access Inc.
Evaluative/Forecast SROI	
Project Team	Vicki Mayer (ATN Access Inc.); Matthew Swenson (Old East Village Grocer); Andre Vashist (Pillar Non-profit Network); Gerda Zonruiter (gzonruiterconsulting@gmail.com); SROI Team (SiMPACT Strategy Group)
Project Start Date	



Tab 1: Scope

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Name of Organization(s) Involved in Project		<ul style="list-style-type: none"> <li>• Old East Village Grocer</li> <li>• ATN Access Inc.</li> <li>• Pillar Non-profit Network/ VERGE Capital</li> </ul>
Name of Project/Subject of SROI		Old East Village Grocer – a social enterprise established by ATN Access Inc.
Project Team		Vicki Mayer (ATN Access Inc.); Matthew Swenson (Old East Village Grocer); Andre Vashist (Pillar Non-profit Network); Gerda Zonruiter (gzonruiterconsulting@gmail.com); SROI Team (SiMPACT Strategy Group)
Date of Investment		
End of Project or 1st Fiscal Year		

Description of the organizations involved: (For Both Trainees and Customers)	<p><b>The Old East Village Grocer (OEVG)</b> is an early stage social enterprise that aims to provide local, affordable and accessible healthy food for the East Village community in London, as well as providing employment and training opportunities for people experiencing a disability. It is the only grocery store in the area, which has been described as a ‘food desert’.</p> <p><b>ATN Access Inc.</b> has invested in the establishment of OEVG. It is a non-profit that helps people with a disability gain employment, through various assessment, skills upgrading and personal development opportunities. OEVG will provide training opportunities for trainees seeking to build skills and confidence to transition to full time and part time work.</p> <p><b>Pillar Non-profit Network / Verge Capital</b> provided loan financing to ATN, which has played a catalytic role in enabling to OEVG vision to become reality. Verge has been funded to deliver financing and business supports to social enterprises, by the Ministry of Economic Development Employment and Infrastructure (MEDEI) under the initiative of the Social Enterprise Demonstration Fund (SEDF).</p>
Description of the initiative that is the subject of the SROI: (For Both Trainees and Customers)	<p>There is a strong need for a grocery store in the Old East Village. Currently categorized as a food desert, the community does not have a grocery store within its boundaries. Members of the community are forced to travel costly and long distances for a grocery store, or depend on convenience stores for food. The OEVG would provide the community with accessible, healthy food with close proximity to their homes.</p> <p>A core goal of the OEVG is the training of individuals that experience significant barriers to employment, because they live with a disability. The OEVG aims to provide opportunity for individuals with disabilities to gain work experience, skills, and confidence so that they may go on to become reliably employed with other businesses.</p> <p>ATN Access Inc. offers a 7 week retail training program in class and this program is followed by a 2 to 10 week job shadowing (work experience) in the grocery store. Trainees learn a combination of soft and hard skills. The program is targeting 40 individuals annually. Through the program, these individuals will work on a part time basis (job shadowing/work experience) to gain the skills and confidence they need to transition into permanent and longer-term employment, in other grocery or retail businesses where they can apply what the skills they cultivated in the program. Through the visibility of their work and experience at OEV, other businesses gain confidence in employing these individuals on a more permanent basis.</p>
Purpose of the SROI? (For Both Trainees and Customers)	To highlight the benefit of investing in social enterprise, through a case study that has been the result of an investment made through the Social Enterprise Demonstration Fund (SEDF).
Who is the target audience? (For Both Trainees and Customers)	Decision-makers within the Ministry of Economic Development Employment and Infrastructure (MEDEI).

Tab 1: Scope

<p>Create a general profile of the stakeholders that are the focal point of SEDF. This is the “Target Stakeholder”. (For Trainees)</p>	<p>There are two target stakeholders of the OEVG: customers, and clients of ATN who are involved in the training process (trainees).</p> <p><b><u>All trainees experience significant barriers to employment</u></b> Trainees that will work at the OEVG will come from multiple skill backgrounds and program pathways, but all trainees experience significant barriers to employment. Individuals may experience disabilities, health challenges, or mental illness that impede on their ability to find work. Because of their disability, and perceptions around their capability, they are often stigmatized and excluded from the workforce. With training and skills development, they have the ability to be valuable employees, and recognized as contributors to their community</p> <p><b><u>Some trainees who are skilled, but lack confidence and experience to successfully pursue employment</u></b> At some stage of their life these individuals have been skilled workers, sometimes having pursued post-secondary education. Due to health challenges or disability they have withdrawn from the workforce and now, although wanting to return, they find it difficult to gain meaningful employment – because of employer perceptions.</p> <p><b><u>Young trainees interested in pursuing education</u></b> Younger trainees are sometimes more discouraged from pursuing work, as a result of their barriers to employment as a result of a disability they have. As well as the desire to work, they have an additional interest in pursuing further education to prepare them for the workforce.</p> <p><b><u>Some trainees who find full-time employment</u></b> As a result of the training they have received, through OEVG, these individuals move on to full-time employment positions. Some trainees go on to work with other grocery or retail businesses while some trainees remain employed at the OEVG.</p> <p><b><u>Some trainees who find part-time employment.</u></b> As a result of the training they have received, these individuals seek part-time employment positions and go on to work with other businesses or remain employed at the OEVG.</p>
<p>Create a general profile of the stakeholders that are the focal point of SEDF. This is the “Target Stakeholder”. (For Customers)</p>	<p>There are two target stakeholders of the OEVG: customers, and clients of ATN who are involved in the training process.</p> <p><b><u>Customers of the Old Village Grocery:</u></b></p> <ul style="list-style-type: none"> <li>• 3 driving factors: customers want access to healthy food, looking for a shorter travel time, and are looking for affordable groceries</li> <li>• Community members want fresh, healthy, local food options but currently have to travel an inconvenient distance to access this type of food. This waste of time and money leads to individuals relying on convenience store products for groceries instead of the healthy food they really want. This can be a result of low income individuals believing they only have a capacity for spending small amounts of money at a time, or general convenience, or perhaps lack of education on food nutrition.</li> <li>• Community members have expressed that their biggest reason for supporting the OEVG is that they want a store close to home. The leading factors for this need are convenience, and reduced need for transportation.</li> <li>• This will decrease their current dependency on convenience store food</li> <li>• Members of the Old East Village are generally low income households, and affordable groceries are a priority for this demographic</li> <li>• Easy access to affordable AND healthy food is not currently available.</li> </ul>
<p>What activities do the stakeholders of SEDF participate in? (For Trainees)</p>	<p><b>Trainees</b> All trainees participate in a structured program (7 weeks in class and 2-10 weeks in the grocery store) that teaches hard and soft employment skills. These skills are acquired through both the in-class retail preparation program and the hands on skill development available at the OEVG. Specific activities offered throughout the program are:</p> <ul style="list-style-type: none"> <li>• Initial assessment</li> <li>• Computer/technology workshops including Point of Sale</li> <li>• Job search workshops</li> <li>• Customer service other soft skills training</li> <li>• Cash handling</li> <li>• Food safety and preparation training</li> <li>• Job searching with the Job Developer at ATN</li> <li>• Other job related skills, such as attention to detail</li> </ul> <p>While individuals experience all activities offered, training can also be tailored to the individual or a specific operational area that is of interest to them.</p>
<p>What activities do the stakeholders of SEDF participate in? (For Customers)</p>	<p><b>Customers</b> Through being a customer at the OEVG, community members participate in a community initiative to boost the local economy and bring individuals together. Customers shop regularly at the OEVG without traveling for fresh, affordable food and get the opportunity to interact with other community members. In the future, customers can participate in healthy cooking workshops and classes offered as well as a pickup service for senior citizens.</p>

Tab 1: Scope

<p>What changes are expected for the target stakeholders, as a result of these activities and their involvement in SEDF? (For Trainees)</p>	<p><b>All Trainees</b></p> <ul style="list-style-type: none"> <li>• Gain new job skills</li> <li>• Gain certifications: WHMIS, first aid, food safety</li> <li>• Increased utilization of literacy and numeracy skills that they have been gained</li> <li>• Increased employability</li> <li>• Increased confidence</li> <li>• Decreased social isolation</li> <li>• Develop social networks (with future employers, colleagues, customers, etc.)</li> <li>• Increased likelihood that they will engage in continuous learning</li> </ul> <p><b>Trainees who found either part time or full time employment after the program</b></p> <ul style="list-style-type: none"> <li>• Increased financial stability</li> <li>• Improved health</li> <li>• Increased quality of life</li> </ul> <p><b>Young trainees who may pursue education after the program</b></p> <ul style="list-style-type: none"> <li>• More likely to feel like they can develop the skills necessary for employment</li> <li>• Pursue further education and training</li> <li>• Obtainment of diploma/certificate/degree</li> </ul>
<p>What changes are expected for the target stakeholders, as a result of these activities and their involvement in SEDF? (For Customers)</p>	<p><b>All customer groups will experience the following changes:</b></p> <ul style="list-style-type: none"> <li>• A sense of contributing to the local economy</li> <li>• A sense of being part of and being involved in the community</li> <li>• Decreased risk for chronic conditions (diabetes, etc.)</li> <li>• Improved physical health</li> <li>• An opportunity to network within the community</li> <li>• Overall improved quality of life</li> <li>• Healthier diet choices made, therefore a healthier lifestyle</li> <li>• Improved financial standing (\$ saved in time and transportation costs)</li> </ul> <p><b>Customer group with low income will experience the following changes:</b></p> <ul style="list-style-type: none"> <li>• A grocery shopping experience that is dignified and community focused</li> <li>• Food secure (Improved self-sufficiency with regards to food)</li> <li>• Improved confidence (* need clarification on defining/measuring confidence being improved)</li> </ul>
<p>Describe the future circumstances of the target stakeholder, without SEDF. How would their circumstances be different than they are today? (For Trainees)</p>	<p>Trainees would still face barriers to employment.</p> <p>Trainers would not be recognized as contributors to their community.</p>
<p>Describe the future circumstances of the target stakeholder, without SEDF. How would their circumstances be different than they are today? (For Customers)</p>	<p>Customers would continue to experience difficulty accessing healthy affordable food.</p>
<p>List the other stakeholders who will be impacted either directly or indirectly by the changes experienced by your target stakeholder: (For Trainees)</p>	<ul style="list-style-type: none"> <li>• Volunteers</li> <li>• Community members</li> <li>• Management staff of OEVG</li> <li>• Local employers, who hire OEVG trainees</li> <li>• Local businesses where the trainees who have found employment buy (they would have bought in these local businesses less before)</li> <li>• ATN Access Inc. &amp; Pathways Skill Development</li> <li>• Pillar non-profit Network / Verge Capital (reputation or street credibility)</li> </ul>
<p>List the other stakeholders who will be impacted either directly or indirectly by the changes experienced by your target stakeholder: (For Customers)</p>	<ul style="list-style-type: none"> <li>• Resident Council: Gain skills while surveying current and future customers about the selection of products at the grocery store</li> <li>• Families of customers</li> <li>• ATN Access Inc. &amp; Pathways Skill Development (profits from the grocery store)</li> <li>• Local suppliers and local food producers (sell their products through OEVG)</li> </ul>
<p>Do target stakeholders currently use other resources or services? If yes, please list. If they would be likely to use these in the future, please also list. (For Trainees)</p>	<ul style="list-style-type: none"> <li>• Income support</li> <li>• Health services</li> <li>• Transportation/taxi services</li> <li>• Disability services: ODSP</li> <li>• Foodbanks</li> <li>• Currently, some trainees rely entirely on convenience stores or commuting to grocery stores out of the area.</li> </ul> <p>*** Need confirmation on what these businesses are specifically</p>
<p>Do target stakeholders currently use other resources or services? If yes, please list. If they would be likely to use these in the future, please also list. (For Customers)</p>	<ul style="list-style-type: none"> <li>• Income support</li> <li>• Health services</li> <li>• Transportation/taxi services</li> <li>• Foodbanks</li> <li>• Currently, customers rely entirely on convenience stores or commuting to grocery stores out of the area.</li> </ul> <p>*** Need confirmation on what these businesses are specifically</p>
<p>Does the result of your activity change or reduce use any of the resources and services described above now or in the future? If so, how? (For Trainees)</p>	<ul style="list-style-type: none"> <li>• Many trainees use health services, transportation, taxi, etc., which makes it unlikely that they will no longer need any of these services, although they might be reduced.</li> </ul>

Tab 1: Scope

<p>Does the result of your activity change or reduce use any of the resources and services described above now or in the future? If so, how? (For Customers)</p>	<ul style="list-style-type: none"> <li>• Unlikely that they will continue to depend as much on these resources with the presence of OEVG</li> </ul>
<p><b>Theory of Change</b> Create a one-sentence statement that describes your theory of change.</p>	<p>If individuals with barriers to employment are provided with an opportunity to gain on-the-job training in a supportive environment, and the necessary support to secure employment, then they will become more financially stable, more resilient, and less isolated.</p>

Please describe your target stakeholder in Target Stakeholder One. If there are multiple target stakeholders, please add them as appropriate.  
Enter the name, number and description of each target stakeholder group.

Name	Number	Description
Target Stakeholder One	19	Retail training program participants (trainees) who have been placed in the grocery store
Target Stakeholder Two	TBC	Customers: All community members living in the Old East Village.
Target Stakeholder Three	TBC	
Target Stakeholder Four	TBC	
Target Stakeholder Five	TBC	

This worksheet is consistent with international standards of practise for SROI and has been adapted from the SROI Network's "A Guide to Social Return on Investment" and accompanying training materials.

## Illustrating Outcomes

• Old East Village Grocer • ATN Access Inc. • Pillar Non-profit Network/ VERGE Capital, Old East Village Grocer – a social enterprise established by ATN Access Inc.

Stakeholder	Input		Activity	Output	Illustrating Outcomes							
	Stakeholder Investment	Value			Outcome	Outcome 2	Outcome 3	Indicator	Indicator Source	Alternate Outcome	Valuing	Indicator Usage
Older trainees who go through the 7 week in-class program (includes job shadowing / hands on in the store) and the placement			Structured program (an in-class retail training program and hands-on at the grocery store) and job placement	# of trainees who complete the program and the placement	Improvement in soft skills (e.g. customer service, teamwork, communication, etc.) Improvement in technical skills (e.g. cash register, shelving, inventory) Obtainment of certifications (WHMIS, First Aid, Food safety and handling) Engagement in continuous learning (e.g. continuing education courses) Increased self-confidence Successful completion of placement Obtainment of job search skills	Increased employability in the grocery and retail industries		# of program participants who report that the training at ATN in the Grocery program prepared them for a career in the grocery sector # of program participants who report that the training taught them new skills # of program participants who report that the training increased their self-confidence # placement employers who report that they are satisfied with the trainees	Post-Training OEV Grocer Program Participant Survey Survey for placement employers	Trainees would not have the opportunity to overcome barriers to employment and to increase their employability	Value of a diploma in customer service	SROI Story and Calculation

Tab 2: Illustrating Outcomes

Stakeholder	Input		Activity	Output	Illustrating Outcomes								
	Stakeholder Investment	Value			Outcome	Outcome 2	Outcome 3	Indicator	Indicator Source	Alternate Outcome	Valuing	Indicator Usage	
Younger trainees who go through the 7 week in-class program (includes job shadowing / hands on in the store) and the placement			Structured program (an in-class retail training program and hands-on at the grocery store) and job placement	# of trainees who complete the program and the placement	<p>Improvement in soft skills (e.g. customer service, teamwork, communication, etc.)</p> <p>Improvement in technical skills (e.g. cash register, shelving, inventory)</p> <p>Obtainment of certifications (WHMIS, First Aid, Food safety and handling)</p> <p>Engagement in continuous learning (e.g. continuing education courses)</p> <p>Increased self-confidence</p> <p>Successful completion of placement</p> <p>Obtainment of job search skills</p>	Increased employability in the grocery and retail industries			<p># of program participants who report that the training at ATN in the Grocery program prepared them for a career in the grocery sector</p> <p># of program participants who report that the training taught them new skills</p> <p># of program participants who report that the training increased their self-confidence</p> <p># placement employers who report that they are satisfied with the trainees</p>	Post-Training OEV Grocer Program Participant Survey  Survey for placement employers	Trainees would not have the opportunity to overcome barriers to employment and to increase their employability	Value of a diploma in customer service	SROI Story and Calculation
Trainees who go through the 7 week in-class program and the placement, and who pursue education, or find employment or volunteering			<p>Structured program (an in-class retail training program and hands-on at the grocery store) and job placement</p> <p>↳ Hands-on and support while training and working in the grocery store</p> <ul style="list-style-type: none"> <li>- Job search workshops</li> <li>- Support in job searching</li> </ul> <p>- Job Developer finds placements</p>	# of trainees who complete the program	<p>Work experience at the OEVG</p> <p>Improved social skills</p> <p>Increased interactions with colleagues, management, and customers</p>	<p>Development of friendships</p> <p>Increased social network</p>	Decreased social isolation	<p># of program participants who report that the training at ATN in the Grocery Program introduced them to new people</p> <p># of program participants who increased in their rating for 'how would you rate how well you get along with others?' from intake to post</p>	Intake and Post-Training OEV Grocer Program Participant Survey	Trainees would have less opportunity to develop social skills and be socially connected	Value of going out and socializing with friends	SROI Story and Calculation	
Trainees who go through the 7 week in-class program and the placement, and who pursue education, or find employment or volunteering			<p>Structured program (an in-class retail training program and hands-on at the grocery store) and job placement</p> <p>↳ Hands-on and support while training and working in the grocery store</p> <ul style="list-style-type: none"> <li>- Job search workshops</li> <li>- Support in job searching</li> </ul> <p>- Job Developer finds placements</p>	# of trainees who complete the program	<p>Accessing community services referred to by ATN Access or by other organizations</p> <p>Immediate personal issues are addressed</p> <p>Improved life skills (e.g. communication, problem solving)</p>	<p>Accessing community services continuously</p> <p>Improved coping skills</p>	Increased resiliency	# of program participants who increased in their rating for 'how would rate how confident you are today?' from intake to post	Intake and Post-Training OEV Grocer Program Participant Survey	Trainees would be less able to address their personal issues and would not have the opportunity to gain life skills	Cost of a training on increasing self-confidence and a class on stress-reduction	SROI Story and Calculation	

Tab 2: Illustrating Outcomes

Stakeholder	Input		Activity	Output	Illustrating Outcomes							
	Stakeholder Investment	Value			Outcome	Outcome 2	Outcome 3	Indicator	Indicator Source	Alternate Outcome	Valuing	Indicator Usage
Trainees who become employed in the grocery store or who transfer to external employment within the grocery store/retail industry after the program			<ul style="list-style-type: none"> <li>- Hands-on and support while training and working in the grocery store</li> <li>- Job search workshops</li> <li>- Support in job searching</li> <li>- Job Developer finds placements</li> </ul>	<ul style="list-style-type: none"> <li># of trainees who remain employed in the grocery store after the program</li> <li># of trainees who find external employment after the program</li> </ul>	<ul style="list-style-type: none"> <li>Obtain employment outside of the grocery store or remain employed in the grocery store</li> <li>Stable income</li> </ul>	<ul style="list-style-type: none"> <li>Reaching financial security/more financial capacity</li> <li>Remain employed for a long period of time</li> </ul>	<ul style="list-style-type: none"> <li>Increased financial stability</li> </ul>	<ul style="list-style-type: none"> <li># of trainees who found stable employment</li> </ul>		<ul style="list-style-type: none"> <li>Trainees would be less likely to reach financial security and then stability</li> <li>Trainees would still largely depend on social assistance</li> </ul>	<ul style="list-style-type: none"> <li>Value of income while employed in a different grocery store or in OEVG (similar salaries)</li> </ul>	<ul style="list-style-type: none"> <li>SROI Story and Calculation</li> </ul>
Trainees who go through the 7 week in-class program and the placement, and who pursue education, or find employment or volunteering			<ul style="list-style-type: none"> <li>- Hands-on and support while training and working in the grocery store</li> <li>- Job search workshops</li> <li>- Support in job searching</li> <li>- Job Developer finds placements</li> </ul>	<ul style="list-style-type: none"> <li># of trainees who remain employed in the grocery store after the program</li> <li># of trainees who find external employment after the program</li> </ul>	<ul style="list-style-type: none"> <li>Obtain employment outside of the grocery store or remain employed in the grocery store</li> <li>Increased self-confidence</li> <li>Increased self-esteem</li> </ul>	<ul style="list-style-type: none"> <li>Increased social and community participation</li> </ul>	<ul style="list-style-type: none"> <li>Increased feeling of social inclusion</li> </ul>	<ul style="list-style-type: none"> <li># of trainees who completed the placement, pursued education, found stable employment or volunteering</li> </ul>				<ul style="list-style-type: none"> <li>SROI Story and Calculation</li> </ul>
Trainees who go through the 7 week in-class program and the placement, and who pursue education, or find employment or volunteering			<ul style="list-style-type: none"> <li>- Trainees buy healthy food from the grocery store</li> </ul>	<ul style="list-style-type: none"> <li># of trainees</li> </ul>	<ul style="list-style-type: none"> <li>Obtain employment outside of the grocery store or remain employed in the grocery store</li> <li>Increased motivation to buy and eat healthy food from the grocery store</li> <li>Increased motivation to be more physically active</li> <li>Increased motivation to take care of own health</li> </ul>	<ul style="list-style-type: none"> <li>Healthy lifestyle</li> <li>Improved physical health</li> </ul>	<ul style="list-style-type: none"> <li>Sustained improved physical health</li> </ul>	<ul style="list-style-type: none"> <li># of trainees who completed the placement, pursued education, found stable employment or volunteering</li> </ul>		<ul style="list-style-type: none"> <li>Trainees would be more likely to continue buying and eating processed food/unhealthy food from a supermarket or convenience store</li> </ul>	<ul style="list-style-type: none"> <li>Value of a gym membership</li> </ul>	<ul style="list-style-type: none"> <li>SROI Story and Calculation</li> </ul>
Trainees who go through the 7 week in-class program and the placement, and who pursue education, or find employment or volunteering			<ul style="list-style-type: none"> <li>Accessing community services referred to by ATN Access Inc. or by another organization</li> </ul>	<ul style="list-style-type: none"> <li># of trainees</li> <li># of and types of services accessed</li> </ul>	<ul style="list-style-type: none"> <li>Obtain employment outside of the grocery store or remain employed in the grocery store</li> <li>Continued utilization of services to address personal issues</li> <li>Improved coping skills</li> <li>Utilization of coping skills</li> </ul>	<ul style="list-style-type: none"> <li>Decreased occurrences of anxiety and depression</li> <li>Improved mental health</li> </ul>	<ul style="list-style-type: none"> <li>Sustained improved mental health</li> </ul>	<ul style="list-style-type: none"> <li># of trainees who completed the placement, pursued education, found stable employment or volunteering</li> </ul>		<ul style="list-style-type: none"> <li>Trainees would have more difficulty coping with life challenges</li> </ul>	<ul style="list-style-type: none"> <li>Counselling Therapy - Individual Session</li> </ul>	<ul style="list-style-type: none"> <li>SROI Story and Calculation</li> </ul>

Tab 2: Illustrating Outcomes

Stakeholder	Input		Activity	Output	Illustrating Outcomes									
	Stakeholder Investment	Value			Outcome	Outcome 2	Outcome 3	Indicator	Indicator Source	Alternate Outcome	Valuing	Indicator Usage		
Trainees who pursue their GED			Accessing ATN Access Inc. programming  Training and working in the grocery store (an experience that may help them decide to pursue their GED and motivate them to engage in the workforce)	# of trainees who pursue their GED after the program	Are completing their high school diploma/GED  Utilization of soft skills acquired through the program  Completion of GED	Increased earning potential due to the obtainment of GED			# of trainees who are pursuing their GED		Trainees would face a barrier to participating in the workforce as a result of a lack of /insufficient education	Median income of a person with high school education	SROI Story and Calculation	
Trainees who pursue further education after the program			Accessing ATN Access Inc. programming  Training and working in the grocery store (an experience that may help them decide on an education to pursue and motivate them to engage in the workforce)	# of trainees who pursue further education after the program	Are pursuing a technical or vocational training program  Utilization of soft skills acquired through the program  Completion of education	Increased earning potential due to the obtainment of a certificate/diploma								SROI Story only
Trainees who pursue post-secondary education after the program			Accessing ATN Access Inc. programming  Training and working in the grocery store (an experience that may help them decide on an education to pursue and motivate them to engage in the workforce)	# of trainees who pursue further education after the program	Are pursuing post-secondary education  Utilization of soft skills acquired through the program  Completion of education	Increased earning potential due to the obtainment of a post-secondary degree								SROI Story only
Family members or caregivers of the trainees			Support trainees	# of family members	Ability to work since employees are out of the home  Greater financial flexibility since the employees are working	Decreased economic burden  Increased income	Increased financial security		# of family members who report that they are more financially secure		Family members would not be as able to work	Value of part-time employment Value of home care support	SROI Story and Calculation	
Family members or caregivers of the trainees			Support trainees	# of family members	Decreased worrying about the employees	Decreased emotional burden  Decreased difficult situations/conflict	Decreased mental health problems		# of family members who report that they are less worried about the trainees		Family members would continue to be worried about the trainees (close relatives)	Value of family counselling sessions	SROI Story and Calculation	
Resident Council (Old East Village Grocer Residents)			Is a communication channel between the grocery and the customers - gain feedback on the grocer's product selection from the current and future customers and then provide this feedback to the grocery store staff	# of Residents	Increased interpersonal, communication, and advocacy skills through surveying people in the neighborhood with regards to their grocery preferences	Obtainment of a leadership role in the community					Residents would not gain leadership skills to such an extent		SROI Story only	
				# of times Residents collected feedback on grocer's product selection		Successful completion of a project requiring engagement and advocacy skills				SROI Story only				

Tab 2: Illustrating Outcomes

Stakeholder	Input		Activity	Output	Illustrating Outcomes								
	Stakeholder Investment	Value			Outcome	Outcome 2	Outcome 3	Indicator	Indicator Source	Alternate Outcome	Valuing	Indicator Usage	
Resident Council (Old East Village Grocer Residents)			Is a communication channel between the grocery and the customers = gain feedback on the grocer's product selection from the current and future customers and then provide this feedback to the grocery store staff	# of Residents # of times Residents collected feedback on grocer's product selection	Increased interactions with customers and people in the neighborhood	Increased sense of belonging in the community					Residents would not be feel as much a sense of belonging to the community		SROI Story only
Employers in the community / Workplaces			Interact with trainees while shopping at the grocery store / Hire trainees	# employers	Access to trained and skilled employees Hiring of individuals with disabilities who are motivated to stay employed in the same place	Employers benefit from increased job retention rates among employees			# of employers who report that they have experienced reduced costs due to not having to replace an employee		Potential employers would still incur high costs for replacing employees that are not a fit or that leave	Recruitment and training of a replacement employee	SROI Story and Calculation
Employers in the community / Workplaces			Interact with trainees while shopping at the grocery store / Hire trainees	# of employers	Removal of negative attitudes associated with hiring persons with disabilities	Workplace of the employer is more inclusive					Workplaces would be less likely to be inclusive		SROI Story only
					Hiring of individuals with disabilities	Influence on other workplaces in the community to become more inclusive				SROI Story only			
Customers of the grocery store (households)			Shop at the grocery store Interact with trainees and staff Interact with other customers	# of customers/households	Increase in healthy food consumed	Incorporation of healthy eating practices in daily life	Improved physical health	# of households with improved physical health			Customers would continue to lack access to local healthy food		SROI Story only
Customers of the grocery store (households)			Shop at the grocery store Interact with trainees and staff Interact with other customers	# of customers/households	Reduced travel expenditures	Increased ability to meet other financial obligations due to reduced travel expenditures		# of household with reduced travel expenditures			Customers would continue to incur high travel costs for grocery shopping		SROI Story and Calculation
Customers of the grocery store (households)			Shop at the grocery store Interact with trainees and staff Interact with other customers	# of customers/households	Increased connections with trainees, staff, and other customers	Increased sense of being part of and being involved in the community		# of households that have an increased sense of being part of and being involved in the community			Customers would not have the opportunity as much to meet and connect with people		SROI Story only

Tab 2: Illustrating Outcomes

Stakeholder	Input		Activity	Output	Illustrating Outcomes							
	Stakeholder Investment	Value			Outcome	Outcome 2	Outcome 3	Indicator	Indicator Source	Alternate Outcome	Valuing	Indicator Usage
Customers of the grocery store (households)			Shop at the grocery store	# of customers/households	Reduced expenditures on food that is processed/unhealthy Increased ability to buy adequate amount of healthy food on a regular basis	Continued access to healthy and affordable food and grocery items		# of households that have continued access to healthy and affordable food and grocery items		Customers would continue to lack access to affordable and healthy food Customers would be at risk of experiencing deficient nutrition	Value of the nutritious food basket	SROI Story and Calculation
Customers of the grocery store (households)			Shop at the grocery store	# of customers/households	Reduced expenditures on food whenever grocery shopping	Increased ability to meet other financial obligations due to reduced spending on food		# of households that have an increased ability to meet other financial obligations due to reduced spending on food		Customers would not be as able to meet other financial obligations		SROI Story only
Customers of the grocery store (households)			Shop at the grocery store	# of customers/households	Receiving respectful and dignified service while grocery shopping	Positive change in self-perception, increased sense of dignity						SROI Story only
Community members who participate in workshops offered by the grocery store			The grocery store offers workshops on cooking healthy food	# of workshops	Improved cooking knowledge and skills Increased confidence related to healthy cooking	Healthier food preparation habits developed Increased sense of being part of and being involved in the community	Increase in healthy food consumed			Community members who be less likely to prepare and consume healthy food Community members would not feel as much that they participate in community life		SROI Story only
Local economy			Trainees find external employment or remain employed in the grocery store after the program	# of employees (ex. Trainees) who spend locally	Increased revenue for local businesses					Local businesses would have less opportunity to gain more revenue from the trainees' spending		SROI Story only
Local suppliers			Local suppliers sell products to the grocery store	# of local suppliers who sell directly to the grocery store	Increased market opportunities					Local suppliers would not have this market opportunity / would not have as much revenue		SROI Story only
Local food producers			Local food producers sell food to the grocery store	# of local food producers who sell directly to the grocery store	Increased market opportunities					Local food producers would not have this market opportunity / would not have as much revenue		SROI Story only

Tab 2: Illustrating Outcomes

Stakeholder	Input		Activity	Output	Illustrating Outcomes							
	Stakeholder Investment	Value			Outcome	Outcome 2	Outcome 3	Indicator	Indicator Source	Alternate Outcome	Valuing	Indicator Usage
Grocery store/ATN Access Inc.			Sells fresh and healthy food and products Seeks opportunities to partner with others in order to build a strong community / community life	Revenue of the grocery store  # of partners in the community	The grocery store makes a profit	Utilization of the profits for ATN Access Inc. programming?				The grocery store would not be as able to strengthen the community / contribute to the sustainability of the community		SROI Story only
					Building networks in the community	Implementation of initiatives with partners /people networked with						SROI Story only
					Development of a reputation in the community							SROI Story only
Health care system			- Trainees work and are physically active while working - Trainees address their personal issues - Trainees and customers consume healthy and fresh food	# of trainees  # of customers	Resource reallocation from reduced doctors' visits					The health care system would have less opportunity to reallocate resources for physical health and mental health care services		SROI Story only
					Resource reallocation from reduced counselling sessions							SROI Story only
Provincial government			Trainees earn an income while training and working at the grocery store	# of trainees who pay increased taxes	Increase in revenue from the trainees' taxes			# of trainees who found stable employment		The provincial government would receive less revenue from taxes	Value of the increased taxes	SROI Story and Calculation
Federal government			Trainees earn an income while training and working at the grocery store	# of trainees who pay increased taxes	Increase in revenue from the trainees' taxes			# of trainees who found stable employment		The federal government would receive less revenue from taxes	Increase in revenue from the trainees' taxes	SROI Story and Calculation
Provincial government			Trainees earn an income while training and working at the grocery store	# of trainees who receive ODSP payments	Reduction in ODSP payments			# of trainees who found stable employment		The provincial government would not be able to reduce as much their ODSP payments	Value of the reduction in ODSP payments	SROI Story and Calculation
Provincial government			Trainees earn an income while training and working at the grocery store	# of trainees who receive Ontario Works payments	Reduction in Ontario Works payments			# of trainees who found stable employment		The provincial government would not be able to reduce as much their Ontario Works payments		SROI Story and Calculation
		\$0.00										

This worksheet is consistent with international standards of practise for SROI and has been adapted from the SROI Network's "A Guide to Social Return on Investment" and accompanying training materials.

# Valuing Outcomes

- Old East Village Grocer
- ATN Access Inc.
- Pillar Non-profit Network/ VERGE Capital, Old East Village Grocer – a social enterprise established by ATN Access Inc.

Stakeholder	Valuing Outcomes								
	Outcome	Indicator	Financial Proxy	Proxy Value (\$)	Proxy Source	Proxy Indicator Code	Proxy Value Per Year	Calculation Notes	
<b>Older trainees who go through the 7 week in-class program (includes job shadowing / hands on in the store) and the placement</b>	Increased employability in the grocery and retail industries	# of program participants who report that the training at ATN in the Grocery program prepared them for a career in the grocery sector # of program participants who report that the training taught them new skills # of program participants who report that the training increased their self-confidence # placement employers who report that they are satisfied with the trainees	1	Value of a diploma in customer service	\$9,940	<a href="http://www.greystonecollege.com/diploma-in-customer-service-co-op">http://www.greystonecollege.com/diploma-in-customer-service-co-op</a>	N/A	\$9,940	The increased employability in the grocery and retail industries would be obtained by pursuing a diploma in customer service. The cost of the customer service diploma at Greystone college is: \$9940 (\$8840 + \$500+ \$150).
<b>Younger trainees who go through the 7 week in-class program (includes job shadowing / hands on in the store) and the placement</b>	Increased employability in the grocery and retail industries	# of program participants who report that the training at ATN in the Grocery program prepared them for a career in the grocery sector # of program participants who report that the training taught them new skills # of program participants who report that the training increased their self-confidence # placement employers who report that they are satisfied with the trainees	2	Value of a diploma in customer service	\$9,940	<a href="http://www.greystonecollege.com/diploma-in-customer-service-co-op">http://www.greystonecollege.com/diploma-in-customer-service-co-op</a>	N/A	\$9,940	The increased employability in the grocery and retail industries would be obtained by pursuing a diploma in customer service. The cost of the customer service diploma at Greystone college is: \$9940 (\$8840 + \$500+ \$150).
<b>Trainees who go through the 7 week in-class program and the placement, and who pursue education, or find employment or volunteering</b>	Decreased social isolation	# of program participants who report that the training at ATN in the Grocery Program introduced them to new people # of program participants who increased in their rating for 'how would you rate how well you get along with others?' from intake to post	3	Value of going out and socializing with friends	\$184	<a href="http://www.theglobeandmail.com/globe-investor/personal-finance/household-finances/what-is-the-real-financial-cost-of-overspending-on-bars-and-restaurants/article14334813/">http://www.theglobeandmail.com/globe-investor/personal-finance/household-finances/what-is-the-real-financial-cost-of-overspending-on-bars-and-restaurants/article14334813/</a>	N/A	\$2,208	While being trained at the grocery store, trainees interact with peers and start to build friendships. The interaction with peers at the grocery store and starting to build friendships is represented by meeting with new friends at coffee shops, eating places, etc. According to recent research, Canadians spend on average \$184 a month in eating out, the cost for one year is. \$184*12 = \$2208

Tab 3: Valuing Outcomes

Stakeholder	Valuing Outcomes								
	Outcome	Indicator	Financial Proxy	Proxy Value (\$)	Proxy Source	Proxy Indicator Code	Proxy Value Per Year	Calculation Notes	
Trainees who go through the 7 week in-class program and the placement, and who pursue education, or find employment or volunteering	Increased resiliency	# of program participants who increased in their rating for 'how would rate how confident you are today?' from intake to post	4	Cost of a training on increasing self-confidence and a class on stress-reduction	\$1,106	<a href="http://www.drvidya.ca/4-week-stress-less-wellness-class">http://www.drvidya.ca/4-week-stress-less-wellness-class</a> <a href="http://pmctraining.com/site/public-workshops-list/course-detail/?course_id=P864">http://pmctraining.com/site/public-workshops-list/course-detail/?course_id=P864</a>	N/A	\$1,106	The increased resiliency that the trainees obtain at the grocery store would be achieved by attending a training course on increasing self-confidence (this course includes these topics: critical thinking, dealing with difficult situations) and a class on stress reduction. The cost of the training on increasing self-confidence is: \$890 + HST = \$890 + \$115.7 = \$1005.70 The cost of a 4 week stress-less wellness class is: \$100 Total: \$1005.70 + \$100 = \$1105.70
Trainees who become employed in the grocery store or who transfer to external employment within the grocery store/retail industry after the program	Increased financial stability	# of trainees who found stable employment	5	Value of income while employed in a different grocery store or in OEVG (similar salaries)	\$12	<a href="https://www.glassdoor.ca/Salary/Loblaw-Salaries-E4141.htm">https://www.glassdoor.ca/Salary/Loblaw-Salaries-E4141.htm</a>	N/A	\$12,012	The salary of a produce clerk at Loblaw is \$11.55 per hour. We are assuming a 20 hour week. Annual salary: \$11.55*20*52 weeks = \$12,012
Trainees who go through the 7 week in-class program and the placement, and who pursue education, or find employment or volunteering	Increased feeling of social inclusion	# of trainees who completed the placement, pursued education, found stable employment or volunteering	6	Value of being a member of a social group	\$3,132	HACT Table SOC1601	N/A	\$3,132	The increased feeling of social inclusion experienced by the trainees who find employment is represented by the value of being a member of a social group Value of being a member of a social group: 1850 pounds = \$3131.83.
Trainees who go through the 7 week in-class program and the placement, and who pursue education, or find employment or volunteering	Sustained improved physical health	# of trainees who completed the placement, pursued education, found stable employment or volunteering	7	Value of a gym membership	\$40	<a href="http://ymcawo.ca/memberships-cby">http://ymcawo.ca/memberships-cby</a>	N/A	\$1,161	The improved physical health experienced by the trainees would be achieved by attending a gym membership on a regular basis. The cost of membership at a YMCA Western Ontario (Centre Branch) is \$39.50 for every 2 weeks. Total cost for one year: \$39.50*26 + HST = \$1027 + \$133.51 = \$1160.51
Trainees who go through the 7 week in-class program and the placement, and who pursue education, or find employment or volunteering	Sustained improved mental health	# of trainees who completed the placement, pursued education, found stable employment or volunteering	8	Counselling Therapy - Individual Session	\$187	Proxy Database – SS13 - Counselling Therapy - Individual Session	SS13	\$1,125	\$170/session on 2010 rates, updated for inflation \$187.48 Needed sessions to achieve improved mental health: We estimate the appropriate number of sessions would be 6. \$187.48*6=\$1124.88
Trainees who pursue their GED	Increased earning potential due to the obtainment of GED	# of trainees who are pursuing their GED	9	Median income of a person with high school education	\$44,300	Proxy Database – F34	F34	\$44,300	The median income of a person with a high school education is \$44,300 per year (adjusted for inflation).

Tab 3: Valuing Outcomes

Stakeholder	Valuing Outcomes								
	Outcome	Indicator	Financial Proxy	Proxy Value (\$)	Proxy Source	Proxy Indicator Code	Proxy Value Per Year	Calculation Notes	
Family members or caregivers of the trainees	Increased financial security	# of family members who report that they are more financially secure	10	Value of part-time employment Value of home care support	\$14,742	<a href="https://www.labour.gov.on.ca/english/es/pubs/guide/minwage.php">https://www.labour.gov.on.ca/english/es/pubs/guide/minwage.php</a> <a href="http://www.welcomehomecare.ca/cost-of-home-care/">http://www.welcomehomecare.ca/cost-of-home-care/</a>	N/A	\$14,742	Total wages for part-time employment at minimum wage, for family members who did not work prior to the employment of the individuals with a disability: \$11.40*30 hours/week*52 weeks = \$17,784  Cost of home care support for the family members who worked full-time prior to the employment of the individuals with a disability: \$25 (average of \$20 and \$30) per hour. We are assuming that the family members would access home care support for the individuals with disability 3 times per week for 3 hours each time, for companionship. Cost: \$25*3*3*52 weeks = \$11,700  Average of \$17,784 and \$11,700 = \$14,742
	Decreased worrying about the employees	# of family members who report that they are less worried about the trainees	11	Value of family counselling sessions	\$198	Proxy Database – SS14 - Couple/Family session	SS14	\$1,190	\$180/session on 2010 rates, updated for inflation \$198.32 Counselling sessions would lead to decreased anxiety/worry = 6 : We estimate the appropriate number of sessions would be 6. \$198.32*6=\$1189.92
Employers in the community / Workplaces	Employers benefit from increased job retention rates among employees	# of employers who report that they have experienced reduced costs due to not having to replace an employee	12	Recruitment and training of a replacement employee	\$3,030	Employee Replacement Cost calculator <a href="http://www.canadahrcentre.com/solutions/calculating-cost/turnover-calculator/">http://www.canadahrcentre.com/solutions/calculating-cost/turnover-calculator/</a>	N/A	\$3,030	The following data was used to calculate the cost of replacing an employee who receives a wage of \$11.55/hour. Except for the annual base salary of the employee, the remaining data was estimated as best possible: - Annual base salary: \$11.55*20*52 weeks = \$12,012 - # of days position vacant: 20 - HR or hiring manager salary: \$50,000 - Resume screening hours: 5 - Interview hours: 15 (based on 15 interviews) - Training or manager salary: \$50,000 - Total training days: 5
Customers of the grocery store (households)	Increased ability to meet other financial obligations due to reduced travel expenditures	# of household with reduced travel expenditures	13	Value of a taxi ride (2 ways)	\$21	ICI	N/A	\$1,109	A one-way 3KM cab ride = \$10.66 (\$3.54 start, \$1.91/KM + 15% gratitude); 2 way cab ride = \$21.32. We are assuming that a household would shop at the grocery store once a week for 52 weeks = \$1109

Tab 3: Valuing Outcomes

Stakeholder	Valuing Outcomes								
	Outcome	Indicator	Financial Proxy	Proxy Value (\$)	Proxy Source	Proxy Indicator Code	Proxy Value Per Year	Calculation Notes	
<b>Customers of the grocery store (households)</b>	Continued access to healthy and affordable food and grocery items	# of households that have continued access to healthy and affordable food and grocery items	14	Value of the nutritious food basket	\$200	<a href="https://www.wechu.org/your-health/healthy-eating/nutritious-food-basket">https://www.wechu.org/your-health/healthy-eating/nutritious-food-basket</a>	N/A	\$10,404	<p>"A key indicator of food insecurity is an individual's or household's ability to afford healthy, safe, and culturally appropriate food. Calculating the cost of the National Nutritious Food Basket provides insight into the income required for individuals and families to be able to eat a nutritionally adequate diet".  <a href="http://www.dietitians.ca/Downloads/Public/Food-costing-in-BC-2013-FINAL.aspx">http://www.dietitians.ca/Downloads/Public/Food-costing-in-BC-2013-FINAL.aspx</a></p> <p>The Nutritious Food Basket (NFB) is a tool used to track the cost of healthy eating in Windsor and Essex County.                      The average monthly cost of a nutritious food basket for a reference family of four in Windsor- Essex County is \$200.07 per week. For one year: \$200.07*52 weeks = \$10,403.64</p>
<b>Provincial government</b>	Increase in revenue from the trainees' taxes	# of trainees who found stable employment	15	Value of the increased taxes	\$607	<p>(<a href="https://turbotax.intuit.ca/tax-resources/tax-compliance/calculating-a-refund.jsp">https://turbotax.intuit.ca/tax-resources/tax-compliance/calculating-a-refund.jsp</a>)</p> <p><a href="http://www.cra-arc.gc.ca/tx/ndvdl/fq/txrts-eng.html">http://www.cra-arc.gc.ca/tx/ndvdl/fq/txrts-eng.html</a></p>	N/A	\$607	<p>The salary for a produce clerk at Loblaw is \$11.55 per hour. We are assuming a 30 hour week. Annual salary: \$11.55*20*52 weeks = \$12012                      Savings to the government are based on taxes now paid \$12,012*5.05% (indicated on second source as the tax bracket in Ontario for this income level) = \$606.60</p>
<b>Federal government</b>	Increase in revenue from the trainees' taxes	# of trainees who found stable employment	16	Value of the increased taxes	\$1,802	<p>(<a href="https://turbotax.intuit.ca/tax-resources/tax-compliance/calculating-a-refund.jsp">https://turbotax.intuit.ca/tax-resources/tax-compliance/calculating-a-refund.jsp</a>)</p> <p><a href="http://www.cra-arc.gc.ca/tx/ndvdl/fq/txrts-eng.html">http://www.cra-arc.gc.ca/tx/ndvdl/fq/txrts-eng.html</a></p>	N/A	\$1,802	<p>The salary for a produce clerk at Loblaw is \$11.55 per hour. We are assuming a 20 hour week. Annual salary: \$11.55*20*52 weeks = \$12,012                      Savings to the government are based on taxes now paid: \$12,012*15% (indicated on second source as the tax bracket for this income level) = \$1801.80</p>
<b>Provincial government</b>	Reduction in ODSP payments	# of trainees who found stable employment	17	Value of the reduction in ODSP payments	\$462	<a href="http://www.mcass.gov.on.ca/en/mcss/programs/social/odsp/info_sheets/employment_supports.aspx">http://www.mcass.gov.on.ca/en/mcss/programs/social/odsp/info_sheets/employment_supports.aspx</a>	N/A	\$5,544	<p>Some trainees are recipients of the Ontario Disability Support Program (ODSP) estimated at \$1110 per month. For the majority of trainees, the increase in income is significantly greater than the loss of government benefits. The average earnings for the majority of trainees will exceed the clawback threshold of \$200 per month. The first \$200 in additional income is exempt of conditions. After the initial \$200 in additional income, monies earned is subject to a 50/50 split: 50% of those wages are kept by the client and 50% is deducted from next month's ODSP payments.                      Assuming that the trainee will find employment of 20 hours/ week at \$11.55/hour (LobLaw)*20 hours/week*4 weeks=\$924                      Deduction from ODSP payments per client per month = \$924*50% = \$462. In one year: \$462*12 = \$5544</p>

Tab 3: Valuing Outcomes

Stakeholder	Valuing Outcomes								
	Outcome	Indicator	Financial Proxy		Proxy Value (\$)	Proxy Source	Proxy Indicator Code	Proxy Value Per Year	Calculation Notes
Provincial government	Reduction in Ontario Works payments	# of trainees who found stable employment	18	Value of the reduction in Ontario Works payments	\$462	<a href="https://www1.toronto.ca/City%20Of%20Toronto/Employment%20and%20Social%20Services/Files/P/ratetable-community%20Nov%202015%20FINAL-s.pdf">https://www1.toronto.ca/City%20Of%20Toronto/Employment%20and%20Social%20Services/Files/P/ratetable-community%20Nov%202015%20FINAL-s.pdf</a> <a href="http://www.mcass.gov.on.ca/en/mcss/programs/social/ow/client/earning_money.aspx">http://www.mcass.gov.on.ca/en/mcss/programs/social/ow/client/earning_money.aspx</a>	N/A	\$5,544	<p>Some trainees are recipients of Ontario Works estimated at \$681 per month. For the majority of trainees, the increase in income is significantly greater than the loss of government benefits. The average earnings for the majority of trainees will exceed the clawback threshold of \$200 per month. The first \$200 in additional income is exempt of conditions. After the initial \$200 in additional income, monies earned is subject to a 50/50 split: 50% of those wages are kept by the client and 50% is deducted from next month's Ontario Works payments.</p> <p>Assuming that the trainee will find employment of 20 hours/ week at \$11.55/hour (LobLaw)*20 hours/week*4 weeks=\$924</p> <p>Deduction from Ontario Works payments per client per month = \$924*50% = \$462.                      In one year: \$462*12 = \$5544</p>

## SROI Calculation - Year 1

Total Present Value (TPV)	\$270,609
Input	\$71,850
<b>Net Present Value (TPV minus Input)</b>	<b>\$198,759</b>
<b>Funding Year 1 SROI Ratio (TPV/Input)</b>	<b>3.77 : 1</b>

Year One Investment	
OTF (11% of total)	\$374,100
Verge (11% of total)	\$100,000
ATN (11% of total)	\$50,000
Pathways (11% of total)	\$50,000
Various (11% of total)	\$40,000
<b>Total Investment</b>	<b>\$71,850</b>

- Old East Village Grocer
- ATN Access Inc.
- Pillar Non-profit Network/ VERGE Capital, Old East Village Grocer – a social enterprise established by ATN Access Inc.

Discount Rate 20.6%

Stakeholder		Valuing Outcomes							Impact										
Total #	Stakeholder Name	Outcome	Indicator	Financial Proxy	Proxy Value, Per Year	Quantity	Duration					Deadweight %	Displacement %	Attribution %	Drop off %				
							Year From Initial Funding								Year From Initial Funding				
							1	2	3	4	5				1	2	3	4	5
19	Older trainees who go through the 7 week in-class program (includes job shadowing / hands on in the store) and the placement	Increased employability in the grocery and retail industries	# of program participants who report that the training at ATN in the Grocery program prepared them for a career in the grocery sector # of program participants who report that the training taught them new skills # of program participants who report that the training increased their self-confidence # placement employers who report that they are satisfied with the trainees	1	Value of a diploma in customer service	\$9,940	7	1	1	1	1	1	2%	0%	90%	10%	10%	0%	0%
19	Younger trainees who go through the 7 week in-class program (includes job shadowing / hands on in the store) and the placement	Increased employability in the grocery and retail industries	# of program participants who report that the training at ATN in the Grocery program prepared them for a career in the grocery sector # of program participants who report that the training taught them new skills # of program participants who report that the training increased their self-confidence # placement employers who report that they are satisfied with the trainees	2	Value of a diploma in customer service	\$9,940	10	1	1	1	1	1	2%	0%	90%	10%	10%	0%	0%

Calculation					
Social Return Created YEAR 1					
Year 1 (Funding Year) and Future Years					
1	2	3	4	5	Inflation Rate
\$6,663	\$5,997	\$5,397	\$5,397	\$5,397	0.0%
\$9,994	\$8,995	\$8,096	\$8,096	\$8,096	0.0%

Tab 4: Year 1

Stakeholder		Valuing Outcomes						Impact											
Total #	Stakeholder Name	Outcome	Indicator	Financial Proxy	Proxy Value, Per Year	Quantity	Duration					Deadweight %	Displacement %	Attribution %	Drop off %				
							Year From Initial Funding												
							1	2	3	4	5				1	2	3	4	5
26	Trainees who go through the 7 week in-class program and the placement, and who pursue education, or find employment or volunteering	Decreased social isolation	# of program participants who report that the training at ATN in the Grocery Program introduced them to new people  # of program participants who increased in their rating for 'how would you rate how well you get along with others?' from intake to post	Value of going out and socializing with friends	\$2,208	13	0.5	1	1	1	1	2%	0%	90%	10%	10%	0%	0%	
26	Trainees who go through the 7 week in-class program and the placement, and who pursue education, or find employment or volunteering	Increased resiliency	# of program participants who increased in their rating for 'how would rate how confident you are today?' from intake to post	Cost of a training on increasing self-confidence and a class on stress-reduction	\$1,106	18	0.5	1	1	1	1	2%	0%	90%	10%	10%	0%	0%	
14	Trainees who become employed in the grocery store or who transfer to external employment within the grocery store/retail industry after the program	Increased financial stability	# of trainees who found stable employment	Value of income while employed in a different grocery store or in OEVG (similar salaries)	\$12,012	12	0.5	1	1	1	1	2%	0%	90%	10%	10%	0%	0%	
26	Trainees who go through the 7 week in-class program and the placement, and who pursue education, or find employment or volunteering	Increased feeling of social inclusion	# of trainees who completed the placement, pursued education, found stable employment or volunteering	Value of being a member of a social group	\$3,132	18	0.5	1	1	1	1	2%	0%	90%	10%	10%	0%	0%	
26	Trainees who go through the 7 week in-class program and the placement, and who pursue education, or find employment or volunteering	Sustained improved physical health	# of trainees who completed the placement, pursued education, found stable employment or volunteering	Value of a gym membership	\$1,161	18	0.5	1	1	1	1	2%	0%	90%	10%	10%	10%	10%	
26	Trainees who go through the 7 week in-class program and the placement, and who pursue education, or find employment or volunteering	Sustained improved mental health	# of trainees who completed the placement, pursued education, found stable employment or volunteering	Counselling Therapy - Individual Session	\$1,125	18	0.5	1	1	1	1	2%	0%	90%	10%	10%	10%	10%	

Calculation					
Social Return Created YEAR 1					
Year 1 (Funding Year) and Future Years					
1	2	3	4	5	Inflation Rate
\$1,406	\$2,532	\$2,279	\$2,279	\$2,279	0.0%
\$556	\$1,001	\$901	\$901	\$901	0.0%
\$7,063	\$12,714	\$11,442	\$11,442	\$11,442	0.0%
\$2,793	\$5,027	\$4,525	\$4,525	\$4,525	0.0%
\$1,035	\$1,863	\$1,677	\$1,509	\$1,358	0.0%
\$1,003	\$1,806	\$1,625	\$1,463	\$1,316	0.0%

Tab 4: Year 1

Stakeholder		Valuing Outcomes										Impact							
Total #	Stakeholder Name	Outcome	Indicator	Financial Proxy	Proxy Value, Per Year	Quantity	Duration					Deadweight %	Displacement %	Attribution %	Drop off %				
							Year From Initial Funding												
							1	2	3	4	5				1	2	3	4	5
3	Trainees who pursue their GED	Increased earning potential due to the obtainment of GED	# of trainees who are pursuing their GED	9	Median income of a person with high school education	\$44,300	3	1	1	1	1	1	10%	0%	90%	10%	10%	10%	10%
26	Family members or caregivers of the trainees	Increased financial security	# of family members who report that they are more financially secure	10	Value of part-time employment Value of home care support	\$14,742	1	0.5	1	1	1	1	2%	0%	90%	10%	10%	0%	0%
26	Family members or caregivers of the trainees	Decreased worrying about the employees	# of family members who report that they are less worried about the trainees	11	Value of family counselling sessions	\$1,190	1	0.5	1	1	1	1	2%	0%	90%	10%	10%	0%	0%
14	Employers in the community / Workplaces	Employers benefit from increased job retention rates among employees	# of employers who report that they have experienced reduced costs due to not having to replace an employee	12	Recruitment and training of a replacement employee	\$3,030	14	1	1	1	1	1	2%	0%	90%	10%	10%	10%	10%
400	Customers of the grocery store (households)	Increased ability to meet other financial obligations due to reduced travel expenditures	# of household with reduced travel expenditures	13	Value of a taxi ride (2 ways)	\$1,109	80	1	1	1	1	1	10%	0%	50%	10%	10%	10%	10%
400	Customers of the grocery store (households)	Continued access to healthy and affordable food and grocery items	# of households that have continued access to healthy and affordable food and grocery items	14	Value of the nutritious food basket	\$10,404	1	1	1	1	1	1	10%	0%	50%	10%	10%	10%	10%
14	Provincial government	Increase in revenue from the trainees' taxes	# of trainees who found stable employment	15	Value of the increased taxes	\$607	14	0.5	1	1	1	1	2%	0%	90%	10%	10%	0%	0%
14	Federal government	Increase in revenue from the trainees' taxes	# of trainees who found stable employment	16	Value of the increased taxes	\$1,802	14	0.5	1	1	1	1	2%	0%	90%	10%	10%	0%	0%
6	Provincial government	Reduction in ODSP payments	# of trainees who found stable employment	17	Value of the reduction in ODSP payments	\$5,544	6	0.5	1	1	1	1	2%	0%	90%	10%	10%	0%	0%
4	Provincial government	Reduction in Ontario Works payments	# of trainees who found stable employment	18	Value of the reduction in Ontario Works payments	\$5,544	4	0.5	1	1	1	1	2%	0%	90%	10%	10%	0%	0%
1089																			

This worksheet is consistent with international standards of practise for SROI and has been adapted from the SROI Network's "A Guide to Social Return on Investment" and accompanying training materials.

Calculation					
Social Return Created YEAR 1					
Year 1 (Funding Year) and Future Years					
1	2	3	4	5	Inflation Rate
\$5,981	\$10,765	\$9,688	\$8,720	\$7,848	0.0%
\$722	\$1,300	\$1,170	\$1,170	\$1,170	0.0%
\$58	\$105	\$94	\$94	\$94	0.0%
\$0	\$3,741	\$3,367	\$3,031	\$2,728	0.0%
\$39,911	\$35,920	\$32,328	\$29,095	\$26,186	0.0%
\$4,682	\$4,213	\$3,792	\$3,413	\$3,072	0.0%
\$416	\$749	\$674	\$674	\$674	0.0%
\$1,236	\$2,225	\$2,002	\$2,002	\$2,002	0.0%
\$1,630	\$2,934	\$2,640	\$2,640	\$2,640	0.0%
\$1,087	\$1,956	\$1,760	\$1,760	\$1,760	0.0%
<b>Annual Value</b>	<b>\$86,237</b>	<b>\$103,842</b>	<b>\$93,458</b>	<b>\$88,210</b>	<b>\$83,487</b>
<b>Present Value</b>	<b>\$71,506</b>	<b>\$71,397</b>	<b>\$53,281</b>	<b>\$41,699</b>	<b>\$32,725</b>

# Notes Year 1

- Old East Village Grocer
- ATN Access Inc.

- Pillar Non-profit Network/ VERGE Capital, Old East Village Grocer – a social enterprise established by ATN Access Inc.

Stakeholder group	Stakeholder Number	Outcome	Proxy #	Proxy	Quantity Calculation Notes	Duration Notes	Drop Off Calculation Notes	Deadweight Calculation Notes	Displacement Calculation Notes	Attribution Calculation Notes	Additional Notes
Older trainees who go through the 7 week in-class program (includes job shadowing / hands on in the store) and the placement	19 trainees went through the 7 week in class program and the placement	Increased employability in the grocery and retail industries	1	Value of a diploma in customer service	40% (8) of the trainees are older and 90% (7) of them have increased employability.	This outcome would happen in the first year and would continue for 4 more years.	20% drop off: 10% year 2 and 10% year 3. (80% would sustain the outcome).	2% of the trainees would have obtained this increased employability anyway without the grocery store.	0% displacement.	90% attribution because ATN Access Inc programming and the job developer play an important role in the achievement of the outcome	
Younger trainees who go through the 7 week in-class program (includes job shadowing / hands on in the store) and the placement	19 trainees went through the 7 week in class program and the placement	Increased employability in the grocery and retail industries	2	Value of a diploma in customer service	60% (11) of the trainees are younger and 90% (10) of them have increased employability.	Same as above	Same as above	Same as above	0% displacement.	Same as above	
Trainees who go through the 7 week in-class program and the placement, and who pursue education, or find employment or volunteering	26: 19 placement + 5 employment only (with no placement) + 2 school only (with no placement). All of them have attended the 7 week class.	Decreased social isolation	3	Value of going out and socializing with friends	50% (13) of them needed and obtained social support (were isolated) (while 50% already had social support, were not socially isolated)	The decreased social isolation would happen after having made friends (halfway through the year) and would continue for 4 more years.	Same as above	Same as above	0% displacement.	Same as above	
Trainees who go through the 7 week in-class program and the placement, and who pursue education, or find employment or volunteering	26: 19 placement + 5 employment only (with no placement) + 2 school only (with no placement). All of them have attended the 7 week class.	Increased resiliency	4	Cost of a training on increasing self-confidence and a class on stress-reduction	70% (18) of them needed and achieved increased resiliency (while 30% were already resilient)	The increased resiliency would happen after having gained confidence (halfway through the year) and would continue for 4 more years.	Same as above	Same as above	0% displacement.	Same as above	
Trainees who become employed in the grocery store or who transfer to external employment within the grocery store/retail industry after the program	14 trainees found employment.	Increased financial stability	5	Value of income while employed in a different grocery store or in OEVG (similar salaries)	12 out of the 14.	The increased financial stability would happen after having found employment (halfway through the year) and would continue for 4 more years.	Same as above	Same as above	0% displacement.	Same as above	
Trainees who go through the 7 week in-class program and the placement, and who pursue education, or find employment or volunteering	26: 19 placement + 5 employment only (with no placement) + 2 school only (with no placement). All of them have attended the 7 week class.	Increased feeling of social inclusion	6	Value of being a member of a social group	70% (18) of them were not experiencing social inclusion and they achieved social inclusion through the program.	Same as above	Same as above	Same as above	0% displacement.	Same as above	

Stakeholder group	Stakeholder Number	Outcome	Proxy #	Proxy	Quantity Calculation Notes	Duration Notes	Drop Off Calculation Notes	Deadweight Calculation Notes	Displacement Calculation Notes	Attribution Calculation Notes	Additional Notes
Trainees who go through the 7 week in-class program and the placement, and who pursue education, or find employment or volunteering	26: 19 placement + 5 employment only (with no placement) + 2 school only (with no placement). All of them have attended the 7 week class.	Sustained improved physical health	7	Value of a gym membership	70% (18) of them would achieve sustained improved physical health.	Same as above	10% drop off every year because the improved physical health would not be maintained without further intervention.	Same as above	0% displacement.	90% attribution because there are many factors that contribute to the improvement of physical health	
Trainees who go through the 7 week in-class program and the placement, and who pursue education, or find employment or volunteering	26: 19 placement + 5 employment only (with no placement) + 2 school only (with no placement). All of them have attended the 7 week class.	Sustained improved mental health	8	Counselling Therapy - Individual Session	70% (18) of them would achieve sustained improved mental health	Same as above	10% drop off every year because the improved mental health would not be maintained without further intervention.	Same as above	0% displacement.	90% attribution because there are many factors that contribute to the improvement of mental health	
Trainees who pursue their GED	3 trainees went on to pursue their GED	Increased earning potential due to the obtainment of GED	9	Median income of a person with high school education	All three trainees would obtain their GED and would have increased earning potential due to the obtainment of GED	This outcome would happen in the first year and would continue for 4 more years.	10% drop off every year because the increased earning potential would not be sustained without further training etc.	10% deadweight because some trainees would have pursued and obtained their GED anyway without the grocery store.	0% displacement.	90% attribution because ATN Access Inc programming and the institution where the trainees pursue their GED contribute to a large extent to the achievement of GED and increased earning potential.	
Family members or caregivers of the trainees	One family member per trainee = 26.	Increased financial security	10	Value of part-time employment Value of home care support	Estimated: 1	Outcome would start in the second half of the first year and would continue for 4 more years.	10% drop off in the first year and 10% drop off in the second year	2% deadweight	0% displacement.	90% because there are other factors that contribute to the family's increased financial security.	
Family members or caregivers of the trainees	One family member per trainee = 26.	Decreased worrying about the employees	11	Value of family counselling sessions	Estimated: 1	Same as above	Same as above	2% deadweight	0% displacement.	90% because there are other factors that contribute to the family's decreased worrying about the employees	
Employers in the community / Workplaces	14 employers for the 14 individuals employed	Employers benefit from increased job retention rates among employees	12	Recruitment and training of a replacement employee	All 14 employers	Retention would happen the second year and would last 3 more years.	10% drop off every year for 4 years	2% deadweight	0% displacement.	90% because there are other factors that contribute to the increased job retention rates among employees	
Customers of the grocery store (households)	According to the business plan: 400 households will be targeted.	Increased ability to meet other financial obligations due to reduced travel expenditures	13	Value of a taxi ride (2 ways)	According to the literature supplementing the business plan, 20% of customers used public transportation. This 20% (80 out of 400) would avoid using public transportation as a result of the grocery store being closer to them.	Outcome would start in the first year and would continue for 4 more years.	Same as above	10% deadweight	0% displacement.	50% attribution because there are other factors that contribute to the reduced travel expenditures	

Stakeholder group	Stakeholder Number	Outcome	Proxy #	Proxy	Quantity Calculation Notes	Duration Notes	Drop Off Calculation Notes	Deadweight Calculation Notes	Displacement Calculation Notes	Attribution Calculation Notes	Additional Notes
Customers of the grocery store (households)	According to the business plan: 400 households will be targeted.	Continued access to healthy and affordable food and grocery items	14	Value of the nutritious food basket	Estimated: 1	Same as above	Same as above	10% deadweight	0% displacement.	50% attribution because there are no other factors that contribute to the continued access to healthy and affordable food and grocery items, such as the customers having the money to buy food and grocery items	
Provincial government	14 trainees who found employment	Increase in revenue from the trainees' taxes	15	Value of the increased taxes	All 14 trainees who found employment would pay taxes.	The increased financial stability would happen after having found employment (halfway through the year) and would continue for 4 more years.	20% drop off: 10% year 2 and 10% year 3. (80% would sustain the outcome).	2% of the trainees would have obtained employment without the grocery store. .	0% displacement.	90% attribution because ATN Access Inc programming and the job developer play an important role in the achievement of the outcome	
Federal government	14 trainees who found employment	Increase in revenue from the trainees' taxes	16	Value of the increased taxes	All 14 trainees who found employment would pay taxes.	Same as above	Same as above	Same as above	0% displacement.	Same as above	
Provincial government	6 trainees were receiving ODSP payments	Reduction in ODSP payments	17	Value of the reduction in ODSP payments	All 6 trainees would experience a reduction in ODSP payments	Same as above	Same as above	Same as above	0% displacement.	Same as above	
Provincial government	4 trainees were receiving Ontario Works payments	Reduction in Ontario Works payments	18	Value of the reduction in Ontario Works payments	All 4 trainees would experience a reduction in Ontario Works payments.	Same as above	Same as above	Same as above	0% displacement.	Same as above	