

# AGENDA

Thursday, April 13, 2023 at 6:30 PM

*Board Meeting Via Zoom Video Conference*



- 
1. **CALL MEETING TO ORDER.**
  2. **TRADITIONAL LAND ACKNOWLEDGMENT.**
  3. **DISCLOSURE OF PECUNIARY INTEREST.**
  4. **APPROVAL OF MINUTES:**
    - 4.1 March 9, 2023
  5. **DEPUTATIONS & PRESENTATIONS.**
  6. **REPORTS:**
    - 6.1 Chair
    - 6.2 Chief Administrative Officer
    - 6.3 Chief Financial Officer
  7. **OUTSTANDING ISSUES.**
  8. **NEW BUSINESS:**
    - 8.1 Strategic Plan Update
    - 8.2 Federal Budget Update
    - 8.3 Tender: Duplex Conversion
  9. **IN-CAMERA: 4**

THAT pursuant to Section 38 of the District of Parry Sound Social Services Administration Board's *Procedural Rules*, the Board moves to an In-Camera session in order to address matters pertaining to:

    - i) the security of the property and services of the Board;
    - vi) a decision concerning negotiations for an agreement or contract between the Board and a third party
  10. **CORRESPONDENCE:**
    - 10.1 The Labour Market Group February 2023 Jobs Report
    - 10.2 The Labour Market Group March 2023 Newsletter
    - 10.3 North Bay Parry Sound District Health Unit Overdose Report
  11. **ADJOURNMENT.**

# MEETING MINUTES

Thursday, March 9, 2023 at 6:30 PM

Board Meeting via Zoom Video Conference



## Board Members Present:

Jerry Brandt  
Teri Brandt  
Janice Bray  
Mike Dell  
Gail Finsson  
Teresa Hunt

Ted Knight  
Tom Lundy  
Jamie McGarvey  
Sharon Smith  
Rick Zanussi

## Board Members Absent:

Ted Collins  
Joel Constable

Sean Cotton  
Peter McIsaac

## Staff:

Jennifer Harris, Administrative Officer  
Shannon Johnson, CFO  
Tammy MacKenzie, CAO

## Guests:

Sarah Bissonette

### 1. **CALL MEETING TO ORDER:**

The meeting was called to order by the Board Chair, Rick Zanussi at 6:31 PM.

### 2. **TRADITIONAL LAND ACKNOWLEDGMENT.**

### 3. **DISCLOSURE OF PECUNIARY INTEREST.**

### 4. **ELECTIONS:**

#### 4.1 Election of Vice-Chair

The Chair conducted the election.

The Chair called for nominations from the floor three times for the position of Vice-Chair.

Mr. Brandt was nominated and willing to stand. No other nominations were put forward for the position of Vice-Chair.

#### ***Resolution 23 03 01***

**CARRIED**

*Moved by Ted Knight*

*Seconded by Jamie McGarvey*

“THAT Jerry Brandt be appointed and approved as the Vice-Chair of the District of Parry Sound Social Services Administration Board for the year 2023.”

### 5. **APPROVAL OF MINUTES:**

#### 5.1 February 9, 2023

#### ***Resolution 23 03 02***

**CARRIED**

*Moved by Teri Brandt*

*Seconded by Ted Knight*

“THAT the Board meeting minutes of Thursday, February 9, 2023 be approved as presented.”

**6. DEPUTATIONS & PRESENTATIONS.**

**7. REPORTS:**

7.1 Chair

Welcomed new Board members Janice Bray and Mike Dell to the Board.

Acknowledged International Women’s Day and thanked the women we have working for our organization.

7.2 Chief Administrative Officer

Report was presented and reviewed by Ms. MacKenzie.

Mentioned the Board training videos on SharePoint which are a great resource to understanding what we do at the DSSAB.

We have reached out to all 22 municipalities with the offer to provide a presentation to councils on DSSAB services. Board members will be informed when we will be presenting to their municipalities.

Our Zoning and OPA amendments for our Waubeek Street property were successfully obtained; in the next while we will have a discussion to figure out next steps with this property.

7.3 Chief Financial Officer

Thanked the Board for approving our 2023 Operating and Capital budgets at our February 9<sup>th</sup> meeting. The budget has been distributed to all municipalities and is posted on our website.

**8. OUTSTANDING ISSUES.**

**9. NEW BUSINESS:**

9.1 Partnership with the WPSHC – Mental Health & Addictions Worker

A written report was presented by Ms. MacKenzie.

9.2 AMO’s 2023 Pre-Budget Submission

A written report was presented by Ms. MacKenzie.

Ms. Hunt joined the meeting at 6:55 PM.

***Resolution 23 03 03***

**CARRIED**

*Moved by Sharon Smith*

*Seconded by Gail Finnon*

“WHEREAS the homeless crisis is taking a devastating toll on families and communities, undermining a healthy and prosperous Ontario;

WHEREAS the homelessness crisis is the result of the underinvestment and poor policy choices of successive provincial governments;

WHEREAS homelessness is felt most at the level of local government and the residents that they serve;

WHEREAS municipalities and District Social Services Administration Boards are doing their part, but do not have the resources, capacity or tools to address this complex challenge; and

WHEREAS leadership and urgent action is needed from the provincial government on an emergency basis to develop, resource, and implement a comprehensive plan to prevent, reduce and ultimately end homelessness in Ontario.

THEREFORE BE IT RESOLVED THAT the District of Parry Sound Social Services Administration Board calls on the Provincial Government to urgently:

- a) Acknowledge that homelessness in Ontario is a social, economic, and health crisis;
- b) Commit to ending homelessness in Ontario;
- c) Work with AMO, NOSDA, FONOM, NOMA and a broad range of community, health, Indigenous and economic partners to develop, resource, and implement an action plan to achieve this goal.

AND FURTHER THAT a copy of this resolution be sent to the Minister of Municipal Affairs and Housing, the Minister of Children, Community and Social Services and the Minister of Health.”

### 9.3 Child Care Workforce Shortage

A written report was presented by Ms. MacKenzie.

#### ***Resolution 23 03 04***

#### **CARRIED**

*Moved by Jerry Brandt*

*Seconded by Janice Bray*

“WHEREAS the District of Parry Sound Social Services Administration Board supports Resolution 23-13 passed by the Manitoulin-Sudbury District Services Board at their meeting held on January 19, 2023 regarding the child care workforce shortage in Ontario; and

WHEREAS access to quality licensed child care is an essential component of Ontario’s social and economic well-being and enable children to grow up with a sense of community; and

WHEREAS lack of licensed child care is a barrier for parents to return or enter into the workforce, thus putting a strain on families, hindering economic participation, and forcing parents to remain at home to care for their children; and

WHEREAS the demand for child care spaces creates waitlists that have parents waiting for several years for a space, if they receive a space at all; and

WHEREAS in recent years the recruitment and retention of qualified Registered Early Childhood Educators (RECE’s) and child care staff has been a challenge that has been exasperated by the COVID-19 pandemic; and

WHEREAS the workforce crisis in the early years and child care sector has been further exasperated by the significant wage disparity between the compensation paid to RECE’s employed

by School Boards and those employed in licensed child care centres due to lack of funding which has created an inequity for workers with equal qualifications; and

WHEREAS Ontario has signed the Canada-Wide Early Learning and Child Care Agreement putting Ontario on the path to reducing child care fees to an average of \$10/day which will create a demand for more child care spaces when a workforce shortage already exists; and

WHEREAS the province of Ontario's commitment to a minimum wage of \$19/hour for RECE's with \$1 annual increases until reaching \$25/hour does not provide an immediate response to attracting and retaining child care staff and will take many years to correct the wage disparity.

THEREFORE BE IT RESOLVED that the District of Parry Sound Social Services Administration Board advocates for the Province of Ontario to address the child care workforce shortage in Ontario by immediately increasing the \$19/hour minimum wage and providing benefits to RECE's in licensed child care centres to an equitable level to that which is paid to RECE's employed by School Boards; and

FURTHER BE IT RESOLVED that the Province of Ontario launch and financially support an accelerated Early Childhood Education Intensive program, to be completed within 14 to 16 months, similar to the program launched in March 2022 for Personal Support Workers (PSW's), where funding supported the costs of tuition, books, and other mandatory fees, to help address the shortage of RECE's in Ontario; and

FURTHER BE IT RESOLVED that a copy of this resolution be forwarded to OMSSA, Ontario Coalition for Better Child Care, Childcare Resource and Research Unit, NOSDA, FONOM, AMO, and all District Social Services Administration Boards, to request their support and advocacy for this resolution; and

FURTHER BE IT RESOLVED that a copy of this resolution be forwarded to Minister of Education Stephen Lecce, Minister of Economic Development, Job Creation and Trade Vic Fedeli and MPP for Parry Sound-Muskoka Graydon Smith."

#### 9.4 Canadian Alliance to End Homelessness (CAEH) – Homelessness Prevention and Housing Benefit

A written report was presented by Ms. MacKenzie.

#### ***Resolution 23 03 05***

#### **CARRIED**

*Moved by Tom Lundy*

*Seconded by Mike Dell*

“WHEREAS the drastic recent increase in homelessness and the concurrent increase in the reliance of Canadians on food banks is evidence of the widening of the gap in income disparity due to current economic conditions; and

WHEREAS the CAEH has presented data illustrating that the majority of Canadians believe that homelessness is a problem and it is getting worse; and

WHEREAS the data also shows that the majority of Canadians believe resources should be allocated to improving the situation; and

WHEREAS CAEH has presented the benefits of creating a Homelessness Prevention Housing Benefit;

NOW THEREFORE BE IT RESOLVED that the District of Parry Sound Social Services Administration Board supports the CAEH in requesting that the Federal government create a Housing Benefit as outlined in the CAEH report and proposal.

FURTHER BE IT RESOLVED that this resolution be circulated to all District of Parry Sound municipalities, AMO, OMSSA and Parry Sound-Muskoka MP, Scott Aitchison; and

FURTHER BE IT RESOLVED that this resolution be forwarded to the Prime Minister of Canada and the leaders of the opposition parties.”

#### 9.5 Further Appointments to LHC Board for 2023

A written report was presented and reviewed by Ms. Johnson.

#### ***Resolution 23 03 06***

#### **CARRIED**

*Moved by Gail Finnsion*

*Seconded by Ted Knight*

“THAT the Board approve the amendment of Resolution 23 01 03 to add the following Officer and Directors to the Parry Sound District Housing Corporation, as follows:

Officer: Vice-Chair Jerry Brandt

Directors: Jerry Brandt, Joel Constable, Mike Dell, Peter McIsaac, Sean Cotton and Janice Bray.”

#### **10. IN-CAMERA.**

#### **11. ADJOURNMENT.**

The meeting was adjourned to the next regular meeting to be held Thursday, April 13, 2023 via Zoom Video Conference.

#### ***Resolution 23 03 07***

#### **CARRIED**

*Moved by Jamie McGarvey*

*Seconded by Sharon Smith*

“THAT the Board meeting now be adjourned to the next regular meeting to be held Thursday, April 13, 2023 at the hour of 6:30 PM via Zoom Video Conference.”

District of Parry Sound



Social Services  
Administration Board

# **Chief Administrative Officer's Report**

*April 2023*

## **Mission Statement**

**To foster healthier communities by economically providing caring human services that empower and enable the people we serve to improve their quality of life.**

## **HSC Board of Directors**

The Housing Services Corporation (HSC) is a non-profit organization committed to ensuring that Ontario residents have access to safe and affordable housing that improves their quality of life. They support this vision by focusing on the long-term health and sustainability of Ontario's social housing properties.

HSC (formerly Social Housing Services Corporation) was created by the province under the Social Housing Reform Act (2000); this act was later replaced by the *Housing Services Act* (2011). Since opening its doors in 2002, they have worked with Ontario's 1,400+ community housing providers and 47 Service Managers to help them make the best use of their resources and manage their buildings more effectively. HSC is governed by a Board of Directors that is made up of key stakeholders in the housing community, including Service Managers, housing providers and provincial representatives.

HSC issued a call for nominations for Service Manager representatives to serve on the Board for a term beginning April 1, 2023 and ending March 31, 2027. The HSC Board of Directors met and considered the recommendations of the HSC Executive Committee, acting as the Nominating Committee, to make these selections. I am very pleased to share that I have been selected to fill one of these positions.

## **Human Resources Update**

In continuing our commitment to support ongoing development and training of staff, and to better support the people we serve, we recently required all staff to complete Human Rights training through the Ontario Human Rights Commission. The training provides a basic understanding of rights and responsibilities under the Ontario Human Rights code and includes topics such as harassment, duty to accommodate, discrimination and the human rights system. For your information, the training can be found here: <https://www.ohrc.on.ca/en/learning/elearning/hr101-3rd-edition>

To further support our staff, and in agreement with the union, we have extended the increased mileage rate of \$0.55 (from \$0.52) until the end of the year.

In March, our Human Resources team attended the YMCA job fair at the Bobby Orr Community Centre in Parry Sound. The event was well attended, and we are hopeful it will result in some quality applicants to our job postings. We are investigating similar opportunities on the east side of the district. We have also revitalized our student co-op/placement program to assist people in our district who are interested in working in Social Services and childcare. We currently have 4 placements in our organization. One in Housing Stability and three in childcare. In addition, we have entered into an agreement with Northern College where two pre-ECE students are hired for a two-week job experience. We are hopeful that these programs will lead to future DSSAB employees.

Effective June 1, 2023, Ontario's *Occupational Health and Safety Act* will require certain workplaces to have a Naloxone kit in the workplace. In a workplace in which the employer becomes aware, or ought reasonably to be aware, there may be a risk of a worker having an opioid overdose at the workplace, there must be a naloxone kit onsite and staff must be trained appropriately. Fortunately, we have trained all of our staff prior to this requirement. We believe the safest course of action is to set up a Naloxone program where we have kits available at all worksites in case there is a need. The Ontario government has committed to providing free naloxone kits for at least the first two years of the program.



## Information Technology Update

The I.T. Department has been busy this first quarter with preparation for a major network shift across the district. The team has been working to swap out wireless and network equipment at all our sites starting with our housing buildings and moving to our childcare and primary office buildings through the spring. The goal is to perform the upgrade with little to no disruption to the day-to-day operations of each site.

Additionally, we completed the implementation and a portion of the move to our new virtual server environment. Currently we have transferred 90% of our internal servers and will have the remainder fully transitioned by the end of April. This move provides us with a more secure and efficient platform for all our local services and servers, cutting down the management time and costs associated with these systems.

As always, these projects have been taking place in parallel to our daily support.

The I.T. department has continued to run the cyber security campaigns behind the scenes, consistently testing staff on general cyber security awareness and email security.

These campaigns are leading up to a training plan that will be rolled out in early May to all staff. This will cover a refresher course on email and cyber security, as well as targeted training around Credit Card security and best practices. The goal is to increase our **Security Awareness Proficiency** across the organization. Our latest scores have been positive, however there is always room for improvement.

### Ticket Stats

#### January to March 2023

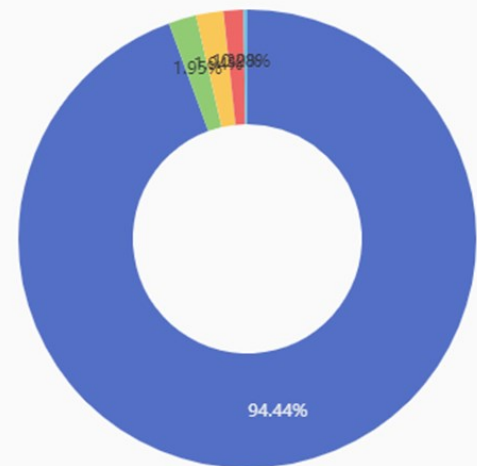
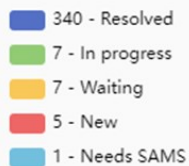
Tickets created during period: 360

Of them closed: 340

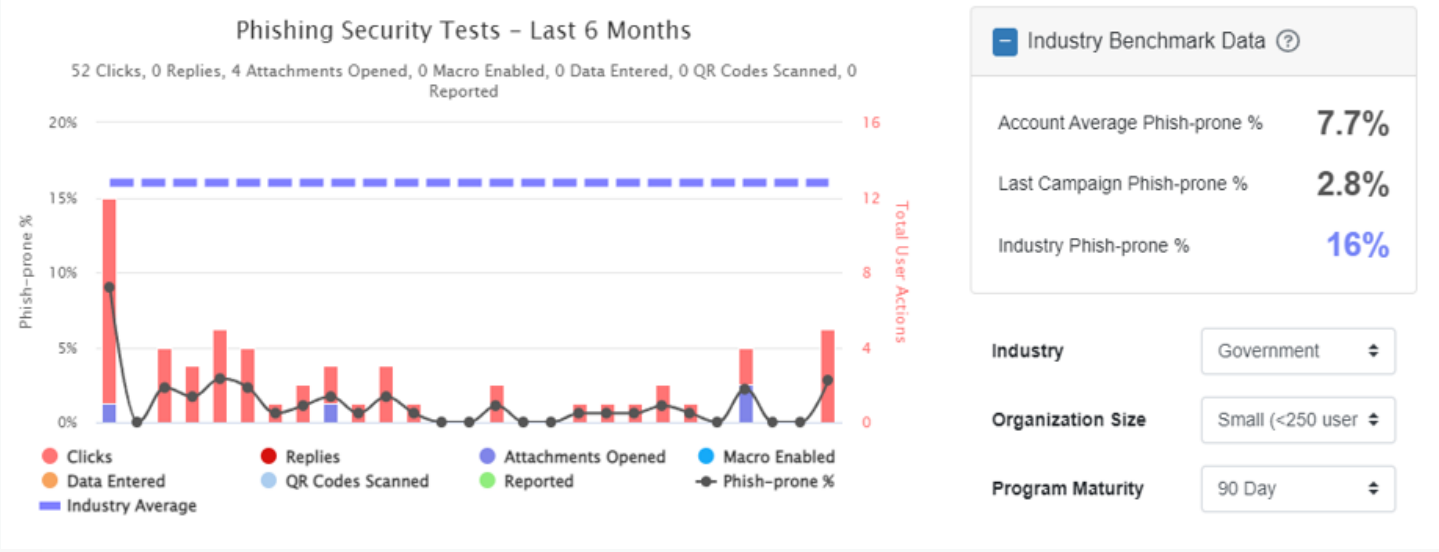
Still open: 20

Tickets that were reopened: 4

Average response time: 2h 49m 12s



# Phishing



## Facebook Pages



A friendly reminder to follow our Facebook pages!

- ◆ [District of Parry Sound Social Services Administration Board](#)
- ◆ [Esprit Place Family Resource Centre](#)
- ◆ [EarlyON Child and Family Centres in the District of Parry Sound](#)
- ◆ [The Meadow View](#)

## Social Media

### Facebook Stats

District of Parry Sound Social Services Administration Board	OCT 2022	NOV 2022	DEC 2022	JAN 2023	FEB 2023	MAR 2023
Total Page Followers	400	409	410	428	446	462
Post Reach this Period (# of people who saw post)	3,827	6,431	4,180	8,907	4,645	7,891
Post Engagement this Period (# of reactions, comments, shares)	406	437	59	234	565	757

<b>Esprit Place Family Resource Centre</b>	<b>OCT 2022</b>	<b>NOV 2022</b>	<b>DEC 2022</b>	<b>JAN 2023</b>	<b>FEB 2023</b>	<b>MAR 2023</b>
Total Page Followers	121	127	127	128	128	132
Post Reach this Period (# of people who saw post)	32	1,155	353	103	75	124
Post Engagement this Period (# of reactions, comments, shares)	1	46	36	1	3	7

<b>The Meadow View</b>	<b>OCT 2022</b>	<b>NOV 2022</b>	<b>DEC 2022</b>	<b>JAN 2023</b>	<b>FEB 2023</b>	<b>MAR 2023</b>
Total Page Followers	479	487	488	493	496	498
Post Reach this Period (# of people who saw post)	260	8,588	750	480	251	220
Post Engagement this Period (# of reactions, comments, shares)	31	101	70	4	36	57

Twitter Stats

Link to DSSAB's Twitter page - <https://twitter.com/psdssab>

	<b>OCT 2022</b>	<b>NOV 2022</b>	<b>DEC 2022</b>	<b>JAN 2023</b>	<b>FEB 2023</b>	<b>MAR 2023</b>
Total Tweets	3	8	1	3	7	13
Total Impressions	63	50	13	178	158	300
Total Profile Visits	11	18	24	66	57	217
Total Followers	23	25	26	27	28	28

Linkedin Stats - used primarily for HR recruitment & RFP/Tender postings

Link to DSSAB's Linkedln page - <https://bit.ly/2YyFHIE>

	OCT 2022	NOV 2022	DEC 2022	JAN 2023	FEB 2023	MAR 2023
Total Followers	297	377	377	382	395	399
Search Appearances (in last 7 days)	338	225	176	239	318	308
Total Page Views	150	73	45	46	31	31
Post Impressions	397	767	374	266	828	929
Total Unique Visitors	47	29	15	15	16	17

**Out and About in the Community**

On April 6<sup>th</sup>, 2023 members of our Housing Stability Team and Esprit Place Family Resource Centre (Children's Voices program) attended a mental health and wellness initiative hosted by the Student Senators at Parry Sound High School called **Mind Frame Education and Resource Fair**. This purpose of this event was to bring awareness to the students at Parry Sound High School (grades 9-12) of the support available to them.



## Licensed Child Care Programs

### Total Children Utilizing Directly Operated Child Care in the District February 2023

Age Group	Fairview ELCC	First Steps ELCC	Highlands ELCC	Waubeek ELCC	HCCP	Total
Infant (0-18M)	0	0	3	2	8	13
Toddler (18-30M)	16	8	13	17	31	85
Preschool (30M-4Y)	20	15	19	39	45	138
# of Active Children	36	23	35	58	84	236

The Become an ECE marketing campaign has rolled out to all Directly Operated Child Care Programs, and we have welcomed 4 Early Childhood Education placement students into our Early Learning and Child Care Centres.

Some programs were able to continue the Seeds of Empathy program where preschool children are exposed to and follow the development of a community infant through visits, discussions, and stories. Our hope is that we can expand this program to other locations as staff become trained in the delivery model.

The Directly Operated Child Care Programs have been consulting with the Child Care Service Management team to revise the Child Care 5-Year Plan and identify gaps in service and where possible expansion can occur, mainly within the Home Child Care Program. With this in mind, the HCCP Supervisor has begun working with the Communications Officer to create a targeted marketing plan.

## School Age Programs

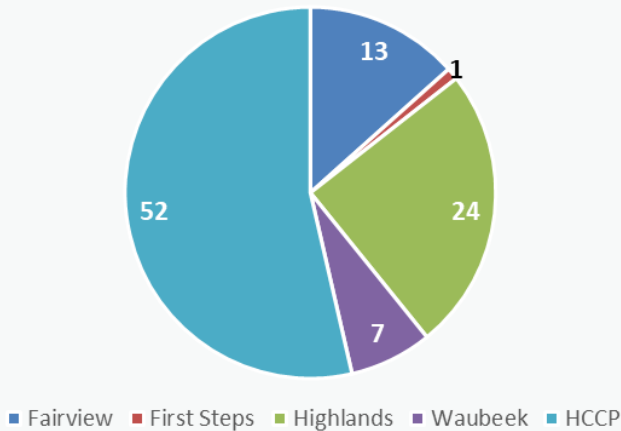
### February 2023

Location	Enrollment	Waitlist
Mapleridge After School	21	10
Mapleridge Before School	8	
St. Gregory's After School	14	1
Sundridge Centennial After School	14	5
Land of Lakes After School	15	4
Home Child Care	38	10
# of Active Children	110	30

The move from St. Gregory’s Before School Program to Mapleridge has now been completed. The School Age Program has now been transitioned to the HiMama App billing and fee paying module where families are billed in advance of care and payments are automatically collected through ‘autopay’ within the application settings.

The School Age Program is partnering once again with the Near North District School Board to analyze the annual viability surveys which will assist with the decision making process for operations in September.

**Directly Operated Child Care Waitlist by Program  
February 2023**



All Directly Operated Child Care licensed programs are experiencing an increase in parent inquiries for care needing both immediate care as well as pre-booking for care 6 – 12 months in the future. Inquiries are coming from most communities in the District of Parry Sound, with Burk’s Falls, Town of Parry Sound, Seguin, and Emsdale leading the way. Ten requests have come from out of district families that are working in the District of Parry Sound and would like to have their children close to their place of employment.

## Inclusion Support Services

### February 2023

Age Group	EarlyON	Licensed ELCC's	Monthly Total	YTD Total	Waitlist	New Referrals	Discharges
Infant (0-18M)	0	0	0	0	0	0	0
Toddler (18-30M)	2	3	5	6	2	2	0
Preschool (30M-4Y)	6	38	44	44	3	5	0
School Age (4Y+)	2	15	17	17	0	0	0
Monthly Total	10	56	66	-	5	7	0
YTD Total	10	56	-	79	6	9	1

The ISS Program has been experiencing an increase in referrals, especially in the preschool age group. The Resource Consultants are busy supporting the School Age Program and we have families that have relocated to the Parry Sound area from the Ukraine and have reached out to receive assistance with English as a second language for their children.

Within the 2023 ISS transformation project, the Supervisor and Director have been making connections with counterparts in other regions of the province to network and gain insight into models of practice that support the Ministry of Education's delivery guidelines while building capacity of the Resource Consultants, program educators, EarlyON facilitators, and HCCP providers in enhancing inclusive programming for all children regardless of their individual abilities.

## EarlyON Child and Family Programs

### February 2023

Activity	February	YTD
Number of Children Attending	817	1,706
Number of New Children Attending	47	86
Number of Adults Attending	536	1,112
Number of Virtual Programming Events	4	8
Number of Engagements through Social Media	386	460
Number of Views through Social Media	5,006	10,857

Statistical information being now reported on aligns with the new Ministry of Education EarlyON Program Guidelines. While social media continues to be a great venue for sharing information, families are showing a strong preference to in-person programming. Attendance continues to increase in all programs, particularly Port Loring. We are hoping to add the communities of Kearney and Trout Creek to our list of programs re-opening in the near future.

The Early Literacy Facilitator collaborated with the South River Machar Library to offer Toddlers for Tales in early February and Family Literacy events were held in Parry Sound and Burk's Falls. These special events were offered through collaboration with the public libraries, child care programs, and community partners. In total 70 participants were recorded in Parry Sound and 10 families participated in Burk's Falls.

**Funding Sources for District Wide Childcare Spaces  
February 2023**

<b>Active</b>	<b># of Children</b>	<b># of Families</b>
CWELCC*	134	130
CWELCC Full Fee	194	191
Afterschool Fee Subsidy	4	4
Fee Subsidy	29	26
Full Fee	32	27
Ontario Works	7	7
<b>Total</b>	<b>400</b>	<b>384</b>

<b>Funding Source - New</b>	<b># of Children</b>	<b># of Families</b>
CWELCC	2	2
CWELCC Full Fee	2	2
<b>Total</b>	<b>4</b>	<b>4</b>

\* CWELCC – Canada-Wide Early Learning Child Care; eligible for children 0 - 6

<b>Funding Source - Exits</b>	<b># of Children</b>	<b># of Families</b>
CWELCC	3	3
Full Fee	1	1
<b>Total</b>	<b>4</b>	<b>4</b>

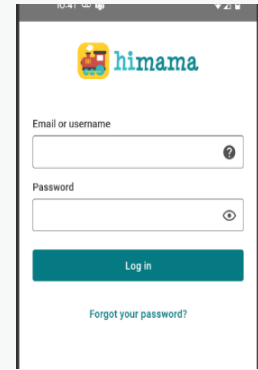
**Child Care Service Management Update**

The Child Care Service Management team has worked diligently to successfully implement invoicing and fee collection practices using the HiMama platform with support from the directly operated child care programs, the HiMama team and our CFO. The implementation strategy began in the fall of 2022 and was completed in March 2023. The HiMama platform is a direct, efficient way to manage a child care program in terms of classroom management, attendance, communication, documentation, invoicing and fee collection.



## Transitional Milestones:

- July 2022 – Preliminary conversation with HiMama and CFO
- August 2022 – Entered into a Purchase of Service Agreement
- September & October 2022 – CCSM team engaged in training and system preparation.
- October 2022 – Test transactions made to ensure payment efficiency.
- November 2022 – Fairview – HiMama billing process implemented.
- January 2023 – First Steps, Highlands & Waubeek – HiMama billing process implemented.
- March 2023 – School Age Programs & Home Child Care – HiMama billing process implemented.



HiMama is a great resource for parents and has both desktop and mobile applications; it allows an increased connection of the child to parents, as well as keeping recorded pedagogical documentation, photos, and messages regarding children's development based on entries of the educators and supervisor. For the CCSM team, the invoicing and fee collection functions better supports the ability to adhere to the policies and procedure in place and eliminates the risk of revenue loss due to unpaid fees.

## Quality Assurance Update

On February 23, 2023, a professional development workshop was offered to all Supervisors of child care programs in the district of Parry Sound. In attendance were 11 Child Care Supervisors and Child Care Service Management staff. The Lego Serious Play full day workshop was hosted by L & F Mahon Consulting and funded by the Workforce Development Strategy to support Supervisors in setting a vision and creating a Team Charter for their team. During the session the group used Lego building activities to identify team values and goals they felt were important. The exercises and discussions throughout the day were designed to assist Supervisors in completing similar exercises with their own teams to help create a Team Charter for each individual program. The day was highly successful in supporting Supervisors and assisting in creating new partnerships for future networking. A similar session will be offered to all educators in the district of Parry Sound in April. These two upcoming sessions are designed to help re-ignite the passion in their work. The focus will be on the importance of building relationships, self-care and the value an early childhood educator brings to the lives of families.



Recognizing the importance of early learning and childcare and showing the value in the role early childhood educators have and the impact they have on children and families in our community is key for retention and recruitment of high-quality childcare. Through the support of the Workforce Development Strategy funding, programs have been offered an array of continuous professional learning opportunities to both enhance and support both program and self-growth & development. All programs were provided with a variety of educational learning kits for use in both the indoors and outdoors, Indigenous storytelling kits and educational resources to assist in increasing the quality of not only the environment, but also creating new resources for educators to promote new learning experiences for children in the early years setting.

Educational equipment was purchased for each childcare program to promote sensory play and enhance learning opportunities for the children, as well as provide a new resource to ignite new inspiration for the educators. All educators will receive appreciation of their hard work at the upcoming staff training sessions by means of a storytelling apron and a journal to assist in supporting the importance of mental health and well-being. Support is being provided to the Inclusion Support Staff attending the Early Childhood Resource Teacher Network conferences in the upcoming months. This training will support the importance of inclusive practices and how best we can support families and children in our district.

### **Income Support & Stability Update**

Various program staff attended presentations in North Bay and Parry Sound on the Icelandic Prevention Model. The model is based on the collaboration of numerous parties, e.g., parents, teachers, community centers, sports clubs and more in the immediate vicinity of children and young people as means of Drug Abuse prevention.

Staff have also been attending many training opportunities such as Human Rights Training, Violence Against Women Training, Bereavement 101 training to individuals who work in the public sector. Some staff are wrapping up their George Brown Life Skills Coaching Program and will be starting to hand in proposals for workshops to facilitate with our clients throughout 2023.

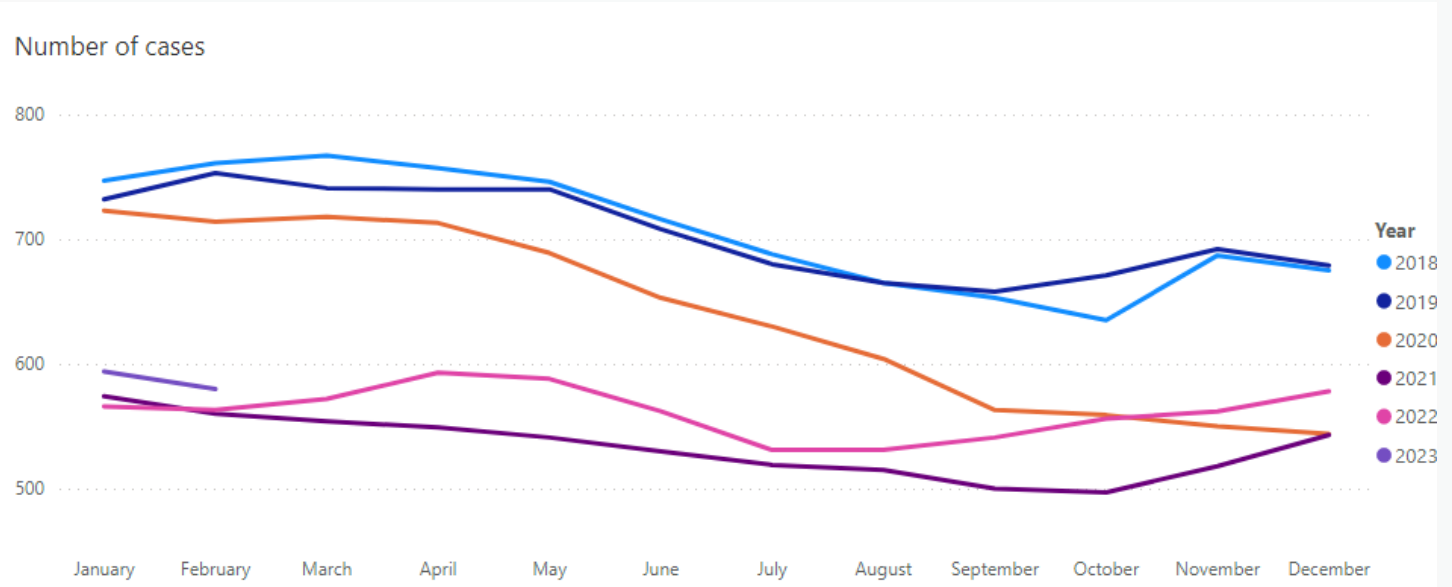
As we enhance our collaboration with Esprit, Income Support and Stability staff are completing VAW Training via OAHIT. Our goal is to improve our knowledge and understanding so we can work with the Esprit team in a more meaningful way.

We hosted the Almaguin Highlands Community Partners meeting in our South River office in March. The Director of Income Support and Stability and Supervisor of Income Support attended.

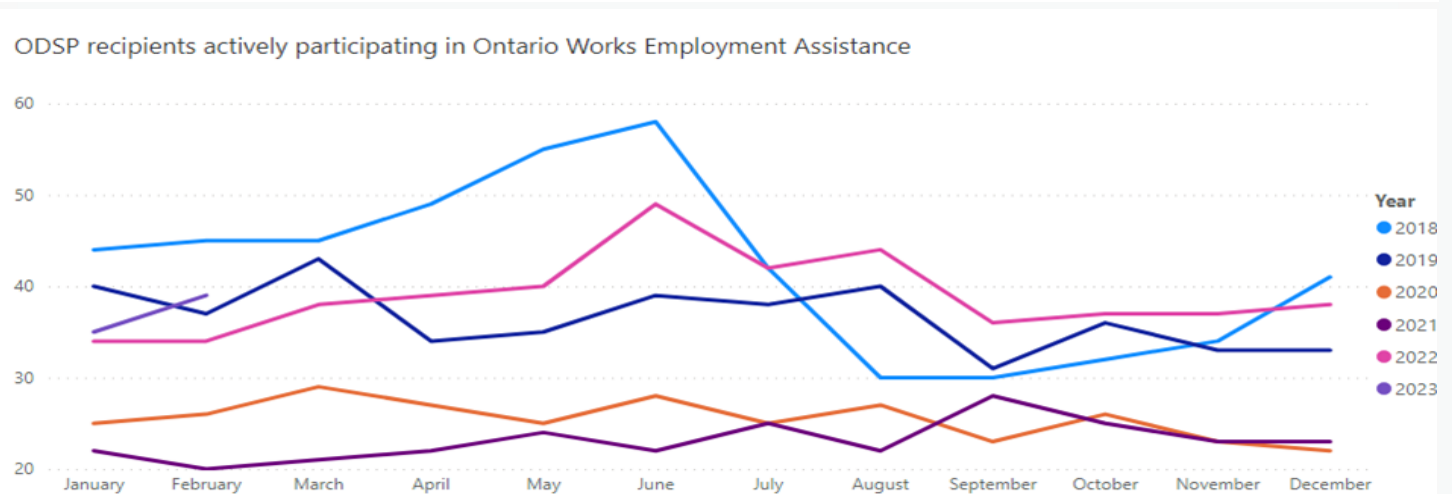
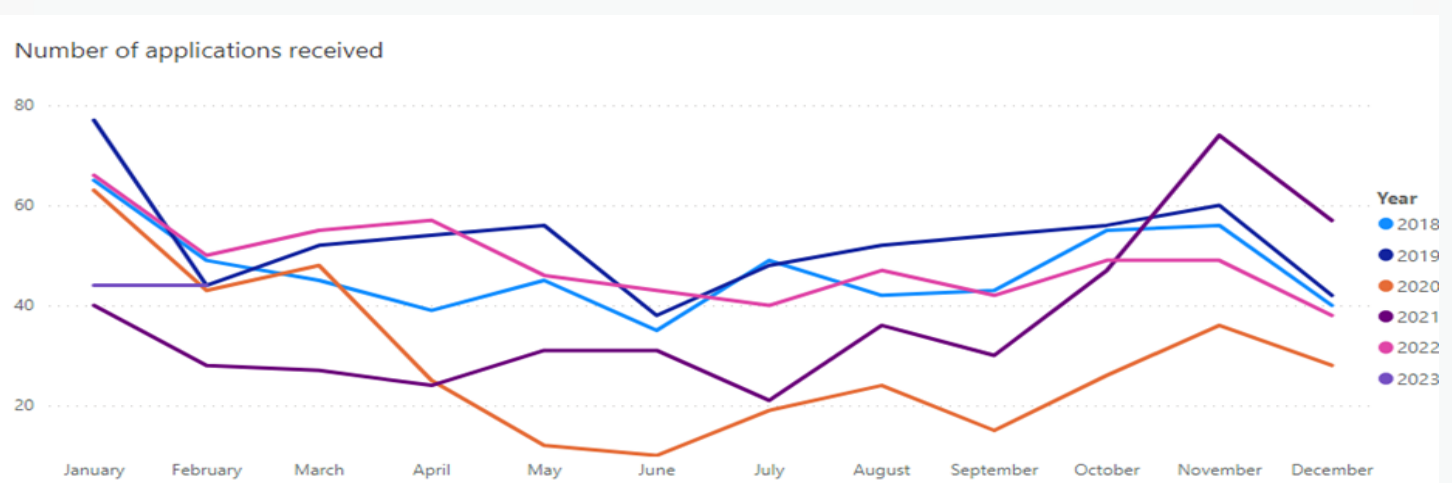
The Director of Income Support and Stability attended the Directly Operated Child Care Programs Operations meeting to discuss OW and Housing Stability and how to support families that may need our support.

The Director also attended the HSSN meeting with various health care, mental health and community service partners.

## Ontario Works Caseload February 2023



## Ontario Works Intake - Social Assistance Digital Application (SADA) & Local Office February 2023



**Ontario Works applications**

2 ▲  
Average received per business day

45  
Received Feb 2023

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**Emergency Assistance applications**

1 ▼  
Average received per business day

29  
Received Feb 2023

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**Average number of business days from screening to grant**

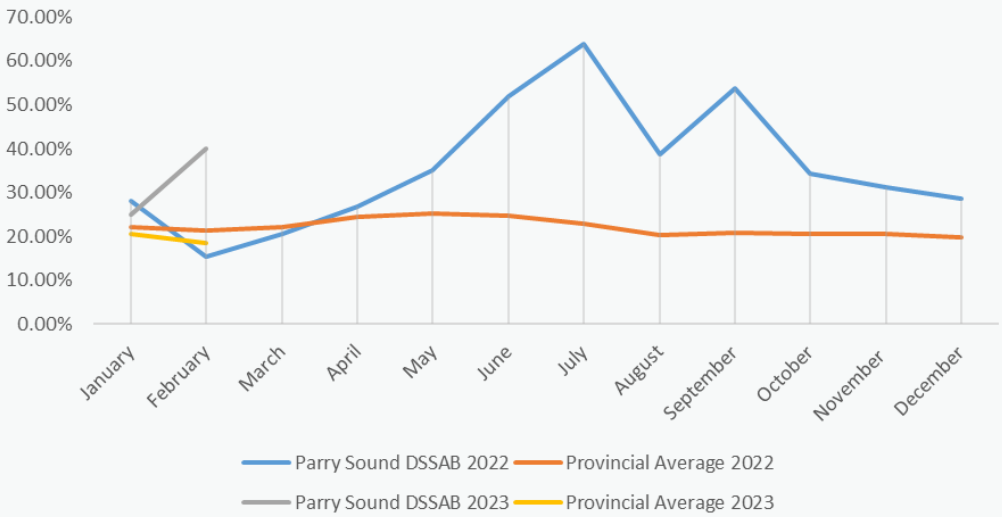
1.0 ▼  
Ontario Works

0.4 ▼  
Emergency Assistance

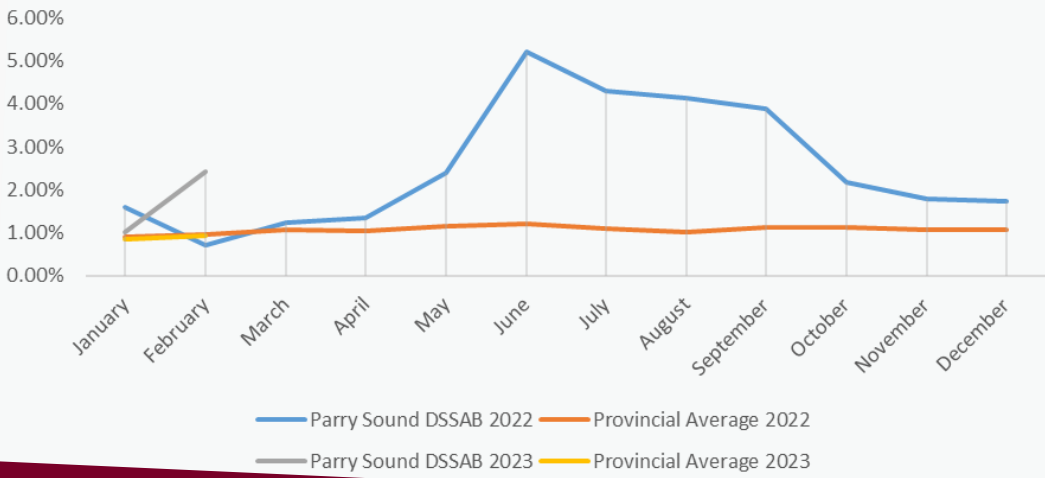
The OW Caseload for February was **580**. We are supporting 39 ODSP participants in our Employment Assistance program. We also have 52 Temporary Care Assistance cases. We also had 45 Ontario Works Applications and 29 applications for Emergency Assistance which is up from January.

**Employment Assistance & Performance Outcomes**

% of Closures Exiting to Employment

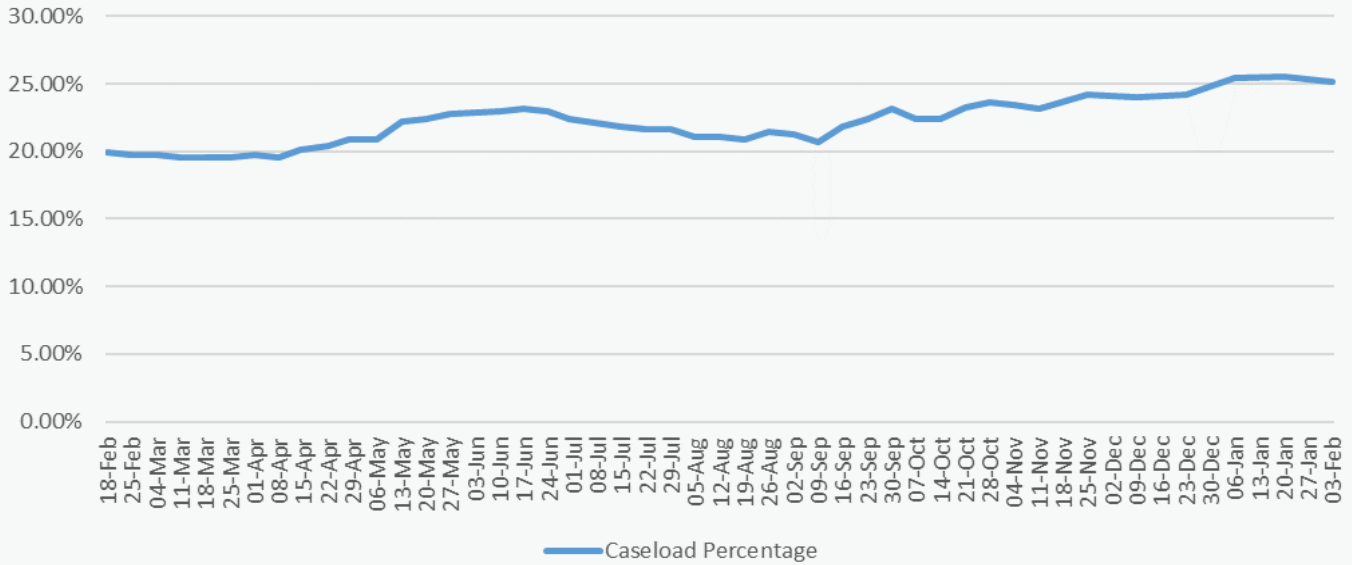


% of Caseload Exiting to Employment



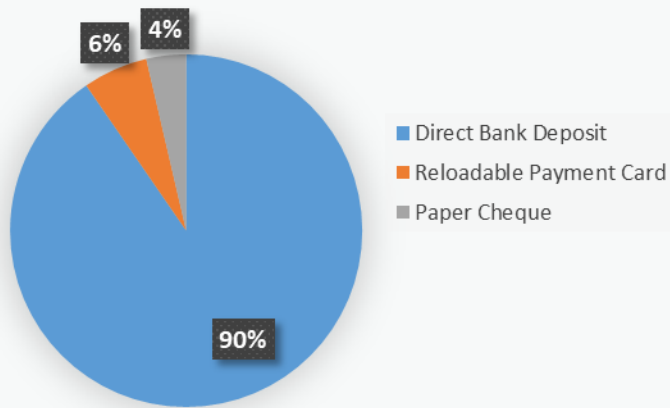
## MyBenefits Enrollment 2022/2023

### MyBenefits Enrollment by Week

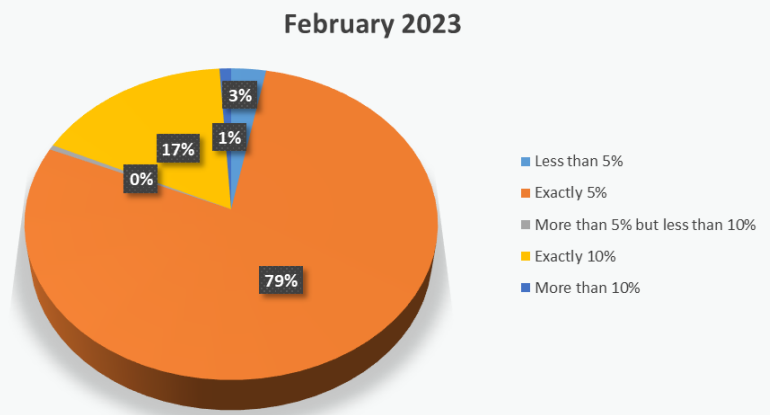


## DBD Enrollment

### Payment Receipt Method February 2023



### Overpayment Recovery Rate February 2023



## Ontario Works Update

In January, Community Paramedicine staff attended the OW west staff meeting and gave an overview of their services.

In February, CMHA staff attended the OW West staff meeting to review their programs and new initiatives. Our Income Support Supervisor in the West and a Case Worker met with their Addiction team to talk about the services and supports OW provides.

All Case Workers and Case Support Workers attended a training by TESS on Interpreting Third Party Information. OW uses various third-party information from sources like Equifax, MTO and Revenue Canada to verify eligibility for Social Assistance.

We are very excited to offer an online payment option to those that may have a historical overpayment and are looking to make repayments.

On March 2<sup>nd</sup>, the YMCA hosted the first in-person Job Fair in 2 years at the Bobby Orr Community Centre. We provided some Wellness and Job Readiness materials and supplies for this event. Many staff attended the event as well to support clients that were in attendance.

We have also provided support to Women's Own Resource Centre for their Life Skills Training by providing incentives for those that attended the program.

We have extended our Service Agreements with the Community Counselling Centre of Nipissing and with our Registered Social Worker to provide Mental Health support and access to psychological assessments with Dr. Jeffrey Phillips.

Ontario Works has become a Paperless by Default site. Any client that is registered with MyBenefits will receive letters and their Statement of Assistance through that platform. We also utilize a SAMS Data Extract provided by the Ministry that is uploaded into the system our Dental Program Adjudicator, Accerta, uses to eliminate manual letters. We are also using the extract in FiiT to reduce duplication for staff by utilizing SAMS information.

We attended the Labour Market Groups Job Data events, reviewing local data, census data and regional employment and labour market information. This information was valuable in the development of the 2023 OW Service Plan Addendum that was completed for MCCSS.

Employment North, our vendor for Employment Placement, has so far secured 2 placements with local employers. Employment Placement provides funding for training and other support to employers to help Ontario Works participants secure fulltime employment.

Staff continue with their informal outreach to our Municipal offices and Food Banks. Ontario Works staff have been working diligently on building relationships with community partners and offering outreach. One of the significant challenges for Ontario Works clients is food instability due to their limited income. Ontario Works & Housing Stability have partnered up to attend local food banks on the days they distribute food to the community and to offer any supports and suggestions on how to get the most amount of food into the community as possible. Staff and Supervisors have attended food bank meetings in order to educate food bank staff on our services. We will continue to maintain this collaborative approach to ensure that clients receive the resources they need to thrive.

The Labour Market Group Jobs Report for February saw 175 job postings in February which is up 20 from the previous month, but slightly below the same time last year. Nearly 10% of those postings were minimum wage jobs.

## Housing Stability Program - Community Relations Workers

### Support

All services performed, provided, or arranged by the Homelessness Stability Program staff to promote, improve, sustain, or restore appropriate housing for individuals active with the Homelessness Stability Program, periodically within the month, not requiring intense case management.

February 2023		
Income Source	East	West
Senior	6	16
ODSP	11	36
Ontario Works	4	12
Low Income	17	22

### Intense Case Management

Intense Case Management involves the coordination of appropriate services and the provision of consistent and on-going weekly supports, required by the individual to obtain, and sustain housing stability.

February 2023		
Income Source	East	West
Senior	13	22
ODSP	11	25
Ontario Works	9	13
Low Income	10	37

### Contact/Referrals

February 2023	East	West	YTD
Homeless	0	1	10
At Risk	0	2	14
Esprit Outreach Homeless	0	0	0
Esprit Outreach at Risk	0	2	5
Esprit in Shelter		1	3
Program Total			32

### Short Term Housing Allowance

	Active	YTD
February 2023	14	20

### Housing Stability: Household Income Sources and Issuance from HPP & CHPI:

February 2023 Income Source	Total	CHPI
ODSP	7	\$1,135.90
Ontario Works	3	\$1,480.41
Low Income	4	\$2,527.34

February 2023 Reason for Issue	Total
Rental Arrears	\$2,579.29
Transportation	\$36.00
Food/Household/Misc.	\$1,545.45
Emergency Housing	\$982.91
<b>Total</b>	<b>\$5,143.65</b>



## Ontario Works: Household Income Sources and Issuance from HPP

<b>February 2023 Income Source</b>	<b>Total</b>	<b>HPP</b>
Senior	1	\$118.00
ODSP	12	\$7,871.86
Ontario Works	6	\$5,101.23
Low Income	10	\$5,393.56

<b>February 2023 Reason for Issue</b>	<b>Total</b>
Rental Arrears	\$7,679.41
Utilities/Firewood	\$4,037.55
Transportation	\$147.75
Food/Household/Misc.	\$5,369.94
Emergency Housing	\$1,250.00
<b>Total</b>	<b>\$18,484.65</b>

### **Housing Stability Update**

We are very excited that in March, we implemented the Digital HPP Funding Application in OW and Housing Stability. This process change streamlines and reduces many manual and paper-based processes and allows us to issue HPP funding through SAMS. Our Program Leads worked very closely with the Finance Team to develop the process and implement it with the staff.

The Supervisor of Housing Stability and Supervisor of Income Support attended the NPLC (Nurse Practitioner Led Clinic) Team meeting and provided info on OW and HSP. Staff also have begun utilizing space in the clinics to meet with clients that may not be able to access our offices.

The Supervisor of Housing Stability is participating in a Focus Group on Coordinated Access in Rural Communities. This group is hosted by the National Alliance to End Rural and Remote Homelessness.

The Housing Stability Program is hosting a placement student from Northern College until the end of April.

Members of the Housing Stability team attended the Muskoka DART (Domestic Abuse Review Team) Conference March 23<sup>rd</sup> - 24<sup>th</sup>. The Director of Income Support and Stability now sits on the DPSVAW Coordinating Committee.

Our Northern College student's time is coming to an end with us, during his time with us he was able to learn about the agency, the services the district has to offer and gain experience in interacting with the referrals our programs receive. Our team provided him with valuable lessons in case management, time management and client burn out. We wish him all the best in his upcoming endeavors and appreciate the opportunity to work with him.

The referrals this quarter aligned with previous years, however the referrals received are very complex and the needs of the clients are high, which require more time to build the relationships, bring in suitable community partners, and create a sustainability plan to support the client.

The team continues to do outreach with agencies that serve the individuals of the district. Including but not limited too food banks, libraries, Municipality offices, Nursing Stations, etc.

The Mental Health & Addiction Worker has had 34 cases over the last quarter and 11 of those have been discharged and has had 177 client contacts in that period. Clients have received support and referrals for CMHA, the Safe Justice Bed at WPSHC, the Parry Sound Family Health Team and Home & Community Care.



Staff embraced the following training opportunities that enhanced their knowledge:

- Icelandic Homelessness model
- Leadership training
- OAITH Training in Violence Against Women
- Program staff completed Human Rights training
- Attended the Canada Home Share presentation
- Staff attended the high school in February providing a presentation on services provided by our agency
- Attended the Wellness Fair in Point-Au-Brail
- By-Name List refresher
- Grand Rounds calls hosted by the West Parry Sound Health Centre
- Community Practice calls hosted by the Canadian Alliance to End Homelessness

### **Housing Programs**

#### **Social Housing Centralized Waitlist Report February 2023**

	<b>East Parry Sound</b>	<b>West Parry Sound</b>	<b>Total</b>
Seniors	37	110	147
Families	131	434	565
Individuals	474	208	682
<b>Total</b>	<b>642</b>	<b>752</b>	<b>1,394</b>
Total Waitlist Unduplicated			474

**Social Housing Centralized Waitlist (CWL) 2022 - 2023 Comparison  
Applications and Households Housing from the CWL**

Month 2022	New App.	New SPP	Cancelled	Housed	SPP Housing	Month 2023	New App.	New SPP	Cancelled	Housed	SPP Housing
Jan	5			1		Jan	5	1	13		
Feb	9	1	2			Feb	5	1	10		
Mar	12		5	2	1	Mar					
Apr	12	1	1			Apr					
May	11	1		3		May					
June	15		3	2		June					
July	13	2	10	1		July					
Aug	5		17	2	1	Aug					
Sept	16		10	1	1	Sept					
Oct	14		12	6		Oct					
Nov	12	1	8	3		Nov					
Dec	1			5		Dec					
<b>Total</b>	<b>125</b>	<b>6</b>	<b>68</b>	<b>26</b>	<b>3</b>	<b>Total</b>	<b>10</b>	<b>2</b>	<b>23</b>		

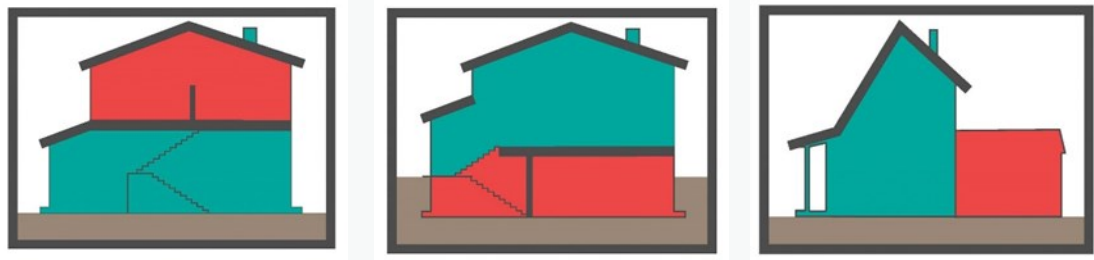
SPP = Special Priority Applicant

**Housing Programs Update**

Housing Programs had a great start to 2023. We have continued to receive applications for Canada Ontario Housing Benefit (COHB) and have received approval from the Ministry of Municipal Affairs and Housing to begin submitting applications for the next fiscal year. We were fortunate that applications were not halted as we have seen in previous years, and staff were able to continue helping clients find affordable housing.

Over the last few months, staff have been busy developing the Secondary Suites program and we are happy to finally be introducing it to the district as an additional funding opportunity to create affordable housing.

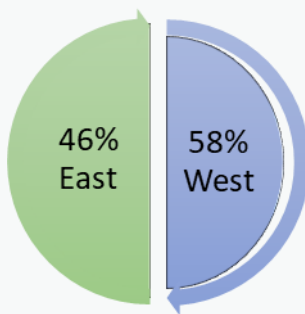
## What is a Secondary Suite?



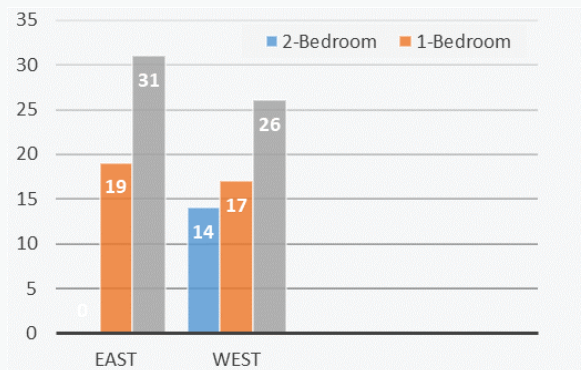
A secondary suite is a private, self-contained unit within an existing home. It has its own bathroom, kitchen, living area and sleeping area. Secondary suites offer several benefits to homeowners at all stages of life. They can act as a mortgage helper, increase the value of your home, facilitate aging in place, and provide affordable housing options for the community. While most homeowners live in the main part of the house, you can also choose to live in the secondary suite and rent the main area to boost your earnings. A secondary suite can also add resale value to your home.

Homeowners who are eligible will have access to funding in the form of a forgivable loan. The unit rent must be at or below the average market rent for the District for a specified period. The Secondary Suites program is intended to increase the supply of affordable rental housing for low-income households in the District of Parry Sound.

Each year, Housing Programs reports on the affordable units within our District. These units have been made possible by several landlords, along with various funding allocations from the Ministry of Municipal Affairs and Housing. Below is a recent update on the affordable housing stock in the District of Parry Sound.



Percentage of affordable units in the east compared to the west in the District of Parry Sound



Illustrates the amount and unit size throughout the district

**Parry Sound District Housing Corporation  
February 2023**

Activity for Tenant and Maintenance Services

	<b>Current</b>	<b>YTD</b>
<b>Move outs</b>	1	3
<b>Move in</b>	4	7
<b>L1/L2 forms</b>	0	0
<b>N4 - notice of eviction for non payment of rent</b>	0	0
<b>N5 - notice of eviction disturbing the quiet enjoyment of the other occupants</b>	0	1
<b>N6 - notice of eviction for illegal acts or misrepresenting income for RGI housing</b>	0	0
<b>N7 - notice of eviction for willful damage to unit</b>	1	1
<b>Repayment agreements</b>	1	21 (18 carried from 2022)
<b>Tenant Home Visits</b>	10	29
<b>Mediation/Negotiation/Referrals</b>	8	8
<b>Tenant Engagements/Education</b>	6	15

Note: statistical information is based on the east side; west side will be included next report

**Tenant Services Update**

Tenant Services department completed a program plan for the year starting in January, which included items like tenant meetings and educationals (quarterly), collaboration meetings with Ontario Works, Housing Stability, and Housing Programs (quarterly), and regular day-to-day activities associated to target dates in order to keep on track and progressing as a team. One of the main objectives for this department for the year is to work very hard at rebuilding and strengthening relationships with our tenants. The past few years have been very difficult on the relationships and rapport that Community Relations Workers would very much like to have with their tenants, and disruption has occurred due to Covid as well as department changes and turnover. Our goal this year is to work diligently to try and correct this and move toward a relationship built on honesty, trust, collaboration, and a keen desire to provide the best quality service and advocacy for tenants residing in our buildings.

As such we have completed 2 rounds of tenant meetings and educationals, with positive results. Common themes relayed to us during these meetings are the desire to re-group again and do things as a “building community” such as BBQs and summer gardening. We have made some plans to incorporate these ideas into our plans for future gatherings.

Another initiative introduced are *positive feedback forms* that go along with our longstanding complaints form and maintenance request form. Our department receives many complaints, often about issues that there is little we can do to rectify as they are neighbour issues related to living in a shared building. What we were not receiving was anything stating things that people liked about where they live or what’s involved or including in their tenancy. We were pleasantly surprised at what we received when this was implemented, and it goes a long way in relationship building and also staff morale! Examples of things written are:

*“I’m especially grateful for how quickly I receive a response back from anyone in your office when I email”*

*“I am very happy with my apartment it is bright and comfortable. All of the tenants are friendly and helpful. The staff are very nice and easy to deal with. Any of the housing staff that I have dealt with are kind, helpful and understanding. It is really quiet here at night. I love it.”*

*“I like that you are visiting more often and that you listen when I ask about things. The common room is lovely now, clean, and bright.”*

*“The new windows are a much-needed improvement. Thank you.”*

*“This is a great place to live. The staff are kind and respectful.”*



Educational engagement at Sundridge Building  
February 2023

## Property Maintenance and Capital Projects February 2023

Pest Control	8	8 buildings monitored monthly
Vacant Units	12	one-bedroom (8); multiple bedroom (4) (not inclusive of The Meadow View)
Vacant Units - The Meadow View	8	one-bedroom market units (8)
After Hours Calls	5	Leak from window, no hot water, toilet plugged
Work Orders	176	Created for maintenance work, and related materials for the month of February
Fire Inspections		A total of 15 units were inspected for fire safety in the month of February

We are continually working with Orkin to remove bedbugs within 2 of the buildings. We have removed the infested areas and are monitoring them bi-monthly to ensure the infestation has been eliminated.

The window replacement on 66 Church Street has been completed. We have received reports of improved unit heat retention and minimal air movement through the wall system.

The Housing team is currently meeting with consultants to update our software and procedures where needed. We are excited for this to be implemented as we believe this will streamline the processes, foster better communication, and therefore provide improved service to the people we serve.

After many months of research, building analysis, and quote requests, the building condition assessments (BCA) are underway. We are looking forward to the summary, as this will outline priority projects and provide an idea of the remaining life span of our systems.

In collaborating with Tenant services, the Maintenance team provided services in order to complete the common room finishes in all of the PSDHC buildings. Together Tenant Services and Property Maintenance and Capital Projects have provided a welcoming atmosphere.

Two additional Facility Maintenance Technicians are currently being recruited for the east side of the district. These positions will minimize the travel time currently accrued from west side to east side, along with provide Toronto Ave office with a full-time custodian/maintenance staff (was previously contracted).

We were proud to have partnered with Tenant Services in efforts to rehouse a current tenant due to fire damage done to their unit. The tenant's belongings were sorted, packed, and moved while Tenant Services worked with community partners to ensure the required household items were replaced.

Retirement notice has been provided by a long-term employee within the position of Property Management Clerk, Program Support Worker. We are sad to say goodbye, but excited for her next chapter. The recruitment process has been initiated.

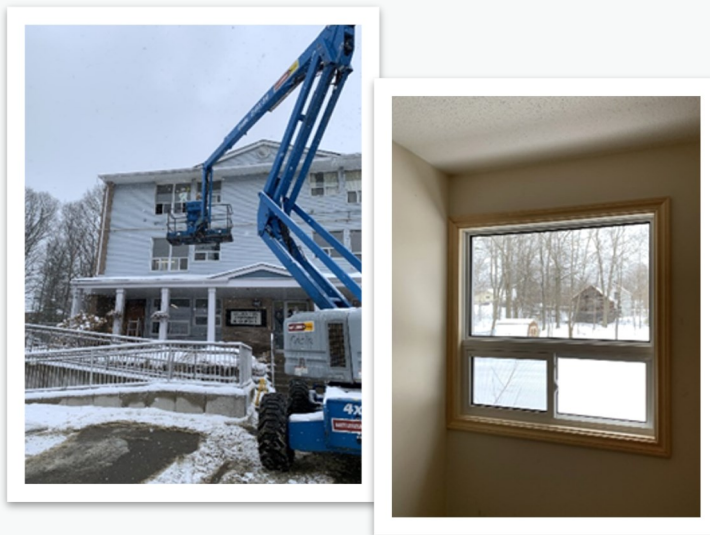
### **Local Housing Corporation and DSSAB Buildings**

- BCA approval received and assessment is underway
- Looking at various options for replacing the retaining wall at Belvedere
- We have received 3 quotes for the replacement of the HVAC systems at Waubeck Daycare; we will be awarding this contract in April
- Asbestos abatement is underway on a unit located at 66 Church St.; the renovation of this unit should be complete before the end of April.]
- 3A Dublin mould remediation is underway and should be completed in April
- In the process of requesting an RFP for the Belvedere window replacement consultant contract
- In the process of removing large antennas that pose as climbing hazards at some of the family units
- In the process of retaining an engineer to assess the stair railings within 173 Main St. Sundridge

### ***Challenges:***

Difficulty securing contractors/labourers as well as materials are often backordered. Obtaining quotes, as per our Procurement Policy, from contractors is presenting a challenge.

We continue to complete capital projects; however, this is taking longer then expected.



Window replacements at 66 Church Street, Parry Sound

## Esprit Place Family Resource Centre

February 2023

<b>Emergency Shelter Services</b>	<b>February 2023</b>	<b>YTD</b>
Number of women who stayed in shelter this month	8	17
Number of children who stayed in the shelter this month	6	16
Number of hours of direct service to women (shelter and counselling)	89	196
Number of days at capacity	26	36
Number of days over capacity	18	25
Overall capacity %	105%	89%
Resident bed nights (women & children)	295	526
Phone interactions (crisis/support)	26	60

<b>Outreach Services</b>	<b>February 2023</b>	<b>YTD</b>
Number of women served this month	2	7
Number of NEW women registered in the program	0	0
Number of public ed/groups offered	0	0

<b>Transitional Support</b>	<b>February 2023</b>	<b>YTD</b>
Number of women served this month	9	15
Number of NEW women registered in the program	0	0
Number of public ed/groups offered	0	0



<b>Child Witness Program</b>	<b>February 2023</b>	<b>YTD</b>
<b>Number of children/women served this month</b>	6	10
<b>Number of NEW clients (mothers and children) registered in the program</b>	2	3
<b>Number of public ed/groups offered</b>	0	0

**Women’s Services Update**

Esprit Place has been operating at greater than 100% capacity since the end of January. During the period of January to March we were required to deny access to a shelter bed to 44 women and children, either because the shelter was over capacity or because a women did not meet our Ministry directed mandate. In all cases, we worked to support women in accessing other accommodations or supports to ensure their immediate safety.

Staff illness and ongoing challenges with recruitment have created challenges with scheduling and appropriate shelter coverage. COVID continues to have an impact. Staff, clients, and visitors continue to wear masks while in shelter and must complete routine Rapid Antigen Tests. Our capacity continues to be reduced by 3 beds as a result of continued physical distancing requirements mandated by MCCSS.

Outreach and shelter client circumstances continue to be complex and challenging. This creates difficult and stressful situations for staff and requires significant advocacy and system navigation to ensure that our clients receive the support they need. Women’s Services is working diligently in cooperation with Income Support and Stability in order to provide or advocate for comprehensive services for our clients. This effort consists of strengthening the existing relationships between DSSAB programs and improving lines of communication related to shared clients. It also involves a direct and coordinated effort to develop and grow our network of community partners.

**DISTRICT OF PARRY SOUND SOCIAL SERVICES ADMINISTRATION BOARD  
 FINANCIAL REPORT - FOR MANAGEMENT PURPOSES ONLY  
 FOR THE PERIOD ENDING BUDGET 2023  
 2 MONTHS                      17%**

	<b>YEAR TO DATE</b>	<b>2023 BUDGET</b>	<b>% USED</b>	<b>REMAINING</b>
<b>EXPENDITURES - OPERATING</b>				
ONTARIO WORKS	1,737,454	11,874,684	15%	10,137,230
SOCIAL HOUSING PROGRAM	445,518	4,001,596	11%	3,556,078
MUNICIPAL SAR PROGRAMS	61,230	154,000	40%	92,770
CHILD CARE RESOURCES	989,271	10,835,737	9%	9,846,466
COMMUNITY SERVICE PROGRAMS	472,255	2,382,964	20%	1,910,708
INTEREST EARNED	-151,285	-102,582	147%	48,703
<b>TOTAL EXPENDITURES</b>	<b>\$3,249,718</b>	<b>\$29,345,434</b>	<b>11%</b>	<b>26,095,717</b>
<b>MUNICIPAL LEVY - OPERATING</b>				
ONTARIO WORKS	258,740	1,443,992	18%	1,185,252
SOCIAL HOUSING PROGRAM	419,427	3,821,896	11%	3,402,469
MUNICIPAL SAR PROGRAMS	61,230	154,000	40%	92,770
CHILD CARE RESOURCES	61,012	449,590	14%	388,578
COMMUNITY SERVICE PROGRAMS	60,199	311,333	19%	251,134
<b>TOTAL MUNICIPAL LEVY</b>	<b>\$976,748</b>	<b>\$6,697,264</b>	<b>15%</b>	<b>5,720,516</b>

**Report #:** 8.1  
**Subject:** Strategic Plan Update  
**To:** Board Members  
**Presented By:** Tammy MacKenzie, CAO  
**Prepared By:** Tammy MacKenzie, CAO and JJ Blower, Communications Officer  
**Date:** April 13, 2023

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For Information

**Report:**

Please find attached our Strategic Plan Progress Update.

# Progress update - April 2023

## Strategic Plan 2021-2026

[CLICK HERE TO VIEW THE 2022 UPDATE](#)

### Modernize Service System Planning

- **Improve digital and electronic access to programs and services**
- Developed an internal corporate electronic/digital policy solution.
- Training & staff orientation now available online
- Online training options available.
- Finance has improved efficiencies & implemented electronic accounts payable approvals
- 24% of the OW caseload is registered for the MyBenefits self serve tool. Registration is now by default for new clients.
- Staff are being trained to maximize the use of our current YARDI system (Housing)
- HPP has worked with finance department to digitize the application process internally to allow for greater efficiency and elimination of manual cheques.
- Introduced automatic child care payments through our HIMAMA platform.
- OCCMS (Ontario Child Care Management System) training plan in progress to provide greater efficiencies in Child Care Service Management.

### Strengthen Collaboration

- **Work with community health organizations to better integrate health supports into the services we offer**
- We continue to build and maintain coordination and communication networks with community partners: ie. Safe Justice Beds, HSSN, Mental Health and Addictions Table, Supervised Access Advisory Committee, Special Needs Strategy Network Advisory Committee, Child Care and Youth Planning Table, Aging in Place Collaboration, and Almaguin Highlands Community Partners.
- **Strengthen communications and information sharing with municipalities**
- All municipalities have been contacted with a request to update/add DSSAB information to their websites. Support has been provided. All municipalities have also been contacted with an offer to provide a presentation of DSSAB services at a future council meeting.
- Case Workers and Community Relations Workers have attended various municipal offices to share information with staff and meet with clients.

### Holistic Approach to Human Services


- **Continue to promote integration between internal and external program & service areas and support the implementation of a single window access to integrated human services**
- Pre-planning for the implementation of the Social Assistance Recovery and Renewal Plan (life stabilization framework). Service System Manager for Employment Services in Northeast Catchment area to be selected this year.
- **Pursue opportunities to pilot innovative programs and services that support life stabilization of residents**
- Implemented the DSSAB's Work Force Strategy for the recruitment and retention of ECE's throughout the district.
- Developed and implemented a recruitment plan for Home Child Care providers. Efforts will be revitalized and continued throughout 2023.
- **Enhance supports for employees**
- This is an ongoing employer commitment. For example, Digital Emotional Intelligence and Mental Health First Aid planned for 2023.

### Effective Infrastructure Renewal

- **Assess all DSSAB assets; including housing, child care, and public sites**
- Building Condition Assessments (BCA's) will be completed in 2023. This will help us to prepare a housing priority plan and will assist us with addressing address capital repair plans, regeneration and repurposing and use of surplus infrastructure.
- Window replacement completed at 66 Church Street housing building. Windows will be replaced at 21A Belvedere in 2023.
- Our application for the rezoning and the Official Plan Amendment for 66 Waubeek Street were passed by the Town of Parry Sound Council on February 21, 2023.

### Achieve Organizational Excellence

- **Continuous improvement in administrative, governance, planning, procedures, and policies to enable the DSSAB to achieve shared strategic goals**
- Awaiting RFQ for Employment SSM as part of Employment Services Transformation, attended various Engagement and Market Sounding sessions. Continuing to manage Centralized Intake.
- Implemented DocTract, a new Policy Management Framework for staff policy attestations.
- Procedural Rules have been updated
- Procurement policy is being reviewed to be updated.
- Board Orientation held virtually and documents shared electronically. .
- Successfully completed TWOMO election (2022)



### Modernize Service System Planning

#### Improve digital and electronic access to programs and services

- Developed initial Access Strategy for people we serve to improve digital and electronic access to programs and services.
- Implementation of a solution for on-site data collection and electronic funding application submissions.
- Remote access to FiiT.
- Implementation of CLOUD based version of WISH for on the spot, timely access to VAW documentation.
- Digital signature implementation is complete.
- In final stage of initial network infrastructure refresh.
- Implemented a Housing Ticket System for internal maintenance management.
- Cloud based applications for mobility in our workforce have been implemented.
- Developed an internal corporate electronic/digital policy solution.



### Strengthen Collaboration

#### Incorporate Indigenous Truth and Reconciliation guiding principles and practices in the engagement, development and delivery of programs and services

- Mandatory all staff Indigenous training was organized for Fall 2022 (Foundations of Cultural Competency) with a second mandatory session taking place Spring 2023 (Building our Competencies).
- ISS supports Little Eagles with inclusionary practices.
- EarlyON supports Shawanaga, Magnetawan First Nations, and Henvey Inlet with Early Years programming and events.
- Working/supporting Miigwansag Child Care Centre with Quality Assurance Supervisor visits.
- Working together with the staff at Wasauksing First Nation to better support Ontario Works clients living off reserve.
- Provided financial supports to Georgian Bay Native Non Profit Housing for repairs of housing stock.



### Holistic Approach to Human Services

#### Prevent and respond to homelessness and develop solutions to assist people to access housing across all levels of the housing continuum/spectrum

- Preplanning for the addition of 4 transitional units at Broadway in the fall/winter 2023, leading to improved outcomes based on our Housing & Homelessness Plan.
- Preplanning for the retrofitting of 3 family units to 6 units increases housing capacity (completion Dec 2023).
- Clients will continue to be offered COHB (Canada Ontario Housing Benefit) and after accepting, will be removed from the Centralized Wait List.
- Successfully wrapped up the 2nd and final year of the pilot Hotel Projects in December 2022. These projects served as temporary transitional housing with community supports during the pandemic.
- Working on a revitalization of the Home Ownership and Ontario Renovates Program to assist homeowners in remaining in their homes & supporting those entering the market.



### Effective Infrastructure Renewal

#### Develop a housing priority plan that outlines options to support core need households, including repurposing existing infrastructure and building new financially assisted housing

- Enhancing relationships with existing funding partners, exploring opportunities to apply for funding through United Way, WSC, and CMHC for enhanced VAW shelter capacity.
- Preplanning for the addition of 4 transitional units at Broadway in the fall/winter 2023.
- Preplanning for the retrofitting 3 family units to 6 units to increase availability
- Continue to offer COHB
- Working directly with the Town of Parry Sound on a pilot project for Secondary Suites. This program will be promoted in 2023 to other municipalities and the general public.
- Successfully completed and are now operating The Meadow View in Powassan.



### Achieve Organizational Excellence

#### Build a culture of employee engagement, training, and collaboration

- Updated performance appraisals, and conducted a staff survey to evaluate its success.
- The Leadership Team travelled to each workplace to host a BBQ for staff appreciation in June 2022.
- Conducted a staff Mental Wellness Survey.
- Continued with Calm Subscription for all employees.
- Hosted All Management meetings with Directors and all Supervisors.
- Training plan set for 2023.
- Job postings are being sent to all municipalities and job banks.
- Transformative Mentoring and Coaching training completed for management level staff.

#### Use program statistics and performance indicators to demonstrate programs and service outcomes and help decision-making

- Modernization of electronic file storage is in progress, allowing for better data access and more control over who has access to relevant information.



### Modernize Service System Planning

Explore creative options to offer and support enhanced or expanded programs and services

For staff:

- 4 staff graduating from the George Brown Life Skills program in April 2023.
- Training for Motivational Interviewing & Trauma Informed Care was completed by staff in Ontario Works, Housing Stability, Housing Programs and Tenant Services

For clients:

- Employment Placement program has been developed for clients.
- Enhanced partnership with YMCA through their presence in our office bi-weekly.
- Working with a variety of community partners to offer a wide range of skills training and programming for clients including soft skills, food and finance, job readiness, job retention and life stabilization.
- Child Mental Health and Nutrition webinars through Parry Sound Family Health Team offered to clients.



### Strengthen Collaboration

Pursue partnerships and education with paramedical services as a entry point to DSSAB services

- MOU's with Paramedicine, OPP, Nurse Practitioner Led Clinic, WPSHC (Social Worker), CMHA, Home & Community Care, Community Support Services.
- Partnered with West Parry Sound Health Centre to support Safe Justice Bed funding.
- Developed pathway information (cheat sheet) for Social Assistance has been shared with partners for Ontario Works and Housing Stability Program.



### Holistic Approach to Human Services

Demonstrate progress in moving towards integrated human services planning & delivery

- Our teams continue to take an integrated and coordinated response in service delivery by working together in teams (ie. HPP & OW, Esprit & HPP, OW & Tenant Services, HPP & Housing Programs).
- Preparing for possible implementation of the provincial CAT (Common Assessment Tool). This relates to Ontario Works as part of Employment Services Transformation.
- Continuing to adapt our FiiT Tool to our workflow and processes
- A training plan for the FiiT tool has been completed.
- FiiT now implemented in Housing, working to implement further with programs/projects.



### Effective Infrastructure Renewal

Sustain and revitalize the community housing assets

- Fostering relationships with housing non-profits (community housing sector) by working with providers to identify opportunities to expand and maintain the current social and affordable housing stock. (ie. The Hub, Golden Sunshine, NOAH)
- COCHI/OPHI 3 & 4 - Obtained permission from funding sources to permit the use of these fund to assist with capital repairs to existing housing stock



### Achieve Organizational Excellence

Improve communications with various stakeholders and local media

- 3 year Corporate Communications Plan presented to and approved by the Board in September 2022.
- All municipalities have been contacted with a request to update/add DSSAB information to their websites. Support has been provided. All municipalities have also been contacted with an offer to provide a presentation of DSSAB services at a future council meeting.
- Branding guidelines, including refresh branding, staff training, and toolbox for branding resources will be shared with staff (April 2023) on the new Internal Website



**Report #:** 8.2  
**Subject:** Federal Budget Update  
**To:** Board Members  
**Presented By:** Shannon Johnson, CFO  
**Prepared By:** Shannon Johnson, CFO  
**Date:** April 13, 2023

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For Information

**Report:**

The Federal Budget was released on March 28<sup>th</sup>. The Budget is called “Budget 2023 A Made-in-Canada Plan: Strong Middle Class, Affordable Economy, Healthy Future” and includes three key themes: Health Care/Dental, Affordability and Clean Economy. Two of the themes have a direct tie to human services. Items specifically related to our operations and clients are as follows:

Health Care

- To strengthen Canada’s universal public health care system, Budget 2023 delivers \$198.3 billion to reduce backlogs, expand access to family health services.
- Also includes \$46.2 billion in new funding to provinces and territories through new Canada Health Transfer measures, as well as tailored bilateral agreements to meet the needs of each province and territory, personal support worker wage support, and a Territorial Health Investment Fund.
- In addition, the federal government will also work with Indigenous partners to provide additional support for Indigenous health priorities by providing \$2 billion over ten years, which will be distributed on a distinction’s basis through the Indigenous Health Equity Fund.

Dental

- The new Canadian Dental Care Plan proposes to provide \$13 billion over five years, starting in 2023-24, and \$4.4 billion ongoing, to Health Canada to implement the new Canadian Dental Care Plan. The plan will provide dental coverage for uninsured Canadians with annual family income of less than \$90,000.
- Budget 2023 also proposes to provide \$250 million over three years, starting in 2025-26, and \$75 million ongoing, to Health Canada to establish an Oral Health Access Fund. The fund will complement the new Canadian Dental Care Plan by investing in targeted measures to address oral health gaps among vulnerable

populations and reduce barriers to accessing care, including in rural and remote communities.

- To strengthen Canada's universal public health care system, Budget 2023 delivers \$198.3 billion to reduce backlogs, expand access to family health services and ensure provinces and territories can provide the high quality and timely health care Canadians expect and deserve.
- This includes \$46.2 billion in new funding to provinces and territories through new Canada Health Transfer measures, as well as tailored bilateral agreements to meet the needs of each province and territory, personal support worker wage support, and a Territorial Health Investment Fund.
- In addition, the federal government will also work with Indigenous partners to provide additional support for Indigenous health priorities by providing \$2 billion over ten years.

#### Affordability

- In Budget 2023, the government is introducing new, targeted inflation relief supports for Canadians. This new support has been carefully designed to avoid exacerbating inflation.
- New Grocery Rebate delivers targeted inflation relief for low- and modest-income Canadians and families, with up to an extra \$467 for eligible couples with two children; an extra \$234 for single Canadians without children; and an extra \$225 for seniors, on average.
- Helping young Canadians save for their first home by launching the new Tax-Free First Home Savings Account on April 1, 2023.



**Report #:** 8.3 - **REVISED**  
**Subject:** Tender: Duplex Conversion  
**To:** Board Members  
**Presented By:** Shannon Johnson, CFO  
**Prepared By:** Shannon Johnson, CFO  
**Date:** April 13, 2023

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**Resolution:**

THAT the Board direct staff to award the tender for the retrofit of 3 semi-detached DSSAB buildings within the LHC portfolio to Kenalex Construction Company Ltd. in the amount of \$990,735 inclusive of HST.

**Report:**

The DSSAB has prepared a tender that will address the retrofit of 3 semi-detached DSSAB buildings within the LHC portfolio.

1. 221 Queen Street, Burk's Falls – will be converted from a 3-bedroom family home to (2) 1-bedroom units.
2. 15A Broadway, South River – will be converted from a 3-bedroom family home to (1) 2-bedroom unit and (1) 1-bedroom unit.
3. 15B Broadway, South River – will be converted from a 3-bedroom family home to (1) 2-bedroom unit and (1) 1-bedroom unit.

**Scope of Work**

- Demolition of interior
- Continue with asbestos/mold abatement
- Upgrade electrical, plumbing, heating/cooling, structural, fire safety
- Conversion of gas to single electric meters will be done on all units
- Framing, drywall, window/door replacement, painting

## Tender Timeline

Task	Target Date
Posting of tender	Week of March 13, 2023
Mandatory site meeting Location: Beginning at 15A Broadway, South River and continuing to 221 Queen Street, Burk's Falls	March 22, 2023 @ 10 AM
Deadline for questions	March 27, 2023, by 2:00 PM
Answers to questions and distribution of addenda, as required	March 30, 2023
Tender closing	April 6, 2023 @ 2:00 PM
Public tender opening - in person at 16 Toronto Ave, South River	April 6, 2023 @ 3:30 PM
Evaluation of Bids	April 6 <sup>th</sup> to week of April 10, 2023
Board Approval of tender recommendation	April 13, 2023
Award contract	April 2023

## Mandatory Site Visits

Six construction companies attended the mandatory site visit.

## Tender Submission

Received two (2) tender submissions:

Contractor	221 Queen	15A Broadway	15B Broadway	Total all in
<b>Helix</b>	\$363,558.00	\$365,183.00	\$382,260.00	\$1,278,030.00
<b>Kenalex</b>	\$295,331.00	\$266,868.00	\$294,557.00	\$990,735.00
<b>DIFFERENCE</b>	\$68,227.00	\$98,315.00	\$87,703.00	\$287,295.00
	23%	37%	30%	29%

Staff recommend awarding the tender for the retrofit of 3 semi-detached DSSAB buildings within the LHC portfolio to Kenalex Construction Company Ltd. in the amount of \$990,735 inclusive of HST. The project will commence on May 23, 2023 and have an anticipated completion date of November 23, 2023.

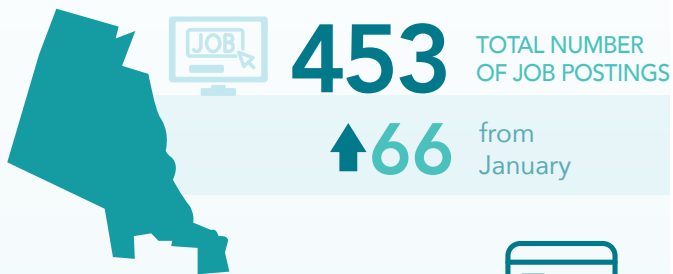
# MONTHLY JOBS REPORT

FEBRUARY 2023

The Labour Market Group  
Guiding partners to workforce solutions.

## NIPISSING DISTRICT

There were 453 job postings recorded for Nipissing district in the month of February. This is a notable decrease; -12.7% (-66), from the previous month's figure of 519 postings. The 2023 figure is also notably below; -9% (-45) the February 2022 total. 235 unique employers posted jobs in February which is below; -14.5% (-40), January as well as below; -9.6% (-25) the February 2022 figure of 260 employers.



### OF THE 453 JOB POSTINGS



**100%**

Collected from online sources.



**23.4%**

(106) Requiring a bilingual individual.

**19.1%**  
(90) Criminal Record Check



For postings that listed an annual salary.



**\$74,847.00/year**  
AVERAGE



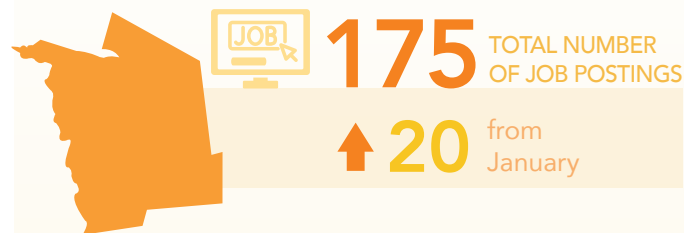
**\$24.01**  
HOURLY WAGE

The average hourly wage in February for those postings which listed one.

Of the 152 postings which listed an hourly wage 11.2% (17) were listed at the provincial minimum wage of \$15.50/hour.

## PARRY SOUND DISTRICT

There were 175 job postings recorded for the Parry Sound district in the month of February. This figure is notably above; +12.9% (+20), the previous month's total of 155 postings, but is slightly below; -9.3% (-18) the February 2022 figure. This year-over-year decrease does suggest that there is ongoing struggles within the local labour market. 87 unique employers posted jobs in February which is slightly above; +6.1% (+5), January but slightly lower; -6.5% (-6), than the February 2022 figure of 93.



### OF THE 175 JOB POSTINGS



**100%**

Collected from online sources.



**13.1%**

(23) Requiring a bilingual individual.

**10.3%**  
(18) Criminal Record Check



For postings that listed an annual salary.



**\$69,537.33/year**  
AVERAGE



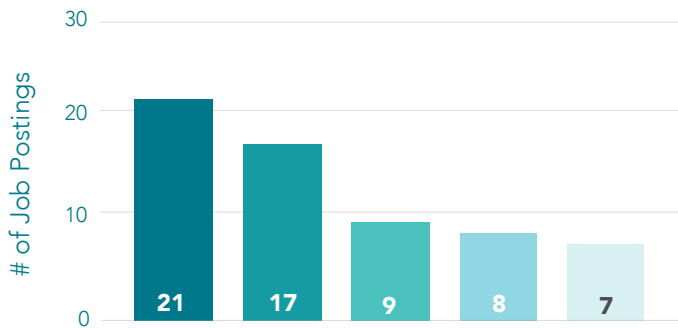
**\$23.11**  
HOURLY WAGE

The average hourly wage in February for those postings which listed one.

Of the 72 postings which listed an hourly wage 9.7% (7) were listed at the provincial minimum wage of \$15.50/hour.

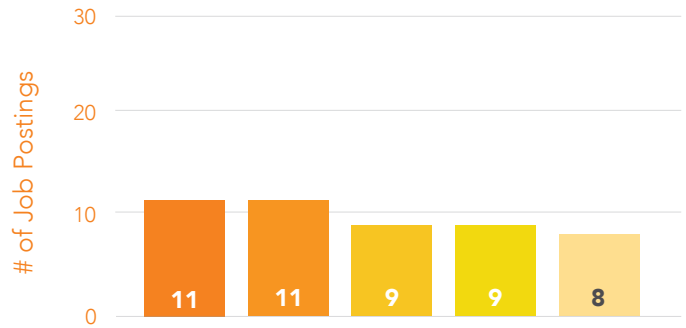
## TOP 5 EMPLOYERS POSTING JOBS

- North Bay Regional Health Centre
- Near North District School Board
- The Corporation of the City of North Bay
- Redpath Mining Contractors and Engineers
- 5 Tied with



## TOP 5 EMPLOYERS POSTING JOBS

- Near North District School Board
- West Parry Sound Health Centre
- Sobeys - Parry Sound
- Walmart - Parry Sound
- Turtle Jacks



## TOP 5 INDUSTRIES HIRING (NAICS)

**1** **22.3%** of all job postings

**Health Care & Social Assistance (NAIC 62)**



**Top 5 Positions**

- 9** Social Service Worker
- 8** Personal Support Worker
- 5** Cleaner / Housekeeper
- 5** Registered Nurse
- 5** Registered Practical Nurse

- 2** 15.5% : Retail Trade (NAIC 44-45)
- 3** 9.5% : Educational Services (NAICS 61)
- 4** 8.2% : Manufacturing (NAICS 31-33)
- 5** 7.1% : Accommodation & Food Services (NAICS 72)

The Health Care and Social Assistance (NAICS-62) industry saw the greatest number of job postings in February with 22.3% (101) of the overall share amongst all major industry classifications. The largest month-over-month increase of +2.4% occurred within the Professional, Scientific and Technical Services (NAICS-54) industry which accounted for 6.8% (31) of the job postings in February. The largest month-over-month decrease amongst all major industry classifications of -4.6% was seen in the Retail Trade (NAICS-44-45) industry which accounted for 15.5% (70) of the postings in the month of February.

## TOP 5 INDUSTRIES HIRING (NAICS)

**1** **24%** of all job postings

**Retail Trade (NAIC 44-45)**




**Top 5 Positions**

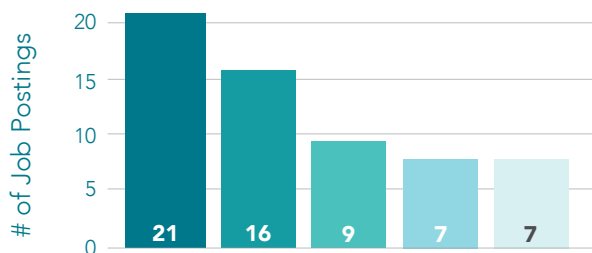
- 9** Sales Associate / Representative
- 7** Grocery Clerk
- 7** Sales Associate
- 5** Shelf Stocker / Merchandiser
- 2** Cashier

- 2** 21.7% : Health Care & Social Assistance (NAICS 62)
- 3** 17.1% : Accommodation & Food Services (NAICS 72)
- 4** 8% : Manufacturing (NAICS 31-33)
- 5** 6.9% : Educational Services (NAICS 61)

The Retail Trade (NAICS-44-45) industry saw the greatest number of job postings in February with 24% (42) of the overall share amongst all major industry classifications. The Accommodation and Food Services (NAICS-72) industry saw the largest month-over-month increase of job posting share with a +12.6% increase to account for 17.1% (30) of the February postings. The Health Care and Social Services (NAICS-62) industry saw the largest month-over-month decrease of -3.4% to make up 21.7% (38) of the job postings in this month.


## TOP 3 OCCUPATIONAL CATEGORIES (NOC)

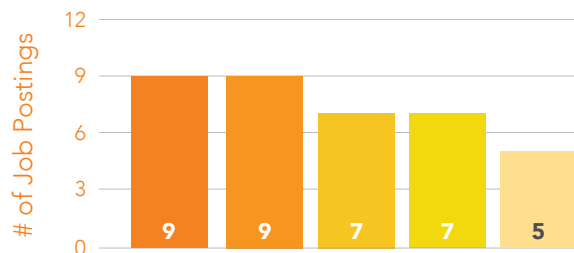
**1** **25.4%** Sales & Service (NOC 6) 




- Retail Sales Associate/Representative
- Cleaner / Custodian / Housekeeper
- Cook - Various
- Food Service Worker / Counter Attendant
- Cashier

## TOP 3 OCCUPATIONAL CATEGORIES (NOC)


**1** **41.1%** Sales & Service (NOC 6) 



- Sales Associate / Representative
- Cook - Various
- Food and Beverage Server / Bartender
- Grocery Clerk
- Shelf Stocker / Merchandiser

**2** **16.3%** Education, Law & Social, Community & Government Services (NOC 4) 


- Social Service Worker (9)
- Personal Support Worker (8)
- Teacher - Elementary / Secondary (8)
- Caseworker / Manager (6)
- Educational Assistant (6)

**2** **18.9%** Education, Law & Social, Community & Government Services (NOC 4) 

- Teacher - Elementary / Secondary (8)
- Personal Support Worker / Independent Living Assistant (5)
- Child Services Worker (2)
- Counsellor (2)
- Home Support Worker (2)

**3** **16.1%** Business, Finance & Administration (NOC 1) 

- Administrative Assistant (8)
- Financial Advisor / Planner (6)
- Accounting Clerk / Bookkeeper (5)
- Clerk (5)
- Receptionist (4)

**3** **13.1%** Trades, Transportation & Equipment Operators (NOC 7) 

- Driver - Various (5)
- Carpenter / Carpenter's Helper (4)
- Heavy Equipment Operator (3)
- Autobody Technician (1)
- 10 tied with (1)

Sales and Service (NOC-6) based occupations made up the largest portion of job postings with 25.4% (115) of all postings in February when compared to the major occupational classifications. The highest month-over-month increase of +3.9% occurred for Natural and Applied Sciences (NOC-2) based occupations which made up 6.6% (30) of the February job postings. Inversely Business, Finance and Administration (NOC-1) based occupations saw the largest month-over-month decrease of -2.6% to represent 16.1% (73) of the February job postings.

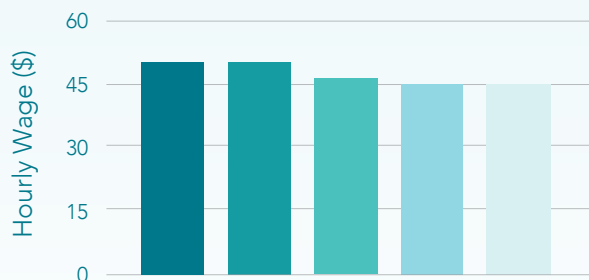
Sales and Service (NOC-6) based occupations represented the largest number of job postings with 41.1% (72) of all postings when compared to the major occupational classifications. These occupations also saw the largest month-over-month increase of +6.9%. The largest month-over-month decrease in job posting share was for Business, Finance and Administration (NOC-1) based occupations which changed -7% to make up 9.1% (16) of the February postings.

## TOP 5 HOURLY WAGE VACANCIES



**\$50.00**

**Physiotherapist**  
@ Active Running and Therapy  
Centre Inc



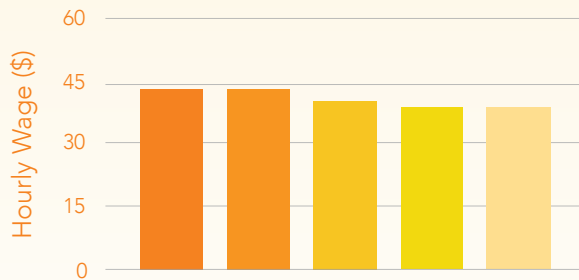
- \$50.00** Nurse Practitioner - Primary Health Care  
@ Marshall Park Pharmasave
- \$46.00** Manager of Clinical Services -  
Live-in Treatment Services  
@ Hands TheFamilyHelpNetwork.ca - North Bay
- \$45.00** Dietitian - Registered  
@ Cassellholme Home for the Aged
- \$45.00** Social Worker  
@ North Bay Regional Health Centre

## TOP 5 HOURLY WAGE VACANCIES



**\$44.00**

**Occupational Therapist**  
@ Hands TheFamilyHelpNetwork.ca  
- North Bay



- \$44.00** Registered Laboratory Technologist  
@ West Parry Sound Health Centre
- \$40.00** Heavy Equipment Operator  
@ Bowman Landscaping & Excavation
- \$38.00** Paramedic - Primary Care  
@ West Parry Sound Health Centre
- \$38.00** Child and Family Therapist  
@ Hands TheFamilyHelpNetwork.ca - North Bay

## TOP 3 ANNUAL SALARY VACANCIES

**\$126,000**

**Chair - Business and Entrepreneurship Academy**  
@ Canadore College - Commerce Court

**\$111,800**

**Application Database Administrator**  
@ Ministry of the Solicitor General

**\$110,565**

**Nurse Manager**  
@ Cassellholme Home for the Aged



**Lowest Annual Salary \$43,000**

**Residential Maintenance Worker**  
@ Bradwick Property Management

## TOP ANNUAL SALARY VACANCY

**\$115,000**

**Project Manager**  
@ Sherwood Custom Homes

**\$70,000**

**General Manager - Hotel and Restaurant**  
@ Jolly Roger Inn & Resort

**\$65,000**

**Assistant General Manager**  
@ Turtle Jacks



**Lowest Annual Salary \$47,224**

**Food Service Manager - Front of House**  
@ Tailwinds Bar & Grill

The average hourly wage in February for those postings which listed (33.6%) an hourly wage was \$24.01/hour. This is slightly above; +6.4% (+\$1.45/hour), the current 12-month average of \$22.56/hour. Of the 152 postings which listed an hourly wage 11.2% (17) were listed at the provincial minimum wage of \$15.50/hour. For postings that listed an annual salary the average was \$74,847.00/year. This figure is significantly above; +17.1% (+\$10,940.08/year), the current 12-month average of \$63,906.92/year.

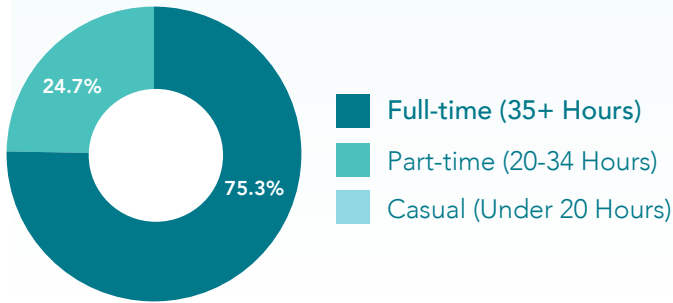
The average hourly wage in February for those postings which listed (41.1%) an hourly wage was \$23.11/hour. This figure is slightly below; -2.8% (-\$0.66/hour), to the current 12-month average of \$23.77/hour. Of the 72 postings which listed an hourly wage 9.7% (7) were listed at the provincial minimum wage of \$15.50/hour. The average annual salary listed in the month of February was \$69,537.33; slightly above the current 12-month average annual salary of \$65,957.78/year.

## FULL-TIME / PART-TIME BREAKDOWN

**75.3%** of listings in February

↓ **3.9%**  
from January

75.3% (341) of the listings in February indicated that the employment offered would be classified as full-time. This figure is slightly below; -3.9, the previous month when 79.2% of the job postings were classified as full-time.



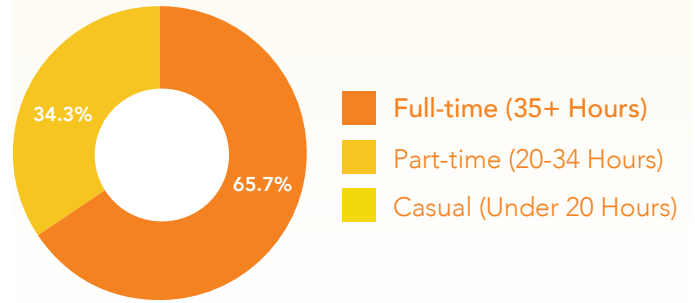
**453** Postings listed hours offered (100%)

## FULL-TIME / PART-TIME BREAKDOWN

**65.7%** of listings in February

↓ **6.5%**  
from January

65.7% (115) of the listings in February indicated that the employment offered would be classified as full-time. This figure is a slight decrease; -6.5%, from the previous month where 72.2% of the job postings were classified as full-time.



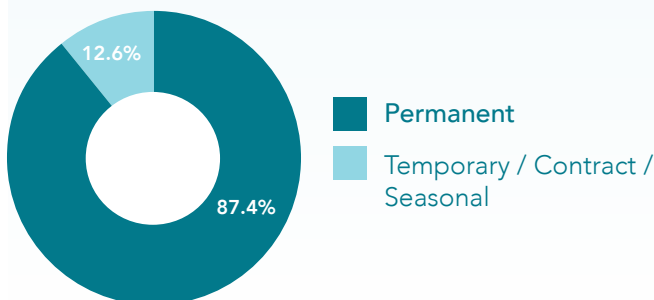
**175** Postings listed hours offered (100%)

## TERM OF EMPLOYMENT

**87.4%** of listings in February

↓ **2%**  
from January

87.4% (396) of the listings in February stated that the opportunity in question would be permanent. This is a slight decrease; -2%, from January when permanent postings made up 87.4% of the job postings.



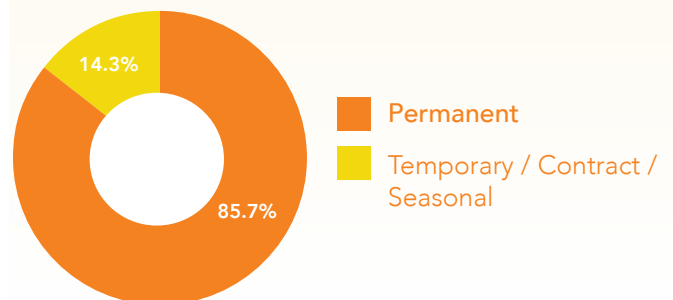
**453** Postings listed hours offered (100%)

## TERM OF EMPLOYMENT

**85.7%** of listings in February

↓ **3.3%**  
from January

85.7% (150) of the listings in February stated that the opportunity in question would be permanent. This is slightly below; -3.3%, January when these opportunities accounted for 89% of the job postings listed in that month.



**175** Postings listed hours offered (100%)



# ALL EMPLOYERS WITH POSTINGS IN MONTH



## NIPISSING DISTRICT

Action Car and Truck Accessories  
Active Running and Therapy Centre Inc  
Addiction Treatment Centre of Excellence  
- Canadore College  
AIM Kenny U-Pull  
Airport Animal Hospital  
Algonquin Nursing Home of Mattawa  
All North Truck Centre  
Allard Electrical  
Alzheimer Society Sudbury  
- Manitoulin North Bay and Districts  
American Eagle Outfitters  
Arrowhead Gas Bar  
Average Joes  
Bakke's Trucking Limited  
Battano Construction Limited  
Battlefield Equipment Rentals  
Bay Truck Stop Family Restaurant  
Bell  
Beyond Sushi  
Binx Professional Cleaning  
Blue Sky Animal Hospital  
Blue Sky Docks  
Bluenotes  
Boart Longyear - North Bay  
Boathouse / Blackwell Stores  
Bomark Motel  
Booster Juice  
Bradwick Property Management  
Brandt Industries  
Bulk Barn Foods Limited  
Burger King - Lakeshore Drive  
Callon Dietz  
Campus Living Centres  
Canada Post - North Bay  
Canadian Addiction Treatment Centres  
Canadian Cancer Society  
Canadian Career College  
Canadian Forces Morale and Welfare Services  
Canadian Hock Exchange  
Canadian Mental Health Association  
- North Bay and Area  
Canadore College  
Canadore College - College Drive  
Canadore College - Commerce Court  
Can-Blast Inc  
CannAmm  
Canor Construction  
CARQUEST Canada  
Carter's/OshKosh  
Cascades Casino  
Cash Money  
Casselholme Home for the Aged  
Cecil's Brewhouse & Kitchen  
Cementation Canada  
Central Welding & Iron Works  
Chez Angele  
Circle K - Fisher St.  
Cogeco  
Comfort Inn - Airport  
Community Living North Bay  
Community Living West Nipissing  
Conseil scolaire catholique Franco-Nord  
Conseil scolaire public du Nord-Est de l'Ontario  
Correctional Service Canada  
Crisis Centre North Bay  
CSN Collision Centre - Phil's  
CTS Canadian Career College  
Dawson Dental - North Bay  
Days Inn & Suites North Bay  
Descon Construction Ltd  
District of Nipissing Social Services  
Administration Board  
Dollarama - North Bay  
Dollarama - Sturgeon Falls  
Dr Kerry Reed  
DSI Underground Canada Ltd.  
EMCO Corporation  
Enbridge Inc.

Endaayaan Awejaa  
Enterprise Holdings  
Evergreen Landscaping  
Everguard  
exp Global Inc.  
Express Parcel  
Feldcamp Equipment Limited  
First Choice Haircutters  
Garderie Soleil  
Gervais Restaurant and Tavern,  
Country Style Donuts  
GFL Environmental Inc.  
Giant Tiger - North Bay  
Gincor Werx  
goeasy  
Gold Fleet Subaru  
Goodyear Canada Inc. (Retreading)  
GreenFirst Forest Products Inc.  
Hands TheFamilyHelpNetwork.ca - North Bay  
Hetek Solutions Inc.  
Holiday Inn Express North Bay  
Home Instead  
Homewood Suites by Hilton North Bay  
Hydro One Networks Inc  
J&R Property Management  
Jazz Aviation LP  
Jean M Savignac General Woodwork Ltd  
Jim's Locksmithing  
Kal Tire  
Kana Leaf  
Kenalex Construction Company Limited  
Kennedy Insurance Brokers Inc.  
Kia North Bay  
KingGlass Limited  
Knight Piesold Ltd.  
Kohltech Windows & Entrance Systems  
Legal Aid Ontario  
Les Soeurs de l'Assomption de  
la Sainte vierge  
LHD Equipment  
Long & McQuade  
Lou Dawg's Southern BBQ  
Marina Point Village  
Mark's (Mindfield) - North Bay  
Marshall Park Pharmasave  
Maslack Supply  
McDonald's (North Bay)  
McDonald's (West Nipissing)  
Metal Fab Ltd.  
Metis Nation of Ontario  
Metro - North Bay  
Miller Paving  
Miller Technology Incorporated  
Miller Waste Systems  
Mincon Canada  
Ministry of the Solicitor General  
Ministry of Transportation  
MOLLY MAID  
Moore Propane  
Moores  
Mr Seamless Eavestrouthing Ltd  
Municipality of West Nipissing  
Near North District School Board  
Near North Laboratories Inc.  
Near North Mobile Media Lab  
Neddy's North Bay Hyundai  
Neptune Security Services  
New Horizons Communications  
Nijjaansinaanik Child and Family Services  
- North Bay  
Nijjaansinaanik Child and Family Services  
- Parry Sound Area  
Nipissing Serenity Hospice  
Nipissing Transition House  
Nipissing University  
Nipissing-Parry Sound Catholic  
District School Board  
Nordic Minesteel Technologies Inc.  
Norgalv  
North Bay Heating and Cooling  
North Bay Humane Society

North Bay Life Care Pharmacy  
North Bay Parry Sound District Health Unit  
North Bay Police Service  
North Bay Pulmonary Centre  
North Bay Regional Health Centre  
Northern Computers  
Northwood Window and Door Centre  
Nurse Next Door  
Nutrition Club Canada  
Oak & Willow  
Ontario Northland  
Ontario Public Service  
P&G Auto Parts  
Paragon Bay Group Ltd.  
ParaMed Home Health Care  
Partner's Billiards and Bowling  
Pathways Wellness and Medical Foot Care  
Pearle Vision  
Penningtons  
Peter Conti Custom Woodworking & Design  
PHARA  
Pickard Construction  
Purolator  
Rainbow Concrete Industries Ltd.  
Recipe Unlimited Corporation - Montana's  
Redpath Mining Contractors and Engineers  
Reitmans Lte/ltd  
Remissio Massage Therapy and Wellness  
Center  
Robinson's Pharmasave  
Roots Canada  
Royal Bank of Canada  
Royal Bank of Canada - North Bay  
Royal Bank of Canada - Sturgeon Falls  
Sally Beauty  
Sally Beauty Canada  
Scotiabank - North Bay  
Service Berry Cleaning  
Shoppers Drug Mart  
Shoppers Drug Mart - Cassells St.  
Shoppers Drug Mart - Josephine St.  
Sienna Living - North Bay  
Sienna Senior Living  
Sleep Clinic West Nipissing  
Sobeys - North Bay  
SoftMoc  
Sonepar Canada - Dixon Electric  
Stantec  
Staples Canada  
Stock Transportation  
Sturgeon Falls Brush and Contracting Ltd  
Subway - Mattawa  
Syl's Neighbourhood Kitchen  
Tan Tan Wok  
The Beer Store - Sturgeon Falls  
The Body Shop  
The Children's Aid Society of the District of  
Nipissing and Parry Sound  
The Corporation of the City of North Bay  
The Erb Group of Companies  
The Home Depot - North Bay  
The Source Electronics Inc. - North Bay  
ThinkOn  
Tim Hortons - Sturgeon Falls  
Titanium  
Titanium Transportation Group Inc.  
TNT Landscaping  
Trans Canada Safety  
Tremblay Chrysler Dodge Jeep Ram  
TWG Communications  
Union of Ontario Indians  
V. G. L. Group Ltd  
Valois Motel & Restaurant  
Victorian Order of Nurses / VON  
VON Canada (Ontario) - North Bay  
Voyageur Aviation Corp  
Wacky Wings  
Walmart - North Bay  
Weaver, Simmons LLP  
Wendy's Restaurants - Lakeshore Drive  
West Nipissing General Hospital

Wine Rack - Your Independent Grocer  
Workplace Safety North  
YMCA of Northeastern Ontario  
Young Forestry Services  
Zedd Customer Solutions



## PARRY SOUND DISTRICT

Almaguin Highlands Community Living  
Almex Group  
Assante Capital Management Ltd.  
Austin Construction Ltd.  
Bee-Clean Building Maintenance  
Belvedere Heights  
Bowman Landscaping & Excavation  
Burk's Falls Family Health Team  
Callander Public Library  
Canada Post - Parry Sound  
Canadian Mental Health Association  
- Muskoka Parry Sound Branch  
Cannabis Jacks  
CarePartners  
Community Living Parry Sound  
CSN Buchans  
Dawson Dental - Callander Bay Dental  
Desmasdon's Boat Works  
Di Salvo's Bella Cucina and  
Family Style Meals  
District of Parry Sound Social Services  
Administration Board  
Dollarama - Parry Sound  
Eastholme Home for the Aged  
Edgewater Park Lodge  
Esprit Place Family Resource Centre  
F. A. Gomoll and Sons Limited  
Gardens of Parry Sound Retirement  
Residence  
Georgian Bay Biosphere Office  
Gilroy's Tire Sales & Service  
Glenn Burney Lodge  
GTEL  
Haliburton Forest and Wild Life Reserve Ltd.  
Hammond Transportation Ltd.  
Hands TheFamilyHelpNetwork.ca  
- North Bay  
Helping Hands Home Support Services  
Highlands Early Learning  
and Child Care Centre  
Iron City Fishing Club  
JMI DESIGN STUDIO INCORPORATED  
Jolly Roger Inn & Resort  
Kawartha Credit Union - Parry Sound  
Lady Isabelle Nursing Home  
Lakeland Long Term Care Services  
Corporation  
Lane Family Pharmasave  
Lothouse Manufacturing (a Division  
of Brawo Brassworking Limited)  
Log Cabin Inn & Catering  
M&M Food Market - Parry Sound  
Magnetawan First Nation  
McDonald's (Parry Sound)  
Mosquito Busters Inc.  
Municipality of Callander  
Municipality of Whitestone  
Near North District School Board  
Nijjaansinaanik Child and Family Services  
- Parry Sound Area  
North Side Convenience  
Northridge Inn and Resort  
Nurse Next Door  
Oakcrest Co.  
Parry Sound Chevrolet Buick GMC  
Parry Sound Forest School  
Parry Sound Fuels  
Parry Sound Ready Mix



Pizza Hut - Parry Sound  
Plan A Long Term Care Staffing  
and Recruitment  
Pollard Ida Pharmacy  
Porch to Pier  
Rose Point Contracting  
Rugged Shores Family Health  
Seguin Public Library  
Sherwood Custom Homes  
Shoppers Drug Mart  
Shoppers Drug Mart - Parry Sound  
Sobeys  
Sobeys - Parry Sound  
Stanley Steel Tools and Metals Ltd  
Tailwinds Bar & Grill  
The Friends  
The Home Depot - Parry Sound  
Tim Hortons - Parry Sound  
Tim Hortons - Sturgeon Falls  
Town of Parry Sound  
Trestle Brewing Company Limited  
Turtle Jacks  
Upton Developments  
Van Boekel Landworks  
W.S. Morgan Construction Limited  
Walmart - Parry Sound  
West Parry Sound Health Centre  
Westburne  
YMCA of Simcoe/Muskoka



## WHAT IS THE LMG MONTHLY JOBS REPORT?

This Jobs Report is a monthly publication produced by The Labour Market Group. Each month we compile a list of jobs that were posted or advertised through a variety of sources in our community. This report provides current, key information about job postings in the Nipissing & Parry Sound districts. Job postings were gathered online from [www.jobbank.gc.ca](http://www.jobbank.gc.ca), [www.indeed.ca](http://www.indeed.ca), and [www.wowjobs.ca](http://www.wowjobs.ca), and the North Bay & District Jobs Facebook page. They were also gathered from our local newspapers including: Almaguin News, Parry Sound North Star, North Bay Nugget, Mattawa Recorder, and West Nipissing Tribune. The job postings in this study are by no means an exhaustive list of every available job during the collection period. It is simply a tally of jobs posted from the sources listed above. For more clarification on the collection process of this Jobs report, please contact [info@thelabourmarketgroup.ca](mailto:info@thelabourmarketgroup.ca). We would be more than happy to review our process with you!

<sup>2</sup> Includes placement agencies, employment service providers and temporary agencies postings which could otherwise fall under other industries but actual employers are unknown at this time.

<sup>3</sup> HGS and Zedd both post very frequently and state they are looking for large numbers of employees. As a result only 1 posting for each was considered.

FOR MORE INFORMATION & FURTHER DETAILS ABOUT LOCAL JOBS, PLEASE CONTACT :

The Labour Market Group  
Toll Free: 1-877-223-8909  
[info@thelabourmarketgroup.ca](mailto:info@thelabourmarketgroup.ca)



**The Labour Market Group**  
Guiding partners to workforce solutions.

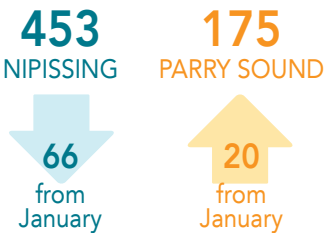


IN THIS EDITION

EDUCATIONAL ATTAINMENT  
JOB VACANCY DATA

## JOBS REPORT FEBRUARY 2023

TOTAL NUMBER OF JOB POSTINGS



TOP INDUSTRY WITH VACANCIES

**NIPISSING**  
Health Care & Social Assistance (22.3%)

**PARRY SOUND**  
Retail Trade (24%)

To view the full report, visit our website  
[www.thelabourmarketgroup.ca](http://www.thelabourmarketgroup.ca)  
[readysethired.ca](http://readysethired.ca)

Questions or concerns?  
Feel free to contact us at  
[info@thelabourmarketgroup.ca](mailto:info@thelabourmarketgroup.ca)

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Suite 103, North Bay, ON  
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The Labour Market Group is funded by:



## EDUCATIONAL ATTAINMENT



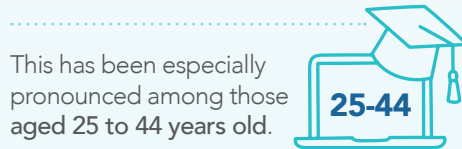
This table presents the educational attainment data for select age groups for 2021 and compares it to the 2016 numbers, for **ONTARIO**, **PARRY SOUND** and **NIPISSING**.



In **ONTARIO**, the trend between 2016 and 2021 has been towards an increase in university-level education, at the expense of all other categories of educational attainment.



Among those aged 15 to 24 years old, there has been less change, simply because within that age bracket, there will be a relatively constant proportion of educational attainment up to 18 years of age.



This has been especially pronounced among those aged 25 to 44 years old.

After that, only a certain percentage will obtain their post-secondary certificate before the age of 24 years old.



2016			SCHOOL	2021		
ONTARIO	PARRY SOUND	NIPISSING		ONTARIO	PARRY SOUND	NIPISSING
<b>15 TO 24 YEARS OLD</b>						
33%	40%	40%	No certificate, diploma or degree	32%	42%	37%
42%	38%	36%	High school certificate or equivalent	43%	41%	39%
2%	3%	3%	Apprenticeship certificate or equivalent	1%	2%	3%
10%	14%	14%	College certificate or diploma	10%	9%	13%
12%	5%	7%	University certificate, diploma or degree	14%	6%	8%
<b>25 TO 44 YEARS OLD</b>						
8%	11%	10%	No certificate, diploma or degree	7%	9%	9%
22%	29%	24%	High school certificate or equivalent	21%	31%	24%
5%	10%	7%	Apprenticeship certificate or equivalent	4%	9%	6%
25%	32%	35%	College certificate or diploma	23%	31%	36%
40%	19%	23%	University certificate, diploma or degree	46%	21%	25%
<b>45 TO 64 YEARS OLD</b>						
13%	15%	14%	No certificate, diploma or degree	11%	13%	13%
27%	30%	26%	High school certificate or equivalent	26%	32%	27%
7%	12%	10%	Apprenticeship certificate or equivalent	6%	10%	7%
24%	28%	33%	College certificate or diploma	24%	30%	34%
29%	14%	16%	University certificate, diploma or degree	33%	16%	18%

Educational Attainment, Nipissing, Parry Sound and Ontario CONTINUED

Sources: Statistics Canada



THERE IS A CONSISTENT PATTERN FOR BOTH **PARRY SOUND** AND **NIPISSING** ACROSS ALL AGE GROUPS

In general, residents in **PARRY SOUND** and **NIPISSING** are considerably:



More likely to have a college education.



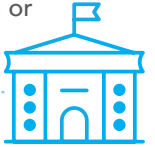
Less likely to have a university degree.

(compared to the provincial average.)

Comparing the two areas to each other, residents of **PARRY SOUND** are slightly more likely to have either **NO** certificate, a high school diploma or an apprenticeship certificate.



Residents of **NIPISSING** are slightly more likely to have a college diploma or a university degree.



They are also slightly more likely to have either **NO** certificate, a high school diploma or an apprenticeship certificate than the provincial average.



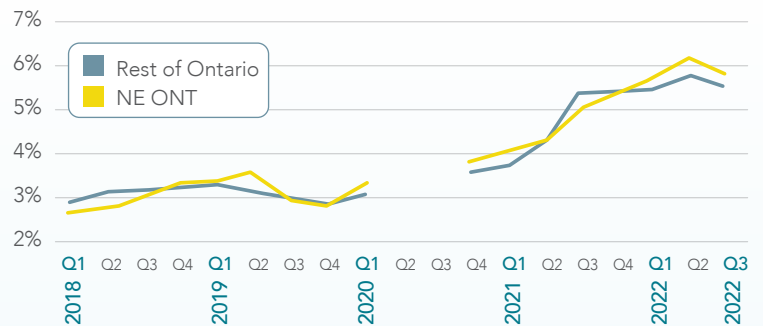
Compared to the educational attainment profile in 2016, residents of both **PARRY SOUND** and **NIPISSING** across all three age groups were slightly more likely to have obtained a university education.

**JOB VACANCY DATA**

The chart below illustrates job vacancy data from StatCan's Job Vacancy and Wage Survey, for the period January 1, 2018, to September 30, 2022. In terms of time frames, the data is reported by quarters and, in terms of geography, by economic region. Both **PARRY SOUND** and **NIPISSING** fall within the **Northeast Ontario** economic region (NE ONT). **Rest of Ontario** reflects the data for Ontario minus the Toronto Region. (Data collection was suspended for the second and third quarters of 2020.)



JOB VACANCY RATE, NORTHEAST ONTARIO AND REST OF ONTARIO, Q1 2018 TO Q3 2022



Throughout 2018 and 2019, the job vacancy rate in **Northeast Ontario** very closely tracked a relatively stable trend for the **Rest of Ontario**, hovering between 2.7% and 3.6%.



With the resumption of data collection in Q4 2020, the job vacancy rate started climbing significantly, peaking in Q2 2022 at 6.2% in **Northeast Ontario** and 5.8% in the **Rest of Ontario**.



In the subsequent and last reported quarter, the rate has declined slightly. The data clearly illustrates the recent **greater challenges** that employers have in recruiting new workers.

Sources: Statistics Canada



**COMING SOON!**  
LOCAL LABOUR MARKET PLAN 2023

**2023**  
**WORKFORCE WEEK**

**APRIL 24-28, 2023**  
STAY TUNED FOR A FULL WEEK OF EVENTS!

Questions or concerns?  
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The Labour Market Group is funded by:



## 10.3

# Nipissing Parry Sound Overdose Incident Report

This report will be updated and sent weekly, every Monday, to inform community organizations and first responders of overdoses and/or negative drug reactions within our community.

	Overdoses or Negative Reactions Reported	Deaths Reported	Date	Number of Times 911 Called	Location	Substances Involved
<b>Week 45: March 27<sup>th</sup> to April 2<sup>nd</sup>, 2023</b>	10	1	March 22 <sup>nd</sup> , 2023 (2) March 23 <sup>rd</sup> , 2023 March 25 <sup>th</sup> , 2023 (2) March 26 <sup>th</sup> , 2023 March 27 <sup>th</sup> , 2023 March 28 <sup>th</sup> , 2023 March 31 <sup>st</sup> , 2023 April 2 <sup>nd</sup> , 2023	10	Mattawa North Bay (7) On Reserve (Name Supressed) Parry Sound	Cocaine Don't Know Fentanyl (3) Polypharmacy (2) Unknown Opioid (4)
<b>Week 44: March 20<sup>th</sup> to March 26<sup>th</sup>, 2023</b>	1	0	March 18 <sup>th</sup> , 2023	1	Parry Sound	Unknown Opioid
<b>Week 43: March 13<sup>th</sup> to March 19<sup>th</sup>, 2023</b>	5	0	March 6 <sup>th</sup> , 2023 March 7 <sup>th</sup> , 2023 (2) March 15 <sup>th</sup> , 2023 March 17 <sup>th</sup> , 2023	5	North Bay (5)	Fentanyl (2) Unknown Opioid (3)
<b>Week 42: March 6<sup>th</sup> to March 12<sup>th</sup>, 2023</b>	1	0	March 9 <sup>th</sup> , 2023	1	Parry Sound	Unknown Opioid