

AGENDA

Thursday, January 11, 2024 at 6:30 p.m.

Board Meeting Via Zoom Video Conference



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1. **CALL MEETING TO ORDER.**
 2. **TRADITIONAL LAND ACKNOWLEDGMENT.**
 3. **DISCLOSURE OF PECUNIARY INTEREST.**
 4. **ELECTIONS:**
 - 4.1 Election of Chair
 - 4.2 Election of Vice-Chair
 5. **APPROVAL OF MINUTES:**
 - 5.1 December 14, 2023
 6. **DEPUTATIONS & PRESENTATIONS.**
 7. **REPORTS:**
 - 7.1 Chair
 - 7.2 Chief Administrative Officer
 - 7.3 Chief Financial Officer
 8. **OUTSTANDING ISSUES.**
 9. **NEW BUSINESS:**
 - 9.1 Appointment of LHC Board for 2024
 - 9.2 Appointment of NOAH Board for 2024
 - 9.3 Borrowing Resolution for 2024
 10. **IN-CAMERA: 1**

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:

 - iv) a decision in respect of negotiations with employees of the Board
 11. **CORRESPONDENCE:**
 - 11.1 District of Nipissing Social Services Administration Board Resolution re: Violence Against Women and Intimate Partner Violence
 - 11.2 Town of Orangeville Resolution re: Ontario Works Financial Assistance Rates
 - 11.3 The Labour Market Group November 2023 Newsletter
 - 11.4 The Labour Market Group October 2022 Jobs Report
 - 11.5 The Labour Market Group December 2023 Newsletter

- 11.6 The Labour Market Group November 2023 Jobs Report
- 11.7 North Bay Parry Sound District Health Unit Overdose Report

12. ADJOURNMENT.

MEETING MINUTES

Thursday, December 7, 2023 at 6:30 PM



Board Meeting via Zoom Video Conference

Board Members Present:

Ryan Baptiste Gail Finsson
Teri Brandt Teresa Hunt
Janice Bray Ted Knight
Ted Collins Jamie McGarvey
Joel Constable Rick Zanussi

Board Members Absent:

Jerry Brandt Peter McIsaac
Mike Dell Sharon Smith
Tom Lundy

Staff:

Sharon Davis, Director of Housing Operations
Jennifer Harris, Administrative Officer
Shannon Johnson, CFO
Pam Nelson, Director of Housing & Child Care Service Management
Tammy MacKenzie, CAO

Guests:

1. CALL MEETING TO ORDER:

The meeting was called to order by the Board Chair, Rick Zanussi at 6:30 PM.

2. TRADITIONAL LAND ACKNOWLEDGMENT.

3. DISCLOSURE OF PECUNIARY INTEREST.

4. APPROVAL OF MINUTES:

4.1 November 9, 2023

Resolution 23 12 01

CARRIED

Moved by Ted Knight

Seconded by Teresa Hunt

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

5. DEPUTATIONS & PRESENTATIONS.

6. REPORTS:

6.1 Chair

Welcomed Ms. Nelson and Ms. Davis to the meeting.

Wished everyone Happy Holidays.

6.2 Chief Administrative Officer

Ms. MacKenzie was available to take any questions regarding the CAO report. Acknowledged all staff for what they've done this year, it's been a busy year and thanked them for their commitment and patience. Really appreciates everything they do on a daily basis.

6.3 Chief Financial Officer

Provided an update on the Strategic Plan, which was adopted in 2021. Over the past year, staff have been working very hard on implementing the goals of Strategic Direction #1, which is to modernize services and systems:

- A new childcare billing system was implemented to streamline invoice billing and collections and to allow for the processing of online payments
- We have developed the use of using digital signatures for signing documents
- We have implemented digital payments and email of remittances to vendors in our Edge Financial system
- Housing and Finance are working collaboratively together to implement our housing waitlist system, work orders and maintenance modules along with the receiving of tenant rents via online payments and digital payments to vendors

7. OUTSTANDING ISSUES.

8. NEW BUSINESS:

8.1 Child Care & Early Years Plan Update 2023

A written report was presented and reviewed by Ms. Nelson for information.

9. IN-CAMERA: 1

Resolution 23 12 02

CARRIED

Moved by Teri Brant

Seconded by Gail Finnson

“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:

- vi) a decision concerning negotiations for an agreement or contract between the Board and a third party”

Resolution 23 12 03

CARRIED

Moved by Ryan Baptiste

Seconded by Joel Constable

“THAT the Board now rises out of In-Camera without report.”

10. ADJOURNMENT.

The meeting was adjourned to the next regular meeting to be held Thursday, January 11, 2024 via Zoom Video Conference.

Resolution 23 12 04

CARRIED

Moved by Ted Collins

Seconded by Janice Bray

“THAT the Board meeting now be adjourned to the next regular meeting to be held Thursday, January 11, 2024 at the hour of 6:30 PM via Zoom Video Conference.”

DRAFT

District of Parry Sound



Social Services
Administration Board

Chief Administrative Officer's Report

January 2024

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.

Canada Mortgage and Housing Corporation (CMHC) Funding

The District of Parry Sound Social Services Administration Board and Canada Mortgage and Housing Corporation (“CMHC”) share a common goal of preserving existing affordable housing stock and housing Canada’s most vulnerable. CMHC recognizes the District of Parry Sound Social Services Administration Board as a critical partner.

We are pleased to share that we have accepted an offer of funding from CMHC which will allow us to complete necessary repairs to extend the life of our housing stock while improving the long-term sustainability of our units, through the National Housing Co-Investment Fund (“NHCF”).

CMHC has committed \$1,846,045 to support the repair and renewal of our social housing stock over the next three years. We would like to thank CMHC for their support and look forward to this renewed relationship.

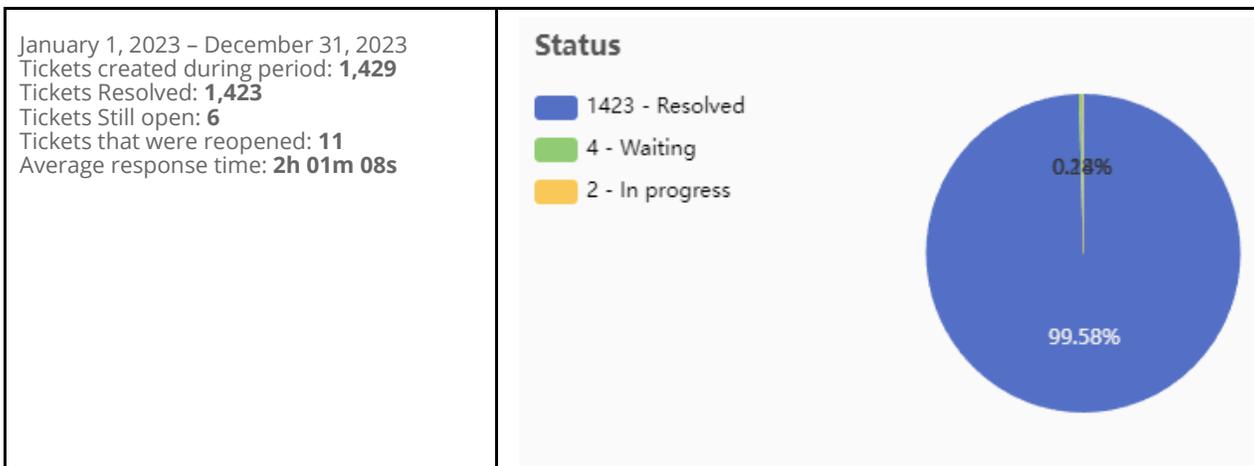
Information Technology Update

During the last quarter of 2023 the I.T. Department focused on planning and deploying a new security solution for Esprit place. This solution focuses on the safety and security of our clients as well as the staff in both the Shelter and our main office at 1 Beechwood. Updated access controls have also been planned and will be implemented in the first quarter of 2024.

There was also a large focus on the migration to our newly implemented domain allowing us to move forward with further centralized controls of our network and application access. As security requirements continue to become more complicated, our goal is to make things as simple as possible for the staff to avoid user frustration, ticket volume increase and general technology fatigue.

As always, our support channels were busy. Over 2023, we saw the largest ticket volume on record. With 1,429 official support requests from January 1st to December 31st of 2023. Our ticket numbers reflect most requests though we still have several informal requests which we are working on capturing moving forward.

2023 Ticket Statistics (as of December 31, 2023)



Human Resources Update

The last quarter of 2023 began to show some improvement in the recruitment landscape, as we were able to fill some key positions. We are hopeful that this will continue into 2024. Registered Early Childhood Educators and Counsellors for Esprit Place remain our biggest challenge.

We have filed our AODA compliance report, which is a legal obligation under the *Accessibility for Ontarians with Disabilities Act* and are happy to report that the DSSAB has met full compliance under the Act. We continue to look for opportunities to support applicants and employees with accessibility.

As we begin to prepare T4 information for the 2023 year, we are mindful of the new Canada Dental Care Plan T4/T4A boxes.

To support the administration of the new [Canadian Dental Care Plan](#), the following new boxes have been added to the tax slips beginning with the 2023 tax year.

- Box 45 on the [T4: Statement of Remuneration Paid](#)
- Box 15 on the [T4A: Statement of Pension, Retirement, Annuity and Other Income](#)

A corresponding reporting code (*not deduction*) will represent the dental coverage you **had access to** under our dental plan as of December 31st of the tax year. “Access” refers to the plan coverage available to you and not to your individual family status or the coverage you may have elected. For example, your T4 may be coded with a “3” even if you have no spouse or dependents.

| Code | Access |
|------|---|
| 1 | Not eligible to access any dental care insurance or coverage of dental services of any kind |
| 2 | Payee only |
| 3 | Payee, spouse, and dependent children |
| 4 | Payee and their spouse |
| 5 | Payee and their dependent children |

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 | MAY 2023 | JUNE 2023 | AUG 2023 | SEPT 2023 | OCT 2023 | NOV 2023 |
|---|-----------------|------------------|-----------------|------------------|-----------------|-----------------|
| Total Page Followers | 474 | 478 | 490 | 500 | 513 | 521 |
| Post Reach this Period (# of people who saw post) | 3,789 | 4,010 | 2,249 | 4,112 | 2,667 | 4,324 |
| Post Engagement this Period (# of reactions, comments, shares) | 241 | 692 | 234 | 428 | 287 | 305 |

| Esprit Place Family Resource Centre | MAY 2023 | JUNE 2023 | AUG 2023 | SEPT 2023 | OCT 2023 | NOV 2023 |
|--|-----------------|------------------|-----------------|------------------|-----------------|-----------------|
| Total Page Followers | 131 | 131 | 132 | 133 | 133 | 151 |
| Post Reach this Period (# of people who saw post) | 29 | 203 | 62 | 55 | 92 | 5,743 |
| Post Engagement this Period (# of reactions, comments, shares) | 1 | 2 | 1 | 2 | 16 | 624 |

| DSSAB Twitter Stats https://twitter.com/psdssab | MAY 2023 | JUNE 2023 | AUG 2023 | SEPT 2023 | OCT 2023 | NOV 2023 |
|---|-----------------|------------------|-----------------|------------------|-----------------|-----------------|
| Total Tweets | 8 | 10 | N/A | 19 | 11 | 8 |
| Total Impressions | 291 | 301 | 56 | 229 | 206 | 167 |
| Total Profile Visits | 137 | 128 | N/A | 135 | N/A | N/A |
| Total Followers | 27 | 30 | 31 | 32 | 34 | 40 |

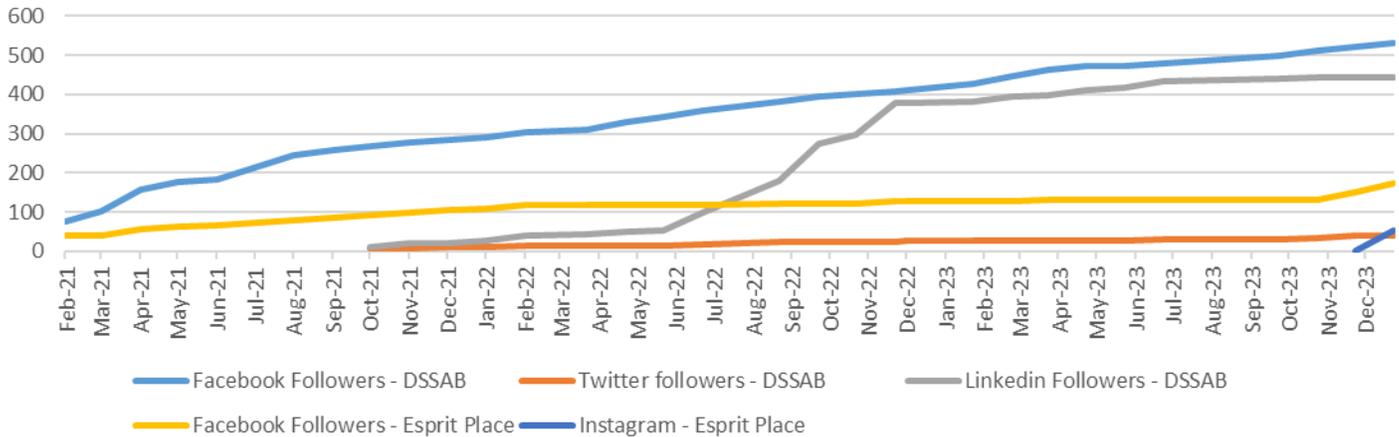
| DSSAB LinkedIN Stats https://bit.ly/2YyFHIE | MAY 2023 | JUNE 2023 | AUG 2023 | SEPT 2023 | OCT 2023 | NOV 2023 |
|--|-----------------|------------------|-----------------|------------------|-----------------|-----------------|
| Total Followers | 416 | 434 | 437 | 441 | 444 | 444 |
| Search Appearances (in last 7 days) | 228 | 281 | 185 | 115 | 49 | 52 |
| Total Page Views | 41 | 56 | 33 | 22 | 49 | 48 |
| Post Impressions | 546 | 786 | 182 | 558 | 1,036 | 570 |
| Total Unique Visitors | 19 | 25 | 19 | 14 | 22 | 18 |

**NEW! Instagram - Esprit Place
Family Resource Centre**
<https://www.instagram.com/espritplace/>

**NOV
2023**

| | |
|------------------------|---|
| Total Followers | 0 |
| # of posts | 0 |

Social Media Follower - Trends



Municipal Presentations

Over the last couple of months, our Communications Officer and I have continued our visits to Municipalities as follows:

- November 6th – Seguin Township
- November 14th – Township of Carling
- November 14th – Municipality of Callander

At each meeting, we outlined the DSSAB’s programs and services and explaining to members of each Council how we can help members of their community. All Councils expressed their appreciation for the work done by DSSAB staff. These presentations were part of a series of Municipal presentations taking place over the next year.



Sponsor-A-Family Program

This holiday season, we launched a ‘Sponsor-A-Family’ program. By donating gift cards, sponsors empowered the women we serve through Esprit Place to engage in the spirit of the season and purchasing for the needs of her family.

We would like to take a moment to thank each of the families, individuals, and even youth sports teams who rallied together to represent the true spirit of the season by becoming sponsors in our first holiday Sponsor-A-Family program. In less than two weeks we were able to find sponsors for all 12 families, and even received sponsorship for two additional families who required our services over the holiday season. We are so grateful for the continued generosity of this community.

Esprit Place

SPONSOR - A FAMILY

This holiday season

- MOM BOY 8
- MOM GIRL 1 GIRL 11
- MOM BOY 1 GIRL 6
- SENIOR WOMAN
- SENIOR WOMAN
- MOM GIRL 18 BOY 16 BOY 11
- TEENAGE GIRL 17
- MOM GIRL 14
- MOM GIRL 9 BOY 10 GIRL 19
- MOM GIRL 6 GIRL 11
- MOM GIRL 14
- MOM GIRL 16 BOY 15 GIRL 14

To sponsor a family please call 705-746-7777 Ext 5264

NORTH POLE

Please purchase local gift cards for family use.
 Gift Card donations must be dropped off by December 15th.
 Call to arrange drop off location. Charitable tax receipt will be provided.

Shelter Wish List

Please call ahead to arrange drop off times and location 705-746-4800

- New clothes (socks, underwear, women’s leggings, hoodies, and t-shirts in all sizes)
- Hygiene items (hair products, soaps, lotions, face care, feminine hygiene products, make-up, nail polish, dental care products, razors, sunscreen)
- Baby & children’s products (diapers, lotions, bath/hair wash, baby wipes)
- NEW linens (dishcloths, tea towels, facecloths, bath towels, single and double sized bed sheets and comforters, pillows)
- Household management supplies (toilet paper, paper towel)
- Financial support or gift cards (gas, groceries, pharmacy, etc). Please call ahead 705-746-7777 Ext. 5125 to make arrangements.

Esprit Place

Due to storage and Infection prevention and control measures we are currently unable to accept furniture, large quantities of used clothing, used baby furniture or safety equipment or stuffed animals.

Licensed Child Care Programs

Total Children Utilizing Directly Operated Child Care in the District November 2023

| Age Group | Fairview ELCC | First Steps ELCC | Highlands ELCC | Waubee ELCC | HCCP | Total |
|----------------------|---------------|------------------|----------------|-------------|------|-------|
| Infant (0-18M) | 2 | 3 | 3 | 1 | 18 | 27 |
| Toddler (18-30M) | 10 | 7 | 9 | 21 | 27 | 74 |
| Preschool (30M-4Y) | 17 | 17 | 20 | 29 | 44 | 127 |
| # of Active Children | 29 | 27 | 32 | 51 | 89 | 228 |

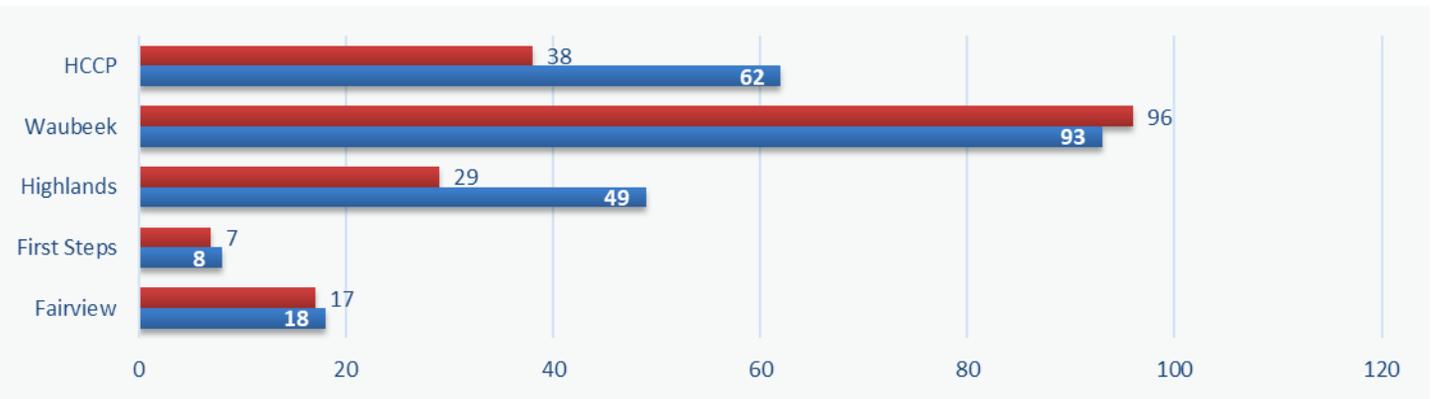
Enrollment remained steady for the month of November with operating capacity at the child care center's being maxed out given the available staff. There remain some contract positions unfilled in the centre-based programs that is affecting full enrollment, and the Home Visitor west contract position remains unfilled. With the new Directed Growth Strategy from the Ministry of Education, we have been unable to commit to opening more Home Child Care premises until this year as funding for new spaces has been greatly reduced. We will be consulting with the Child Care Service Management team as we navigate the new ministry funding guidelines.

School Age Programs November 2023

| Location | Enrollment | Primary | Secondary |
|-----------------------------------|------------|---------|-----------|
| Mapleridge After School | 26 | 7 | 0 |
| Mapleridge Before School | 11 | 0 | 0 |
| Sundridge Centennial After School | 13 | 0 | 0 |
| Home Child Care | 37 | 15 | 2 |
| # of Active Children | 87 | 22 | 2 |

These school age programs continue to be viable. The Sundridge Centennial program is currently at capacity. We are working with Mapleridge Public School to utilize an additional space at the school so we can separate the current group into two smaller groupings that can better meet the needs of the children. Mapleridge is also at licensed capacity and has created a waitlist.

Directly Operated Child Care Waitlist by Program November 2023



The blue bar indicates the current number of children needing care now that cannot be accommodated. There is a notable shift in the ages needing care being equally divided among all three age groups. The red bar shows the number of children that will be needing care in future months. Waubeek has seen a significant increase in families calling to be placed on the waiting list as they are newly pregnant so children will hopefully be in care when parents are ready to return to work. Please note: these numbers may be duplicated as families are placing their children on multiple waiting lists.

Inclusion Support Services November 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) | 0 | 11 | 11 | 21 | 1 | 0 | 0 |
| Preschool (30M-4Y) | 6 | 32 | 38 | 60 | 2 | 4 | 4 |
| School Age (4Y+) | 4 | 20 | 24 | 46 | 0 | 0 | 9 |
| Monthly Total | 10 | 63 | 73 | - | 3 | 4 | 13 |
| YTD Total | 12 | 80 | - | 132 | 40 | 41 | 32 |

The six Resource consultants have participated in and successfully completed certification to be trainers in Reaching In, Reaching Out which allows them to lead in-service workshops that model and teach resilience-building approaches for children under 8 years of age and their families. Specifically, adults are trained to role model thinking and coping strategies while simultaneously enhancing adult-child relationships. Resource Consultants will be available to use this new certification to support the capacity building of educators across the district beginning this year.

EarlyON Child and Family Programs November 2023

| Activity | November | YTD |
|--|----------|--------|
| Number of Children Attending | 833 | 10,155 |
| Number of New Children Attending | 43 | 576 |
| Number of Adults Attending | 587 | 6,370 |
| Number of Virtual Programming Events | 10 | 49 |
| Number of Engagements through Social Media | 512 | 7,035 |
| Number of Views through Social Media | 9,845 | 99,712 |

On December 2nd, a Family Holiday party was held at the Sound Community Hub with 37 adults and 33 children in attendance. The adults and children engaged in Christmas activities along with a nutritious snack and an exciting visit from Santa. The Holiday party was held at the South River location on December 9th, with 16 adults and 13 children in attendance. The Virtual Facilitator position has now been filled and plans are under-way to add virtual educational and fun activities for both adults and children this year. We were able to increase our virtual events to 10 in November and are hopeful that attendance will increase as families become more aware of the virtual programming.

Funding Sources for District Wide Childcare Spaces November 2023

| Active | # of Children | # of Families | Funding Source - New | # of Children | # of Families |
|--------------------------|---------------|---------------|----------------------|---------------|---------------|
| CWELCC* | 74 | 73 | CWELCC | 6 | 6 |
| CWELCC Full Fee | 199 | 195 | CWELCC Full Fee | 3 | 3 |
| Extended Day Fee Subsidy | 1 | 1 | Fee Subsidy | 1 | 1 |
| Fee Subsidy | 37 | 28 | Ontario Works | 1 | 1 |
| Full Fee | 19 | 18 | Total | 11 | 11 |
| Ontario Works | 15 | 11 | | | |
| Total | 345 | 326 | | | |

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

Child Care Service Management Update

The Ministry of Education has recently issued the 2024 Child Care Funding Guidelines, Allocations and Canada-Wide Early Learning Child Care Guidelines (CWELCC). Investments from the Government of Ontario and the Government of Canada in the child care and early years system will total more than \$3.9B for 2024. Funding will support the implementation of previously announced fee reductions, workforce supports and other measures. This investment represents an increase of \$42M over 2023.

Key changes to the funding guidelines include, updates on funding for cost escalation, additional funding for emerging issues, updates under Wage Enhancement Grant (WEG) and Home Child Care Enhancement Grant, updates on allocation holdbacks, adjustment to align to the calendar year, expiry of the one-time transitional grant, expiry of the Canada-Ontario Early Childhood Workforce Agreement, and the value-for-money audits. Please see Appendix A for more detail.

In 2024, the Ontario Child Care Workforce Strategy will be introduced. This strategy will support the recruitment and the retention of qualified professionals, help achieve system growth, and ensure increased access to high quality licensed child care in the province. The Ontario Child Care Workforce Strategy will continue the commitment to support Ontario's child care and early years professionals by implementing better wages and working conditions, supporting career laddering and entry to the profession, and building the profile of the profession by implementing new programs and building on existing initiatives.

Quality Assurance Update

It's been a busy year for child care and the focus for Workforce Strategy and Quality Assurance was on providing ongoing support for educators in the field of early childhood education. Due to the continuing struggle with retention and recruitment of RECE's great effort and funding was put into maintaining and recruiting staff for child care programs around the district through the Become An ECE Campaign. The campaign centered on raising awareness and value of the ECE profession and supporting early childhood educators in the workforce with a focus on building capacity. Along with the campaign focus, effort was put into offering an array of professional learning opportunities and training to all educators to build on early learning skills and knowledge and promote a high-quality early learning environment.

In the spring to support the importance of professional development a full day training was offered to all early years and child care educators for the east and west Districts of Parry Sound. The focus for the training was to support the unique needs of the group with a focus on How Does Learning Happen, along with the importance of mental wellness and self-care.

In addition to training opportunities a resource lending library has been created for all early years and child care programs in the district. These resources will be made readily available for programs to access to assist in supporting the educators and leaders in the program both professionally and personally. The resources will support mental health, the learning environment, leadership & coaching, behaviour management, curriculum development and more.

During the months of September to December, a total of 31 EarlyON and Child Care programs were visited. During those visits a quality assurance assessment was completed. The assessments were used to provide an overall evaluation of observations during the visits as well as feedback to the Supervisors and educators at the centres. The assessment tool helps to measure the overall quality of the staff, learning environment and programming being provided. Following the visits, highlights and recommendations were provided and any necessary follow-up or changes were noted. All visits were successful and recommended changes have been initiated or recognized by the program Supervisors.

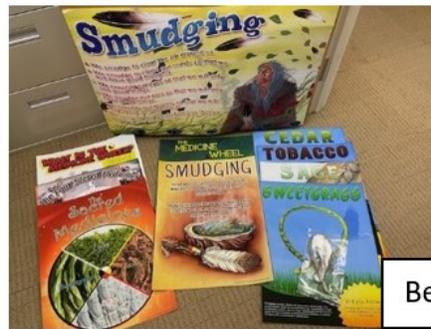
To enhance and build on existing Indigenous resources, two early learning kits have been created for the early years and child care programs to borrow. The kits are designed to assist and support educators in delivering the traditional teachings of the Indigenous culture and supporting the importance of an inclusive and diverse early learning environment. In addition, a beginner's smudging kit and prayer book have been purchased for each child care program.



Indigenous Learning



7 Grandfather Teachings



Beginners Smudging Kit

Income Support & Stability Divisional Update

With the retirement at the end of October of our longtime Supervisor of Income Support in the Parry Sound Office, we have continued our integration of the Housing Stability and Ontario Works programs. Our former Supervisor of Housing Stability is now the Supervisor of Income Support & Stability and now oversees the Ontario Works and Housing Stability programs in West Parry Sound. Our former Supervisor of Income Support in the South River Office is now the Supervisor of Income Support & Stability for East Parry Sound. This change will continue to support the provision of integrated services for the clients we serve.

Income Support & Stability front line users' insightful recommendations have recently been launched in our Fiit Program. Go Live was December 11th. Their input led to some streamlined approaches to real time data entry, improved categorization features and functionality. These changes will empower the program to generate robust data that will enable our Leadership Team to effectively advocate with local municipal, provincial and federal levels of government for funding that will positively impact the District of Parry Sound and the people we serve.

The continued effort of building joint protocols between Income Support & Stability and Housing Services, Tenant Services and Esprit is a strategic initiative to minimize duplication, remove silos and foster a seamless client experience when working with any program at the DSSAB. Through this collaboration we have been able to streamline processes and enable an integrated approach to client services. Shared protocols enhance communications and information flow between Supervisors and front-line staff in each department while reducing and eliminating redundancies.

Income Support & Stability West have dedicated time to supporting the Esprit Women’s Shelter and their staff throughout the work week. This commitment is an integrated approach to work with the counselors at Esprit and the women grappling with the profound challenges associated with intimate partner violence. This approach allows the teams to combine their diverse expertise to address the multifaceted needs of these women. From counselling to legal assistance to transitional housing solutions, to accessing social assistance funds, this fosters trust and open communication between departments and the women accessing the services.

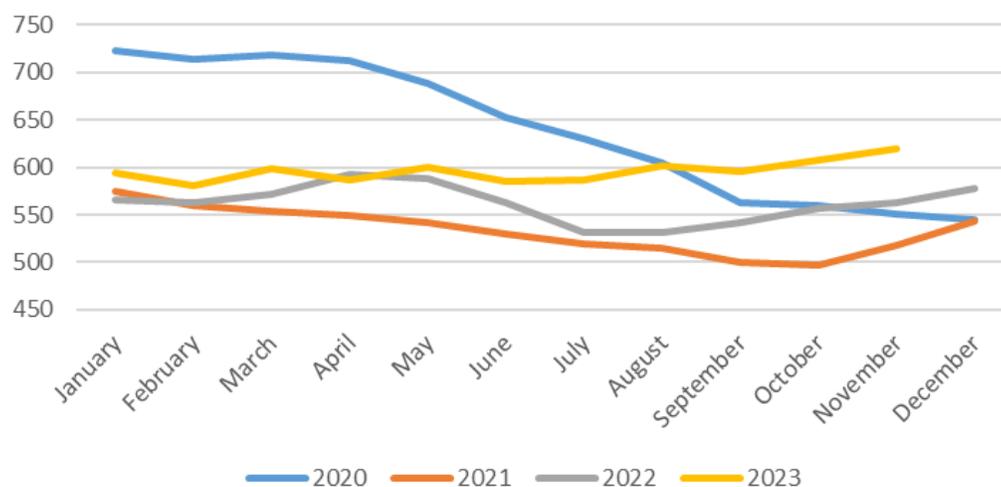
The Director of Income Support & Stability attended the OMSSA Policy Conference in Toronto from November 29th to December 1st. Some very informative plenaries included a panel discussion with the ADM’s from MCCSS, MEDU, MMAH and Health. Other relevant plenaries included an update on Employment Services Transformation and Supportive Housing hosted by Iain DeJonge.

Staff attended ‘Creating Amazing Customer Service’ training on November 14th.

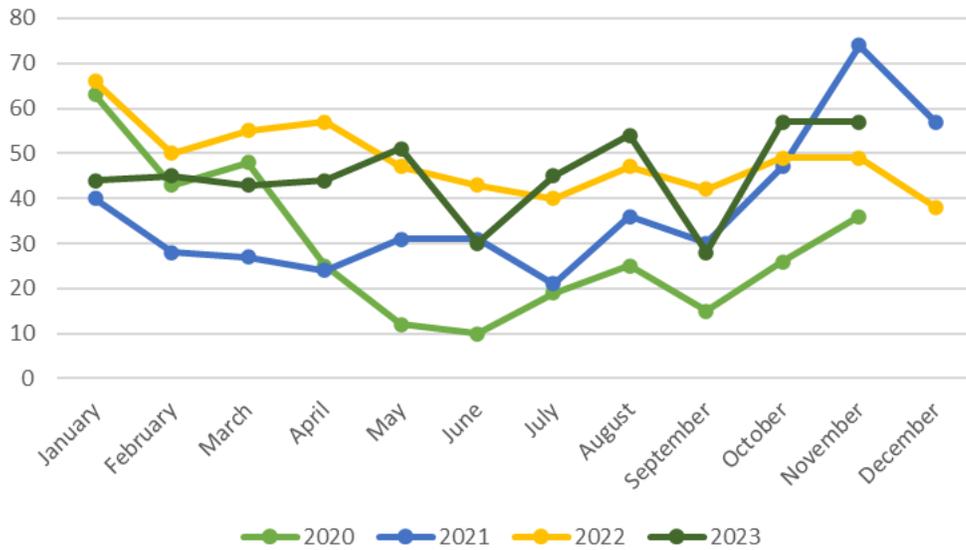
Many clients have benefited from the Orphan Clinics hosted by the Nurse Practitioner-Led Clinics over the past few months. The East Parry Sound team met with the NPLC team to discuss the challenges access to primary care is in this part of the district. We are grateful for the support and partnership of the NPLC’s to help address barriers for people working towards self-sustainability.

On November 7th, the Director of Income Support & Stability attended the DPSVAWCC meeting held in Parry Sound. As well, he also attended the Health and Social Services meeting on December 6th and the West Parry Sound Equity, Diversity and Inclusion meeting on December 12th.

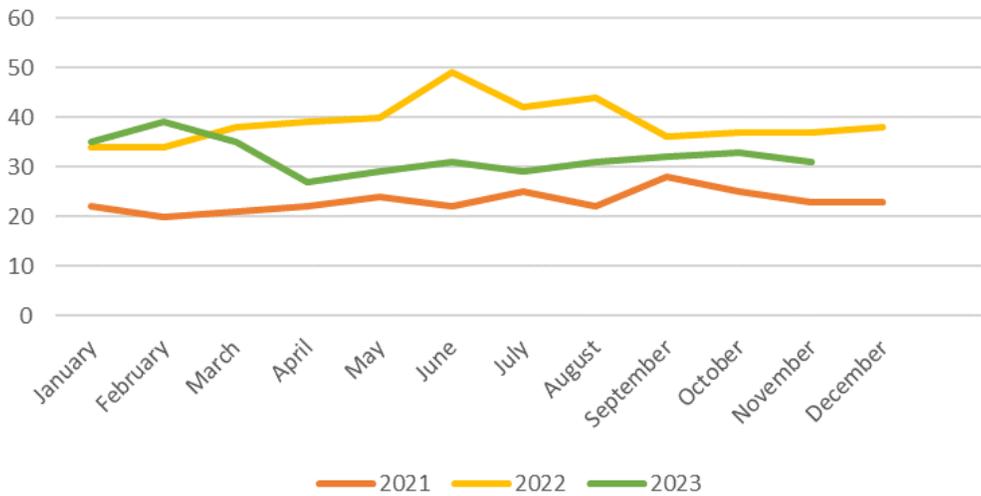
Ontario Works Caseload



Ontario Works Intake - Social Assistance Digital Application (SADA) & Local Office Ontario Works Applications Received



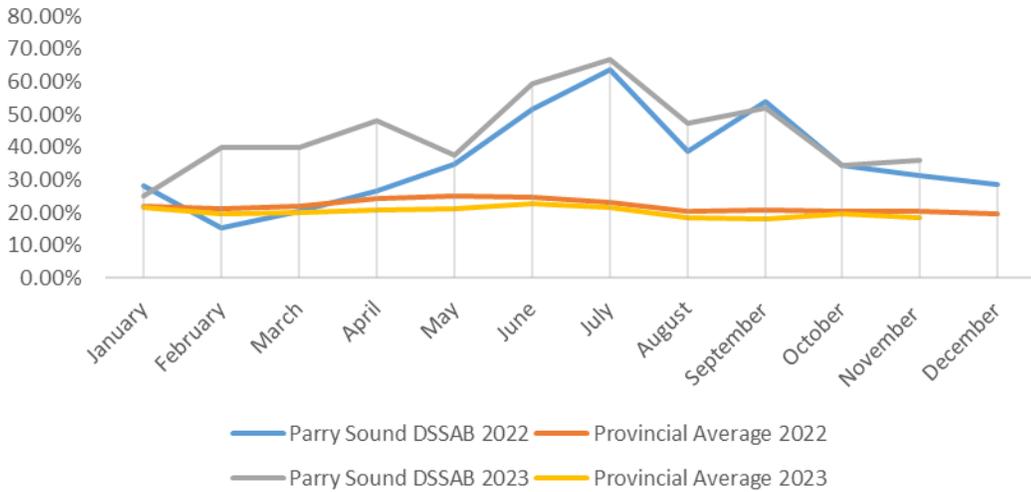
ODSP Participants in Ontario Works Employment Assistance



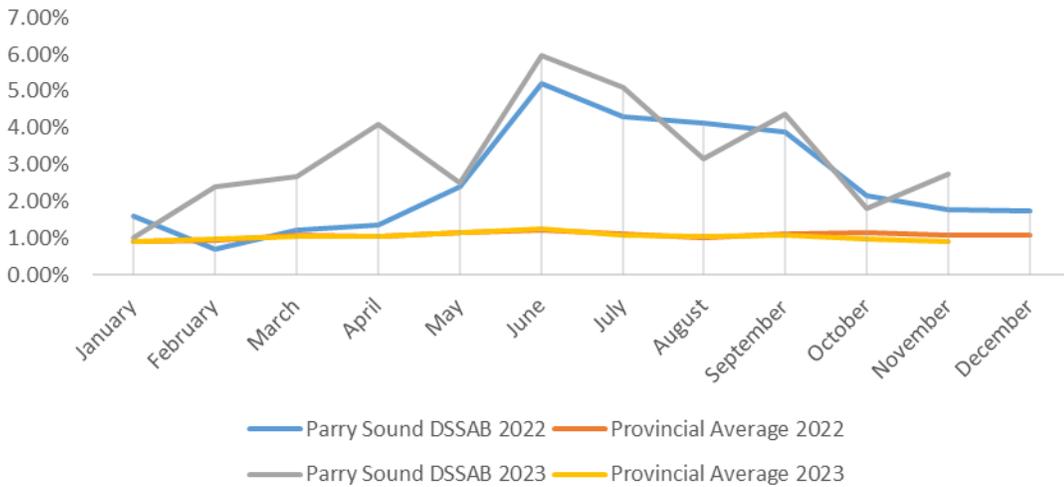
The OW Caseload as of the end of November was **619**. The number continues its slow upward climb we have seen month over month in 2023. We are supporting **31** ODSP participants in our Employment Assistance program. We also have **54** Temporary Care Assistance cases. Intake was steady month over month. We had **57** Ontario Works Applications (41 of those online through SADA).

Employment Assistance & Performance Outcomes

% of Closures Exiting to Employment

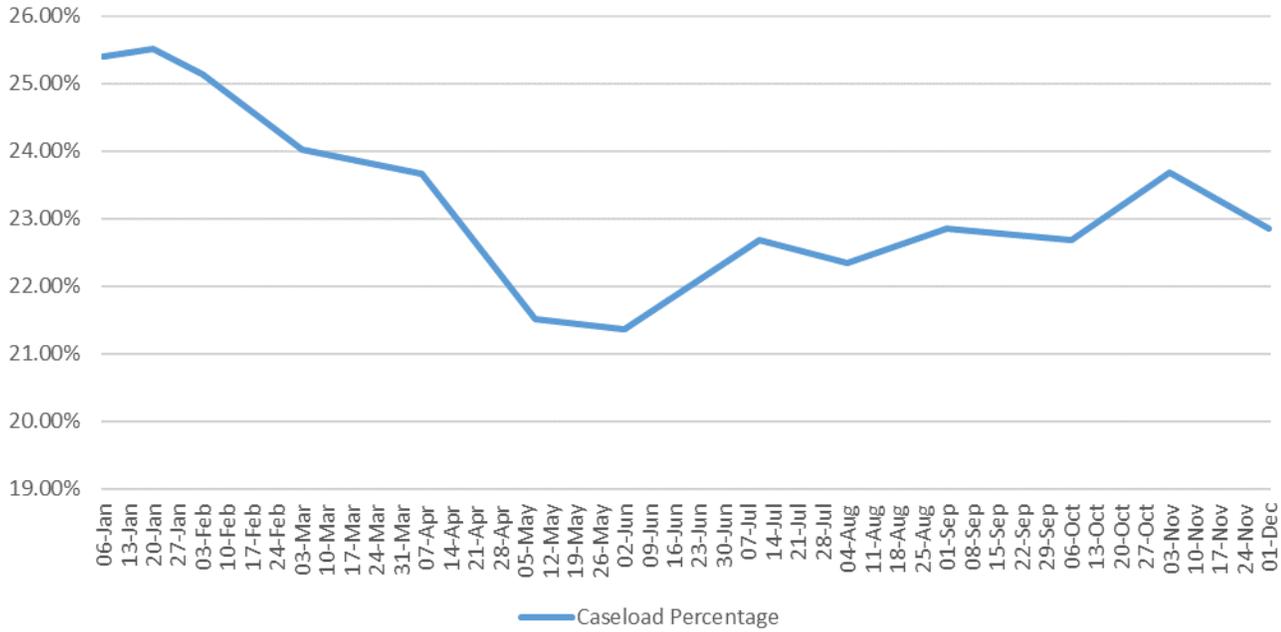


% of Caseload Exiting to Employment



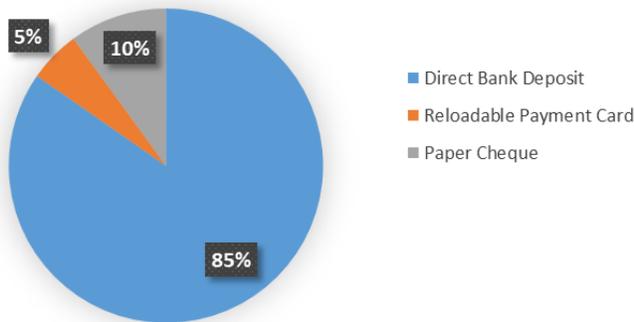
Our Employment Outcomes performance in November exceeded last years performance and continues to be well above the provincial average. These are great results considering the early start to the winter in our area. Additionally, we also exited 7.6% of the caseload for any reason in November.

MyBenefits Enrollment 2023



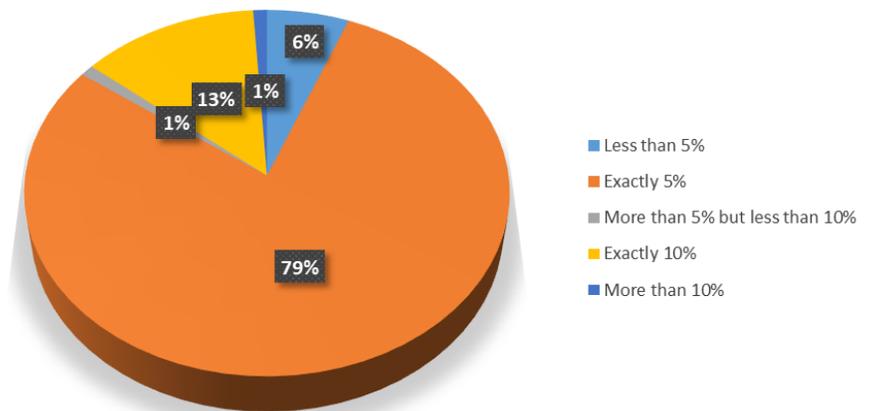
DBD Enrollment

Payment Receipt Method
November 2023



Overpayment Recovery Rate

November 2023



Ontario Works Update

Ontario Works implemented the Paperless By Default strategy initiated by the Ministry in November 2023. Ontario Works is already paperless and uses electronic documents management. The final part is aligning with the rest of the province and connecting the paperless strategy to clients already enrolled in my benefits. This means all statements including Direct Deposit will no longer print at the local office, they will be accessible for viewing on the MyBenefits app. This will help achieve accuracy in client records and a more sustainable and technologically friendly approach to delivering social assistance.

The Employment Placement program with Employment North has seamlessly connected job seekers with suitable employers and incentivized retention for employer and employee. Ontario Works has connected 10 people since the program started in 2022. Participants gain employment and the necessary tools to be successful. The partnerships between Ontario Works, Employment North and Employers offer ongoing support to contribute to sustained growth and career opportunities.

In preparation for Employment Services Transformation, we received approval for One-Time Funding to provide Transformational Case Management training to DSSAB staff. Blending Bridges Out of Poverty and Coaching Principles, the training will support staff to shift from a 'transactional' mindset to a 'transformational' mindset.

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.

| November 2023 Income Source | East | West |
|--------------------------------|------|------|
| Senior | 4 | 14 |
| ODSP | 10 | 28 |
| Ontario Works | 4 | 21 |
| Low Income | 22 | 33 |

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.

| November 2023 Income Source | East | West |
|--------------------------------|------|------|
| Senior | 13 | 19 |
| ODSP | 4 | 14 |
| Ontario Works | 7 | 15 |
| Low Income | 9 | 54 |

Contact/Referrals

| November 2023 | East | West | YTD |
|--------------------------|------|------|-----|
| Homeless | 2 | 5 | 78 |
| At Risk | 2 | 4 | 107 |
| Esprit Outreach Homeless | 0 | 0 | 6 |
| Esprit Outreach at Risk | 0 | 0 | 10 |
| Esprit in Shelter | 2 | | 22 |
| Program Total | 185 | | |

Short Term Housing Allowance

| | Active | YTD |
|---------------|--------|-----|
| November 2023 | 2 | 42 |

Housing Stability: Household Income Sources and Issuance from HPP:

| November 2023 Income Source | Total | HPP | November 2023 Reason for Issue | Total |
|--------------------------------|-------|------------|-----------------------------------|-------------|
| Senior | 5 | \$1,195.40 | Rental Arrears | \$453.51 |
| ODSP | 15 | \$3,517.42 | Utilities/Firewood | \$1,344.04 |
| Ontario Works | 1 | \$212.00 | Transportation | \$562.00 |
| Low Income | 6 | \$3,650.01 | Food/Household/Misc | \$5,202.85 |
| | | | Emergency Housing | \$1,012.42 |
| | | | Total | \$15,261.42 |

Ontario Works: Household Income Sources and Issuance from HPP

| November 2023 Income Source | Total | HPP |
|--------------------------------|-------|-------------|
| ODSP | 8 | \$4,508.44 |
| Ontario Works | 26 | \$15,685.09 |
| Low Income | 1 | \$454.26 |

| November 2023 Reason for Issue | Total |
|-----------------------------------|--------------------|
| Rental Arrears | \$1,897.00 |
| Utilities/Firewood | \$4,015.29 |
| Transportation | \$446.41 |
| Food/Household/Misc. | \$558.85 |
| Emergency Housing | \$13,730.25 |
| Total | \$20,647.79 |

**By-Name List Data
September 2021– November 2023**



Housing Stability Update

On November 28, 2023, staff attended a Seniors Connect Community Engagement hosted by Community Support Services in Pointe Au Baril.

On December 5th, the West Parry Sound Supervisor of Income Support & Stability attended a Community Partners meeting hosted in the Seguin Council Chambers. The goal was to discuss outreach from community services to the community.

Community Relations Workers created and planned very successful Income Support & Stability ID Clinics in East & West Parry Sound. They collaborated with Ontario Works to implement two separate clinics to target both sides of the district. The success of these clinics provided crucial identification to social assistance recipients, seniors and the vulnerable population. These clinics have not only provided essential identification but will also empower clients by opening doors to services and opportunities previously difficult to access without proper identification. This has a tangible impact on the lives of those we serve and moves them towards stability and inclusivity. Through open communication and shared commitment in the IS&S program, the idea evolved into a collaborative effort that surpassed our expectations.

Housing Programs

Social Housing Centralized Waitlist Report November 2023

| | East Parry Sound | West Parry Sound | Total |
|-----------------------------|---------------------|---------------------|-------|
| Seniors | 48 | 125 | 173 |
| Families | 134 | 445 | 579 |
| Individuals | 513 | 200 | 713 |
| Total | 695 | 770 | 1,465 |
| Total Waitlist Unduplicated | | | 470 |

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 | 6 | | 35 | | |
| Apr | 12 | 1 | 1 | | | Apr | 11 | | 17 | 6 | |
| May | 11 | 1 | | 3 | | May | 13 | 2 | 9 | 2 | |
| June | 15 | | 3 | 2 | | June | 9 | 1 | 2 | 1 | |
| July | 13 | 2 | 10 | 1 | | July | 5 | 1 | 5 | 1 | |
| Aug | 5 | | 17 | 2 | 1 | Aug | 14 | 1 | 3 | 1 | |
| Sept | 16 | | 10 | 1 | 1 | Sept | 12 | | 4 | | |
| Oct | 14 | | 12 | 6 | | Oct | 8 | 1 | 1 | 4 | 2 |
| Nov | 12 | 1 | 8 | 3 | | Nov | 12 | | 3 | | |
| Dec | 1 | | | 5 | | Dec | | | | | |
| Total | 125 | 6 | 68 | 26 | 3 | Total | 100 | 8 | 102 | 15 | 2 |

SPP = Special Priority Applicant

Housing Programs Update

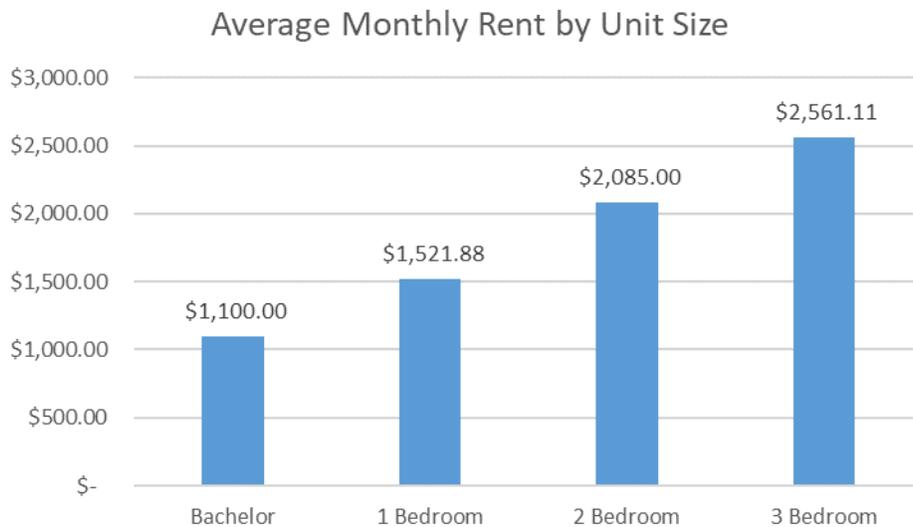
Housing Programs had a busy year. We saw a longtime team member retire, and a new team member join. Our team had the opportunity to participate in various trainings over 2023, one being an in-person training in Toronto which was a great networking experience. We’re looking forward to new opportunities in 2024!

We have had a significant amount of “Ontario Renovates” 10-year loans start to fulfill their terms. These loans were allocated to eligible homeowners for home repairs such as work to foundations, wells, roofs, etc. There will be another 11 loans ending in 2024. In total, there were 15 loans discharged from the Ontario Renovates Home Repair program in 2023. Of those, 11 were considered “defaults”, as they sold their home before the term of the loan ended. During a “default”, the homeowner will pay back a portion of the loan to the DSSAB.

In 2023, Housing Programs saw an overall decrease of new social housing applications. Fortunately, we were able to process a significant number of applications for COHB (Canada Ontario Housing Benefit), which allowed those seeking affordable housing access to funding – applicants must obtain a rental agreement within the district before they can apply for COHB and must meet financial eligibility. Although we have reached our maximum COHB allocation and are suspended from submitting new applications until spring 2024, we continue to promote the program with community partners and take information from applicants.

In 2023, Housing Programs was able to process three separate “offers of accommodation” from the chronological waitlist for 66 Church. It has been several years since someone was housed based on their chronological application date. This is due to special priority placements on list, as well as internal transfers – two of those offered moved in during 2023, and one is scheduled to move in early 2024.

Housing Programs created and distributed a survey in the fall to local landlords and known developers via social media to gather information about local rental rates/trends and to determine what the average cost of rent would be for various sized units. The table below summarizes the average monthly rent of units posted online in the District of Parry Sound. It reflects the increase we’re seeing in private market rents in our area, which directly correlates to the number of clients we’ve seen inquiring about COHB funding.



**Parry Sound District Housing Corporation
November 2023**

Activity for Tenant and Maintenance Services

| | Current | YTD |
|--|---------|-----|
| Move outs | 2 | 33 |
| Move in | 4 | 32 |
| L1/L2 forms | 0 | 5 |
| N4 - notice of eviction for non payment of rent | 2 | 11 |
| N5 - notice of eviction disturbing the quiet enjoyment of the other occupants | 1 | 13 |
| N6 - notice of eviction for illegal acts or misrepresenting income for RGI housing | 0 | 0 |
| N7 - notice of eviction for willful damage to unit | 0 | 1 |
| Repayment agreements | 2 | 65 |
| No Trespass Order | 0 | 1 |
| Tenant Home Visits | 23 | 205 |
| Mediation/Negotiation/Referrals | 17 | 185 |
| Tenant Engagements/Education | 6 | 95 |

Tenant Services Update

Tenant Services spent the fall getting all remaining new leases out to tenants who weren't able to make it to the workshops we provided in the common rooms. As well as making efforts to connect with each family unit to understand the history, family dynamic, and needs of them, as the family units tend to be more difficult to connect with (children, jobs, busy people). We now understand there is some work to be done in re-building what seems like a bit of a lost relationship there (this is in our goals for the very near future to develop a strategy to address this).

We also pursued a "holiday cheer" campaign around the buildings, bringing crafting supplies, Christmas trees, ornaments, and treats to share space with our tenants. It was very well received, we had lots of participation and those who attended seemed to really enjoy their crafts they made and loved the cheerful atmosphere (complete with holiday favourite music of course!).

For the family units we delivered holiday goodie bags to each door to celebrate the season.



(photo consent provided)

At the end of 2023, we put our heads together to create goals, wishes, and hopes for 2024. Some of the brainstorming ideas that came forward are a formal tenant engagement strategy prioritizing working WITH and FOR our tenants toward successful outcomes in our buildings, as well as working collaboratively with partnering departments so that the customer experience is smooth and efficient. Calling in additional supports through the Ontario Works and Housing Stability programs, to assisting with reaching out for a recalculation of rent when a tenant's household composition or income changes, to transitioning through the housing stock when appropriate if a family unit is no longer needed after children grow and move out. More to come on that engagement strategy in months to come.

This past year we sadly experienced 9 deaths within our housing portfolio. The Tenant Services Team were available to support and provide referrals for the tenants as they mourned their neighbours.

**Property Maintenance
November 2023**

| | | |
|-----------------------------------|-----|--|
| Pest Control | | 3 buildings are currently being inspected monthly for bedbugs; 7 units have been treated |
| Vacant Units | 13 | one-bedroom (8); multiple bedroom (5) (not inclusive of The Meadow View) |
| Vacant Units - The Meadow View | 8 | one-bedroom market units available |
| After Hours Calls | 8 | Smoke detector defect, water leaking from upstairs, fire panel “trouble” alarm, bed bugs, power outage, furnace trouble, Bell Canada requiring access to mechanical room 4 staff participate in the on-call phone tree system |
| Work Orders | 193 | Created for maintenance work, and related materials for the month of November |
| Fire Inspections | | Will provide in next month’s report |

**Capital Projects
November 2023**

- Architectural and structural inspections are currently underway for the planning phase of the Esprit Renovation project
- Roof replacement completed for a child care centre in Parry Sound
- Scheduled painters, and flooring replacement for our Parry Sound Office
- Software upgrade for Housing Operations continues

Duplex Project Update

South River: Drywall installation complete, main floor being prepared for flooring installation. Walls and ceilings have been primed with one coat of paint. Trim work has commenced. Bi-fold closet doors installed. Mudding and priming on-going at time of review. Occupancy timeline is on track for February 1st, 2024.

Burks Falls: Unit paver sidewalk and exterior siding complete. New front doors installed and capped. Insulation & strapping on basement perimeter walls installed. Two new steel columns with concrete slabs complete. Occupancy timeline is on track for March 2024.

**Esprit Place Family Resource Centre
November 2023**

| Emergency Shelter Services | November 2023 | YTD |
|--|----------------------|------------|
| Number of women who stayed in shelter this month | 11 | 111 |
| Number of children who stayed in the shelter this month | 6 | 49 |
| Number of hours of direct service to women (shelter and counselling) | 140 | 1,812 |
| Number of days at capacity | 5 | 85 |
| Number of days over capacity | 21 | 92 |
| Overall capacity % | 110% | 85% |
| Resident bed nights (women & children) | 331 | 2,624 |
| Phone interactions (crisis/support) | 32 | 309 |

| Transitional Support | November 2023 | YTD |
|---|----------------------|------------|
| Number of women served this month | 12 | 137 |
| Number of NEW women registered in the program | 6 | 31 |
| Number of public ed/groups offered | 0 | 3 |

| Child Witness Program | November 2023 | YTD |
|--|----------------------|------------|
| Number of children/women served this month | 28 | 188 |
| Number of NEW clients (mothers and children) registered in the program | 2 | 45 |
| Number of public ed/groups offered | 0 | 7 |

Esprit Place Family Resource Centre Update

Esprit Place continues to be very busy supporting women and children fleeing violence, as well as women experiencing homelessness from across the District of Parry Sound. Our residential program remained at or over capacity for the duration of the fall and continued to be near capacity during the holiday season. Operationally we have begun to undertake a complete review and update of Esprit Place policies and procedures with a completion goal of mid-2024. We have also undergone a comprehensive review and upgrade of our security camera system, led by our IT Director. Cameras have been installed and activated and the next phase of the project will include enhanced access controls and a reviewing of current monitoring practices. This is a significant enhancement to our building that will ensure the ongoing safety and security of Esprit Place residents and staff.

As previously reported, CMHA has supported an Addiction's Counsellor to be present at the shelter a half day a week. This partnership has increased access to timely addiction and mental health support for our clients and has strengthened the relationship with this important community partner. As a direct result of the success of this arrangement, CMHA has also committed an additional Crisis Counsellor to work in the shelter for one half day bi-weekly. This individual will meet with all new residents to ensure that appropriate referrals are made to CMHA programs and partner programs across the district.

We are also prioritizing partnerships with other local community organizations to ensure Esprit clients have easy and timely access to support and resources. Esprit staff have been engaging with St. Mary's Church to arrange for Esprit clients and outreach clients to have comfortable and easy access to their boutique and free community meal programs, and Hope Pregnancy Centre will start delivering a Finance and Budgeting Program at Esprit Place for clients.

Although COVID-19 is no longer considered an emergency within the community, it, as well as other seasonal respiratory viruses continue to have an impact on shelter operations. Staff illness has created challenges with scheduling and has increased the demand for relief staff and management to secure appropriate operations. We are closely monitoring updates from our local Public Health Unit and have prioritized infection prevention and control measures within Esprit Place to try and mitigate the risk of outbreak.

The holiday season was very busy at Esprit Place. As usual, our community was very generous during the Christmas period. Last year was the inaugural year for our Sponsor-a-Family Campaign spearheaded by our incredible Communications Officer. We surpassed our goal of sponsorship for 12 families and were able to provide gift cards and small gifts to 14 families and individuals. We received support from throughout the community including, but limited to, local individuals, businesses, and hockey teams. In addition, Parry Sound EMS selected Esprit Place as a recipient of its toy drive, many local citizens donated cash, toys, gift cards, food, stuffed shoeboxes, and Zak's Clothing made a significant in-kind contribution of new women's clothing. These donations were used to ensure the women and children staying at Esprit Place, as well as many other families across the district had the Christmas season they deserved.

Appendix A

Ministry of Education
Early Years and Child Care
Division

315 Front Street West, 11th Floor
Toronto, ON M7A 0B8

Ministère de l'Éducation
Division de la petite enfance et de la
garde d'enfants

315, rue Front Ouest, 11^e étage Toronto,
ON M7A 0B8



TO: Consolidated Municipal Service Managers (CMSMs)
District Social Services Administration Boards (DSSABs)

FROM: Holly Moran, Assistant Deputy Minister
Early Years and Child Care Division

DATE: November 30, 2023

SUBJECT: 2024 Child Care, EarlyON Child and Family Centres, and Canada-wide
Early Learning and Child Care Funding

We continue to invest and make strides in our work together to deliver affordable, accessible and high-quality child care to Ontario's families. With that, and as promised in September, I am pleased to share the following to support municipal planning for 2024:

- 2024 Child Care Funding Allocations
- 2024 Child Care and EarlyON Child and Family Centres Service Management and Funding Guidelines (EYCC guidelines)
- 2024 Canada-wide Early Learning and Child Care System Guidelines (CWELCC guidelines)
- 2024 transfer payment agreement (to be shared under separate cover).

Investments

Investments from the Government of Ontario and the Government of Canada in the child care and early years system will total more than \$3.9B for 2024. Funding will support the implementation of previously announced fee reductions, workforce supports and other measures. This investment represents an increase of \$42M over 2023.

\$1.6B is being invested in **pre-CWELCC child care programs**, including:

\$1.2B in general allocation and Child Care Expansion Plan
\$26M in base funding for Licensed Home Child Care
\$146M in Canada-Ontario Early Learning and Child Care funding
\$203M in Wage Enhancement/Home Child Care Enhancement Grant funding

\$162M is being invested in **EarlyON Child and Family Centres**, including:

\$101M in provincial allocation
\$61M in Canada-Ontario Early Learning and Child Care funding

\$2.1B is being invested in **CWELCC**, including:

- \$1.9B for fee reductions and workforce compensation
- \$28M for CMSM/DSSAB CWELCC administration
- \$66M for space creation
- \$75M for emerging issues
- \$85M for start-up grants

\$34.5M in **other investments**, including:

- \$25.5M for off-reserve Indigenous-led Child Care, and Child and Family Programming; and
- \$9M for mental health programs over three years, from 2022-23 to 2024-25.

Key changes

A. Updates on funding for cost escalation

The ministry recognizes that licensees may be subject to cost escalation beyond their control (e.g., rent increases, inflation). The ministry has included cost escalation funding of approximately **\$235M** to support licensees. CMSMs/DSSABs should provide cost escalation funding to licensees using updated cost escalation factors. Refer to Section 7 of the 2024 CWELCC guidelines for more information.

B. Additional funding for emerging issues

In addition to the cost escalation funding, the ministry is also allocating an additional **\$75M** to support emerging issues for CWELCC-enrolled licensees. CMSMs/DSSABs are required to implement a fair and transparent process (such as through an application) to allocate this funding to licensees who demonstrate that their revenue for eligible spaces (including routine funding, fee reduction, wage enhancement, workforce compensation, cost escalation and parent fees) is insufficient to support the licensees' non-discretionary costs. This funding is a new and separate allocation under the 2024 transfer payment agreements.

The ministry will be seeking to gain an early understanding of uptake of this component of the program. CMSMs/DSSABs must report funding commitments by **Monday, February 5, 2024**. See attached template. Refer to Section 8 of the 2024 CWELCC guidelines for more information.

C. Updates under Wage Enhancement Grant (WEG) and Home Child Care Enhancement Grant (HCCEG)

The ministry has increased the hourly wage maximum for WEG and HCCEG to help close the gap between RECEs in the education sector and eligible RECEs in licensed child care settings. The new hourly wage maximum for WEG is \$30.59 per hour, for full HCCEG is \$305.90 per day and for partial HCCEG is \$183.54 per day.

D. Updates on allocation holdbacks

For 2024, the ministry has removed the 5 per cent holdback policy on all allocations. In its place, the ministry will withhold a portion of CWELCC funding equal to the difference between a CMSM's/DSSAB's fee reduction allocation calculated at full licensed capacity versus calculated at assumed targeted operating capacity.

CMSMs/DSSABs will still have flexibility within their CWELCC allocation to provide funding up to the licensees' targeted operating capacity. To access additional funding to support operating capacity beyond the assumed targeted operating capacity (and up to full licensed capacity), CMSMs/DSSABs will be required to demonstrate that space occupancy exceeds the assumed targeted operating capacity.

E. Adjustment to align to the calendar year

For 2024, an adjustment is being made to realign the allocation with the cash payment stream. As the January 2024 fee reduction and workforce compensation amounts totaling **\$161M** are included in the December 2023 payments, these amounts are not part of the 2024 allocations as they will have already been provided. The adjustment will be applied to monthly payments (from January to December).

F. Expiry of the one-time transitional grant

In 2021 and 2022, the ministry introduced changes to provincial administrative funding, specifically the requirement to cost share all provincial child care administration funding at a rate of 50/50 and reducing the allowable administrative funding threshold from 10% to 5%.

Considering the impacts of the COVID-19 pandemic and the significant changes to the system introduced by CWELCC in 2022, the ministry provided a transitional grant to CMSMs/DSSABs for 2023 to support CMSMs/DSSABs while they found efficiencies and adjusted their administrative cost structures. After three years of funding, over which the ministry has invested a total of \$220M to help stabilize the system during exceptional circumstances, the one-time transitional grant will be discontinued for 2024.

G. Expiry of the Canada-Ontario Early Childhood Workforce Agreement

In August 2021, the governments of Ontario and Canada signed the Early Childhood Workforce Agreement (WFA), which provided Ontario with about \$150M in one-time federal funding to support the recruitment and retention of the early childhood workforce. The Agreement was amended in September 2022 to permit completion of the initiatives by March 2023. In recognition of the workforce supports in the CWELCC Agreement the early years and child care workforce support provided through the WFA will not continue in 2024.

H. Value-for-money audits

CMSMs/DSSABs who directly operate child care centres are required to retain independent advice (e.g., third-party services) and conduct a value-for-money audit on their direct delivery of child care services.

The purpose of the value-for-money audit is to determine whether provincial funding is being used efficiently and effectively by directly operated centres, and whether the child care services could be offered by a third-party provider instead. The audit report, recommendations and management responses should be posted publicly.

Other important information

Recently announced Ontario Child Care Workforce Strategy

The Ontario Child Care Workforce Strategy was announced on November 16, 2023. The Workforce Strategy will support the recruitment and the retention of qualified professionals, help achieve system growth, and ensure increased access to high-quality licensed child care in the province. The ministry is working on the implementation of the Workforce Strategy and will be communicating further details in the coming months.

EarlyON Child and Family Centres

To support EarlyON Child and Family Centres in delivering mandatory core services that are responsive to local needs, the ministry has provided clarification in the guidelines around eligible expenses for light meals or snacks for EarlyON program participants.

The ministry has also made updates to emphasize the critical role that EarlyON staff play in the early identification of child development concerns and in connecting families to specialized services.

Clarification on CWELCC recoveries

On September 8, the ministry distributed an additional Q&A document to provide greater clarity on the 2023 CWELCC System Update materials shared in late May and early June 2023. CMSMs/DSSABs are encouraged to review the ministry's expectations related to recoveries upon year-end reconciliation.

Specifically, as part of the year-end financial review and reconciliation process with licensees, CMSMs/DSSABs must ensure CWELCC funding is used to support the actual eligible costs incurred by licensees and, when vacancies on eligible spaces lead to cost avoidance, CMSMs/DSSABs should work with licensees to identify savings related to those avoidable costs and recover up to 52.75% of such savings (which is the government contribution towards the base fee).

Upcoming CWELCC funding approach

The ministry continues to work on finalizing a new child care funding approach that aims to integrate current child care funds into the new CWELCC funding formula. Information about a new funding approach will follow later providing sufficient time to support a smooth implementation.

Thank you for your ongoing support and valuable feedback. We look forward to working together to support the sector, children and families. If you have any questions, please contact your Early Years Advisor or Financial Analyst (contact list can be found on the [ministry website](#)).

Sincerely,

Original signed by

Holly Moran

Assistant Deputy Minister
Early Years and Child Care Division
Ministry of Education

c: Early Years Advisors, Programs and Service Integration Branch
Financial Analysts, Financial Accountability and Data Analysis Branch

Attachments:

- 2024 Child Care and EarlyON Child and Family Centres Service Management and Funding Guidelines
- 2024 Canada-wide Early Learning and Child Care System Guidelines
- Appendix A - 2024 Child Care Funding Allocations
- Appendix B - 2024 EarlyON Funding Allocations
- Appendix C - 2024 CWELCC Funding Allocations
- Update on Emerging Issues Funding Application and Commitment Status

Appendix A - 2024 Child Care Allocations - November 2023

| CMSM/DSSAB | General & Expansion Plan | Base Funding for LHCC | ELCC | Wage Enhancement/ HCCEG Allocation | Wage Enhancement/ HCCEG Administration | Total 2024 Allocation |
|---|--------------------------|-----------------------|------------|------------------------------------|--|-----------------------|
| Corporation of the City of Brantford | 9,126,763 | 276,000 | 1,185,133 | 1,693,976 | 37,715 | 12,319,587 |
| City of Cornwall | 8,708,005 | 82,800 | 1,126,970 | 923,745 | 28,688 | 10,870,208 |
| City of Greater Sudbury | 17,273,496 | 82,800 | 1,852,751 | 2,453,982 | 74,227 | 21,737,256 |
| The City of Hamilton | 52,846,466 | 1,062,600 | 6,596,529 | 8,043,346 | 173,244 | 68,722,185 |
| Corporation of the City of Kawartha Lakes | 5,592,631 | - | 739,627 | 782,322 | 12,787 | 7,127,367 |
| Corporation of the City of Kingston | 9,796,154 | 124,200 | 1,254,808 | 2,051,745 | 48,969 | 13,275,876 |
| Corporation of the City of London | 36,333,311 | 503,700 | 4,432,442 | 7,433,193 | 138,538 | 48,841,184 |
| City of Ottawa | 89,056,946 | 5,637,300 | 10,157,636 | 17,315,818 | 427,663 | 122,595,363 |
| Corporation of the City of Peterborough | 9,413,247 | 420,900 | 1,154,180 | 1,617,246 | 35,467 | 12,641,040 |
| Corporation of the City of St. Thomas | 6,813,722 | 124,200 | 891,469 | 1,039,792 | 23,484 | 8,892,667 |
| Corporation of the City of Stratford | 4,801,979 | 55,200 | 587,148 | 574,255 | 16,300 | 6,034,882 |
| City of Toronto | 352,916,564 | 5,927,100 | 41,731,704 | 42,629,943 | 1,026,399 | 444,231,710 |
| Corporation of the City of Windsor | 33,057,378 | 255,300 | 4,218,571 | 5,132,145 | 120,513 | 42,783,907 |
| Corporation of the County of Bruce | 4,521,375 | 165,600 | 535,280 | 813,338 | 19,882 | 6,055,475 |
| Corporation of the County of Dufferin | 3,759,359 | 69,000 | 455,304 | 793,783 | 15,082 | 5,092,528 |
| Corporation of the County of Grey | 6,137,923 | 262,200 | 762,884 | 1,241,082 | 26,853 | 8,430,942 |
| Corporation of the County of Hastings | 9,448,337 | 289,800 | 1,237,322 | 1,457,072 | 30,635 | 12,463,166 |
| Corporation of the County of Huron | 3,935,532 | 103,500 | 482,763 | 639,342 | 14,097 | 5,175,234 |
| Corporation of the County of Lambton | 13,158,792 | 262,200 | 1,143,226 | 1,596,663 | 39,848 | 16,200,729 |
| County of Lanark | 4,644,761 | 269,100 | 605,366 | 825,900 | 19,385 | 6,364,512 |
| County of Lennox & Addington | 4,100,333 | 138,000 | 518,888 | 481,237 | 12,413 | 5,250,871 |
| County of Northumberland | 4,965,276 | 62,100 | 601,605 | 821,020 | 16,098 | 6,466,099 |
| County of Oxford | 6,513,824 | 110,400 | 849,012 | 683,980 | 25,458 | 8,182,674 |
| County of Renfrew | 6,511,697 | 110,400 | 806,028 | 946,049 | 20,157 | 8,394,331 |
| County of Simcoe | 29,210,741 | 434,700 | 3,663,080 | 5,737,618 | 129,548 | 39,175,687 |
| County of Wellington | 15,095,994 | 262,200 | 1,665,414 | 2,269,753 | 47,707 | 19,341,068 |
| District Municipality of Muskoka | 4,032,912 | 103,500 | 530,005 | 487,107 | 12,932 | 5,166,456 |
| Corporation of the Municipality of Chatham-Kent | 12,633,111 | - | 1,096,970 | 1,272,777 | 27,809 | 15,030,667 |

Appendix A - 2024 Child Care Allocations - November 2023

| CMSM/DSSAB | General & Expansion Plan | Base Funding for LHCC | ELCC | Wage Enhancement/ HCCEG Allocation | Wage Enhancement/ HCCEG Administration | Total 2024 Allocation |
|--|--------------------------|-----------------------|--------------------|------------------------------------|--|-----------------------|
| The Corporation of Norfolk County | 6,582,196 | 103,500 | 867,364 | 813,007 | 14,523 | 8,380,590 |
| Regional Municipality of Durham | 45,688,270 | 565,800 | 5,177,387 | 11,384,624 | 206,003 | 63,022,084 |
| Regional Municipality of Halton | 34,588,450 | 552,000 | 3,924,710 | 11,771,714 | 264,648 | 51,101,522 |
| Regional Municipality of Niagara | 31,963,872 | 476,100 | 3,677,031 | 4,648,461 | 125,170 | 40,890,634 |
| Regional Municipality of Peel | 127,844,409 | 2,277,000 | 15,743,085 | 18,953,608 | 358,473 | 165,176,575 |
| Regional Municipality of Waterloo | 38,613,750 | 2,566,800 | 4,452,080 | 6,625,142 | 168,830 | 52,426,602 |
| Regional Municipality of York | 95,807,207 | 662,400 | 11,304,394 | 23,694,245 | 477,074 | 131,945,320 |
| United Counties of Leeds & Grenville | 5,842,227 | 75,900 | 758,861 | 1,241,599 | 27,590 | 7,946,177 |
| United Counties of Prescott & Russell | 6,726,103 | 186,300 | 863,639 | 1,439,107 | 33,790 | 9,248,939 |
| Algoma District Services Administration Board | 4,515,682 | - | 515,203 | 383,196 | 14,300 | 5,428,381 |
| District of Cochrane Social Service Administration Board | 8,972,668 | 117,300 | 1,086,659 | 905,394 | 24,432 | 11,106,453 |
| District of Nipissing Social Services Administration Board | 8,668,803 | 248,400 | 1,058,703 | 1,444,375 | 31,692 | 11,451,973 |
| District of Parry Sound Social Services Administration Board | 4,854,482 | 165,600 | 593,629 | 220,112 | 10,358 | 5,844,181 |
| District of Sault Ste Marie Social Services Administration Board | 6,436,864 | 165,600 | 768,168 | 869,126 | 20,671 | 8,260,429 |
| District of Timiskaming Social Services Administration Board | 6,229,165 | 131,100 | 642,820 | 604,506 | 12,679 | 7,620,270 |
| Kenora District Services Board | 6,697,964 | - | 720,451 | 192,051 | 14,935 | 7,625,401 |
| Manitoulin-Sudbury District Social Services Administration Board | 6,378,476 | 27,600 | 612,576 | 341,882 | 6,767 | 7,367,301 |
| Rainy River District Social Services Administration Board | 3,497,313 | - | 382,780 | 182,358 | 3,058 | 4,065,509 |
| District of Thunder Bay Social Services Administration Board | 12,699,898 | 82,800 | 1,521,867 | 1,218,236 | 34,705 | 15,557,506 |
| PROVINCIAL TOTAL | 1,227,014,428 | 25,599,000 | 145,553,522 | 198,690,972 | 4,471,596 | 1,601,329,518 |

Appendix B - 2024 EarlyON Allocations - November 2023

| CMSM/DSSAB | EarlyON (Provincial) | ELCC | 2024 Mental Health Allocation | Total 2024 Allocation |
|---|-------------------------|------------|-------------------------------------|--------------------------|
| Corporation of the City of Brantford | 1,432,827 | 859,143 | 39,345 | 2,331,315 |
| City of Cornwall | 1,163,873 | 697,874 | 31,960 | 1,893,707 |
| City of Greater Sudbury | 2,334,900 | 1,400,037 | 64,116 | 3,799,053 |
| The City of Hamilton | 4,164,475 | 2,497,074 | 114,356 | 6,775,905 |
| Corporation of the City of Kawartha Lakes | 779,879 | 467,625 | 21,415 | 1,268,919 |
| Corporation of the City of Kingston | 2,002,192 | 1,200,541 | 54,980 | 3,257,713 |
| Corporation of the City of London | 2,736,837 | 1,641,043 | 75,154 | 4,453,034 |
| City of Ottawa | 6,984,799 | 4,188,178 | 191,803 | 11,364,780 |
| Corporation of the City of Peterborough | 903,198 | 541,569 | 24,802 | 1,469,569 |
| Corporation of the City of St. Thomas | 792,933 | 475,453 | 21,774 | 1,290,160 |
| Corporation of the City of Stratford | 645,691 | 387,164 | 17,731 | 1,050,586 |
| City of Toronto | 19,211,462 | 11,519,445 | 527,547 | 31,258,454 |
| Corporation of the City of Windsor | 2,520,651 | 1,511,414 | 69,217 | 4,101,282 |
| Corporation of the County of Bruce | 658,488 | 394,838 | 18,082 | 1,071,408 |
| Corporation of the County of Dufferin | 556,069 | 333,427 | 15,270 | 904,766 |
| Corporation of the County of Grey | 748,878 | 449,037 | 20,564 | 1,218,479 |
| Corporation of the County of Hastings | 1,023,529 | 613,721 | 28,106 | 1,665,356 |
| Corporation of the County of Huron | 594,068 | 356,210 | 16,313 | 966,591 |
| Corporation of the County of Lambton | 1,610,950 | 965,947 | 44,237 | 2,621,134 |
| County of Lanark | 657,601 | 394,307 | 18,058 | 1,069,966 |
| County of Lennox & Addington | 596,599 | 357,729 | 16,383 | 970,711 |
| County of Northumberland | 606,732 | 363,804 | 16,661 | 987,197 |
| County of Oxford | 765,754 | 459,157 | 21,028 | 1,245,939 |
| County of Renfrew | 957,858 | 574,345 | 26,303 | 1,558,506 |
| County of Simcoe | 2,727,528 | 1,635,462 | 74,898 | 4,437,888 |
| County of Wellington | 1,429,141 | 856,931 | 39,244 | 2,325,316 |
| District Municipality of Muskoka | 593,558 | 355,905 | 16,299 | 965,762 |
| Corporation of the Municipality of Chatham-Kent | 931,366 | 558,460 | 25,575 | 1,515,401 |
| The Corporation of Norfolk County | 759,467 | 455,386 | 20,855 | 1,235,708 |
| Regional Municipality of Durham | 3,215,086 | 1,927,808 | 88,286 | 5,231,180 |

Appendix B - 2024 EarlyON Allocations - November 2023

| CMSM/DSSAB | EarlyON (Provincial) | ELCC | 2024 Mental Health Allocation | Total 2024 Allocation |
|--|-------------------------|-------------------|-------------------------------------|--------------------------|
| Regional Municipality of Halton | 2,986,367 | 1,790,664 | 82,006 | 4,859,037 |
| Regional Municipality of Niagara | 2,872,468 | 1,722,370 | 78,878 | 4,673,716 |
| Regional Municipality of Peel | 8,541,154 | 5,121,389 | 234,540 | 13,897,083 |
| Regional Municipality of Waterloo | 2,968,255 | 1,779,804 | 81,508 | 4,829,567 |
| Regional Municipality of York | 6,661,019 | 3,994,035 | 182,912 | 10,837,966 |
| United Counties of Leeds & Grenville | 718,874 | 431,046 | 19,740 | 1,169,660 |
| United Counties of Prescott & Russell | 1,314,350 | 788,103 | 36,092 | 2,138,545 |
| Algoma District Services Administration Board | 805,037 | 482,710 | 22,106 | 1,309,853 |
| District of Cochrane Social Service Administration Board | 1,464,873 | 878,357 | 40,225 | 2,383,455 |
| District of Nipissing Social Services Administration Board | 1,480,481 | 887,715 | 40,654 | 2,408,850 |
| District of Parry Sound Social Services Administration Board | 799,262 | 479,247 | 21,948 | 1,300,457 |
| District of Sault Ste Marie Social Services Administration Board | 1,120,716 | 671,996 | 30,775 | 1,823,487 |
| District of Timiskaming Social Services Administration Board | 753,552 | 451,840 | 20,693 | 1,226,085 |
| Kenora District Services Board | 1,130,027 | 677,578 | 31,031 | 1,838,636 |
| Manitoulin-Sudbury District Social Services Administration Board | 1,058,489 | 634,683 | 29,066 | 1,722,238 |
| Rainy River District Social Services Administration Board | 778,552 | 466,830 | 21,379 | 1,266,761 |
| District of Thunder Bay Social Services Administration Board | 1,665,104 | 998,418 | 45,724 | 2,709,246 |
| PROVINCIAL TOTAL | 101,224,969 | 60,695,819 | 2,779,639 | 164,700,427 |

Appendix C - 2024 CWELCC Allocations - November 2023

| CMSM/DSSAB | Fee Reduction and Workforce Compensation - Base Funding | Fee Reduction and Workforce Compensation - 2024 Directed Growth | Fee Reduction and Workforce Compensation - Additional Operating Capacity Holdback | Emerging Issues Funding | Start-up Grants | Administration | January 2024 Funding included in the 2023 Transfer Payment Agreement | Total Allocation |
|---|---|---|---|-------------------------|-----------------|----------------|--|------------------|
| Corporation of the City of Brantford | 13,113,580 | 496,577 | 1,392,020 | 514,729 | 268,000 | 302,130 | - 1,079,014 | 15,008,022 |
| City of Cornwall | 6,276,379 | - | 638,470 | 237,251 | - | 202,462 | - 554,030 | 6,800,532 |
| City of Greater Sudbury | 18,694,312 | 130,274 | 2,301,973 | 961,066 | 70,000 | 379,658 | - 1,443,454 | 21,093,829 |
| The City of Hamilton | 74,525,572 | 981,093 | 6,555,684 | 2,815,585 | 1,459,000 | 1,015,592 | - 6,622,692 | 80,729,834 |
| Corporation of the City of Kawartha Lakes | 5,616,706 | 259,985 | 319,966 | 212,609 | 473,000 | 168,867 | - 473,506 | 6,577,627 |
| Corporation of the City of Kingston | 14,266,158 | 199,798 | 1,956,360 | 563,455 | 469,000 | 278,034 | - 1,302,986 | 16,429,819 |
| Corporation of the City of London | 60,395,471 | 2,586,875 | 4,321,232 | 2,309,207 | 4,004,000 | 827,501 | - 5,047,373 | 69,396,913 |
| City of Ottawa | 152,274,371 | 2,161,826 | 20,063,960 | 5,987,155 | 3,745,000 | 2,205,882 | - 14,965,359 | 171,472,835 |
| Corporation of the City of Peterborough | 15,183,959 | 337,180 | 910,049 | 563,760 | 562,000 | 297,311 | - 1,265,931 | 16,588,328 |
| Corporation of the City of St. Thomas | 8,499,295 | 294,477 | 601,334 | 322,349 | 403,000 | 207,072 | - 617,291 | 9,710,236 |
| Corporation of the City of Stratford | 7,306,513 | 372,091 | 576,697 | 283,242 | 359,000 | 197,364 | - 549,489 | 8,545,418 |
| City of Toronto | 449,570,111 | 24,398,822 | 33,500,937 | 18,261,242 | 25,165,000 | 4,926,605 | - 36,065,227 | 519,757,490 |
| Corporation of the City of Windsor | 38,508,355 | 908,974 | 4,577,420 | 1,509,474 | 1,512,000 | 713,934 | - 3,286,009 | 44,444,148 |
| Corporation of the County of Bruce | 7,297,843 | 511,531 | 617,681 | 289,135 | 1,164,000 | 191,287 | - 612,223 | 9,459,254 |
| Corporation of the County of Dufferin | 8,375,150 | 360,998 | 468,238 | 315,806 | 690,000 | 192,335 | - 684,850 | 9,717,677 |
| Corporation of the County of Grey | 7,844,246 | 282,872 | 451,944 | 294,351 | 290,000 | 195,338 | - 585,104 | 8,773,647 |
| Corporation of the County of Hastings | 14,266,015 | 179,235 | 1,255,200 | 743,171 | 382,000 | 280,199 | - 1,049,099 | 16,056,721 |
| Corporation of the County of Huron | 4,442,204 | 71,803 | 441,847 | 170,037 | 210,000 | 154,968 | - 391,385 | 5,099,474 |
| Corporation of the County of Lambton | 13,128,251 | 530,729 | 1,471,049 | 519,116 | 237,000 | 270,281 | - 1,133,889 | 15,022,537 |
| County of Lanark | 7,589,769 | 115,731 | 796,467 | 291,705 | 301,000 | 193,103 | - 735,122 | 8,552,653 |
| County of Lennox & Addington | 4,534,350 | 365,921 | 383,332 | 181,282 | 658,000 | 158,460 | - 362,035 | 5,919,310 |
| County of Northumberland | 6,062,686 | 148,423 | 834,783 | 241,747 | 317,000 | 181,788 | - 476,876 | 7,309,551 |
| County of Oxford | 6,456,078 | 1,267,215 | 726,759 | 289,924 | 2,672,000 | 223,485 | - 554,902 | 11,080,559 |
| County of Renfrew | 7,688,747 | 307,313 | 489,597 | 291,146 | 434,000 | 185,700 | - 577,420 | 8,819,083 |
| County of Simcoe | 49,453,422 | 2,245,515 | 4,846,005 | 1,940,074 | 2,768,000 | 793,975 | - 4,171,323 | 57,875,668 |
| County of Wellington | 22,151,852 | 1,554,076 | 1,303,728 | 1,095,750 | 3,172,000 | 378,401 | - 1,751,699 | 27,904,108 |

Appendix C - 2024 CWELCC Allocations - November 2023

| CMSM/DSSAB | Fee Reduction and Workforce Compensation - Base Funding | Fee Reduction and Workforce Compensation - 2024 Directed Growth | Fee Reduction and Workforce Compensation - Additional Operating Capacity Holdback | Emerging Issues Funding | Start-up Grants | Administration | January 2024 Funding included in the 2023 Transfer Payment Agreement | Total Allocation |
|--|---|---|---|-------------------------|-------------------|-------------------|--|----------------------|
| District Municipality of Muskoka | 3,594,352 | 175,515 | 549,942 | 148,214 | 71,000 | 144,840 | - 277,669 | 4,406,194 |
| Corporation of the Municipality of Chatham-Kent | 11,197,345 | 272,044 | 1,809,088 | 455,589 | 213,000 | 258,338 | - 1,011,125 | 13,194,279 |
| The Corporation of Norfolk County | 6,783,836 | 225,951 | 415,738 | 254,772 | 379,000 | 182,277 | - 548,612 | 7,692,962 |
| Regional Municipality of Durham | 92,693,910 | 1,528,250 | 8,568,033 | 3,526,763 | 742,000 | 1,304,678 | - 8,625,908 | 99,737,726 |
| Regional Municipality of Halton | 115,554,366 | 690,578 | 13,104,260 | 4,895,665 | - | 1,364,395 | - 10,567,161 | 125,042,103 |
| Regional Municipality of Niagara | 41,121,289 | 3,982,730 | 4,444,632 | 1,860,436 | 7,699,000 | 792,090 | - 3,371,103 | 56,529,074 |
| Regional Municipality of Peel | 198,739,505 | 11,048,177 | 21,283,669 | 7,928,131 | 15,395,000 | 2,478,695 | - 16,282,568 | 240,590,609 |
| Regional Municipality of Waterloo | 88,076,743 | 2,687,921 | 9,371,341 | 3,435,698 | 3,870,000 | 1,357,760 | - 7,797,343 | 101,002,120 |
| Regional Municipality of York | 210,816,980 | 1,705,754 | 28,187,536 | 8,258,844 | 2,198,000 | 2,480,581 | - 20,149,578 | 233,498,117 |
| United Counties of Leeds & Grenville | 8,114,082 | 255,752 | 441,199 | 302,309 | 364,000 | 199,179 | - 671,638 | 9,004,883 |
| United Counties of Prescott & Russell | 10,084,927 | 29,251 | 1,327,297 | 392,561 | 91,000 | 259,805 | - 852,777 | 11,332,064 |
| Algoma District Services Administration Board | 2,798,670 | 183,801 | 477,458 | 118,711 | 77,000 | 133,176 | - 241,289 | 3,547,527 |
| District of Cochrane Social Service Administration Board | 7,129,337 | 173,403 | 888,741 | 281,052 | 147,000 | 199,808 | - 650,392 | 8,168,949 |
| District of Nipissing Social Services Administration Board | 11,190,225 | 50,169 | 787,706 | 608,499 | 91,000 | 241,575 | - 897,484 | 12,071,690 |
| District of Parry Sound Social Services Administration Board | 3,158,493 | 169,978 | 151,924 | 119,413 | 30,000 | 122,211 | - 246,905 | 3,505,114 |
| District of Sault Ste Marie Social Services Administration Board | 6,981,974 | 206,583 | 276,114 | 395,926 | 332,000 | 183,604 | - 607,428 | 7,768,773 |
| District of Timiskaming Social Services Administration Board | 2,853,299 | 37,943 | - | 99,200 | 105,000 | 121,303 | - 246,311 | 2,970,434 |
| Kenora District Services Board | 5,273,091 | 708,572 | 212,325 | 212,518 | 1,317,000 | 168,657 | - 435,491 | 7,456,672 |
| Manitoulin-Sudbury District Social Services Administration Board | 1,871,386 | 62,499 | 122,120 | 70,542 | 35,000 | 122,560 | - 154,820 | 2,129,287 |
| Rainy River District Social Services Administration Board | 1,634,501 | 101,821 | 266,903 | 68,732 | 210,000 | 108,312 | - 151,983 | 2,238,286 |
| District of Thunder Bay Social Services Administration Board | 9,198,851 | 171,597 | 1,182,083 | 362,060 | 212,000 | 204,208 | - 837,309 | 10,493,490 |
| PROVINCIAL TOTAL | 1,862,388,557 | 65,537,623 | 185,670,841 | 75,000,000 | 85,362,000 | 27,549,784 | - 160,983,182 | 2,140,525,626 |

**DISTRICT OF PARRY SOUND SOCIAL SERVICES ADMINISTRATION BOARD
FINANCIAL REPORT - FOR MANAGEMENT PURPOSES ONLY
FOR THE PERIOD ENDING BUDGET 2023
11 MONTHS 91.6%**

| | YEAR TO DATE | 2023 BUDGET | % USED | REMAINING |
|-----------------------------------|---------------------|---------------------|------------|------------------|
| EXPENDITURES - OPERATING | | | | |
| ONTARIO WORKS | 9,327,868 | 11,874,684 | 79% | 2,546,816 |
| SOCIAL HOUSING PROGRAM | 3,426,469 | 3,995,596 | 86% | 569,127 |
| MUNICIPAL SAR PROGRAMS | 141,316 | 154,000 | 92% | 12,684 |
| CHILD CARE RESOURCES | 8,829,519 | 10,835,737 | 81% | 2,006,218 |
| COMMUNITY SERVICE PROGRAMS | 2,651,150 | 2,382,964 | 111% | -268,187 |
| CORPORATE SERVICES | -160,864 | 330,135 | -49% | 490,999 |
| INTEREST EARNED | -1,132,260 | -102,582 | 1104% | 1,029,678 |
| TOTAL EXPENDITURES | \$23,083,198 | \$29,470,534 | 78% | 6,387,336 |
| MUNICIPAL LEVY - OPERATING | | | | |
| ONTARIO WORKS | 1,401,873 | 1,443,992 | 97% | 42,119 |
| SOCIAL HOUSING PROGRAM | 3,280,359 | 3,821,900 | 86% | 541,541 |
| MUNICIPAL SAR PROGRAMS | 141,316 | 154,000 | 92% | 12,684 |
| CHILD CARE RESOURCES | 374,128 | 449,590 | 83% | 75,462 |
| COMMUNITY SERVICE PROGRAMS | 340,355 | 311,333 | 109% | -29,022 |
| CORPORATE SERVICES | 387,869 | 516,453 | 75% | 128,584 |
| TOTAL MUNICIPAL LEVY | \$5,925,901 | \$6,697,268 | 88% | 771,368 |

NOAH HST TAX LIABILITY PAYMENT

On December 19, 2023, the CAO and CFO jointly authorized a payment of \$429,251.64 from the DSSAB organization for NOAH's CRA 2022 HST tax liability. This concludes CRA's HST audit of NOAH's 2022 operational activity and construction of the Meadowview.

Report #: 9.1
Subject: Appointment of LHC Board for 2024
To: Board Members
Presented By: Shannon Johnson, CFO
Prepared By: Shannon Johnson, CFO
Date: January 11, 2024

Resolution:

THAT the Board approves the appointment of the Officers and Directors of Parry Sound District Housing Corporation, as follows:

Directors: Ryan Baptiste, Jerry Brandt, Teri Brandt, Janice Bray, Ted Collins, Joel Constable, Mike Dell, Gail Finnsen, Teresa Hunt, Ted Knight, Tom Lundy, Jamie McGarvey, Peter McIsaac, Sharon Smith and Rick Zanussi

| | | |
|-----------|-----------------|-----------------|
| Officers: | Chair | _____ |
| | Vice-Chair | _____ |
| | CEO/Secretary | Tammy MacKenzie |
| | Housing Manager | Sharon Davis |
| | Treasurer | Shannon Johnson |

Report:

The Parry Sound District Housing Corporation (the Local Housing Corporation or LHC) is a wholly owned subsidiary of the District of Parry Sound Social Services Administration Board (the DSSAB). It was incorporated under the *Business Corporations Act* and as such must appoint Officers and Directors, appoint auditors, approve financial statements, file tax returns, etc. each year. At the time of formation of the LHC and transfer of social housing to the DSSAB in 2000, the initial Board members were appointed by the Ministry of Municipal Affairs and Housing. Shortly thereafter, for efficiency of operations and also to reflect the reality of the ownership and responsibility for the LHC, the DSSAB Board started the process of appointing all DSSAB Board Members and relevant staff as Officers and Directors of the Corporation.

Operationally, this has allowed us to act on the business of the Corporation at our regular Board meetings. All activities related to the business of social housing are conducted by the DSSAB. The LHC holds title to the social housing property. Relevant minutes are transferred to the Parry Sound District Housing Corporation minute books and files.

Report #: 9.2
Subject: Appointment of NOAH Board for 2024
To: Board Members
Presented By: Shannon Johnson, CFO
Prepared By: Shannon Johnson, CFO
Date: January 11, 2024

Resolution:

THAT the Board approves the appointment of the Officers and Directors of the Non-Profit Organization for Almaguin Housing (N.O.A.H.) Inc., as follows:

Directors: Ryan Baptiste, Jerry Brandt, Teri Brandt, Janice Bray, Ted Collins, Joel Constable, Mike Dell, Gail Finsson, Teresa Hunt, Ted Knight, Tom Lundy, Jamie McGarvey, Peter McIsaac, Sharon Smith and Rick Zanussi

| | | |
|-----------|-----------------|-----------------|
| Officers: | Chair | _____ |
| | Vice-Chair | _____ |
| | CEO/Secretary | Tammy MacKenzie |
| | Housing Manager | Sharon Davis |
| | Treasurer | Shannon Johnson |

Report:

At its meeting on December 7, 2023, the Board of Directors of the Non-Profit Organization for Almaguin Housing (N.O.A.H.) Inc. approved the repeal of By-law 2019-11-07 and amendment of By-law 2021-01-21 regarding section 3.1 “MEMBERSHIP”. The amendment of section 3.1 “MEMBERSHIP” allows for corporations as well as individuals to be members of the NOAH Board of Directors.

At its same meeting, the Board passed:

- 1) resolution 23-12-04 to accept the District of Parry Sound Social Services Administration Board (DSSAB) as a member of the NOAH Board effective December 7, 2023, and;
- 2) resolution 23-12-05 to accept the resignation of existing individual NOAH board members effective December 8, 2023.

As a result, the District of Parry Sound Social Services Administration Board (DSSAB) effectively became the sole member of the Board of Directors for the Non-Profit Organization for Almaguin Housing (N.O.A.H.) Inc.

As outlined in the *NOAH by-laws* and under the *Business Corporations Act*, the DSSAB must appoint Directors and Officers each year, to be authorized to represent it and to exercise all the powers of the corporation on its behalf and to appoint auditors, approve financial statements, file tax returns, etc.

Operationally, this will allow the DSSAB Board to act on the business of the NOAH Corporation at regular DSSAB Board meetings. All activities related to the business of NOAH are conducted by the DSSAB. NOAH continues to hold title to the properties located in Sundridge and Powassan. Relevant minutes are transferred to the Non-Profit Organization for Almaguin Housing (N.O.A.H.) Inc.'s minute books and files.

Report #: 9.3
Subject: Borrowing Resolution for 2024
To: Board Members
Presented By: Shannon Johnson, CFO
Prepared By: Shannon Johnson, CFO
Date: January 11, 2024

Resolution:

THAT the CAO and/or the CFO are authorized to arrange with the Corporation's Bank by way of promissory notes, to borrow up to a maximum amount of \$1,000,000 that may be required to meet expenditures.

AND THAT the CAO and/or the CFO are authorized to arrange with the Corporation's Bank by way of the issuance of corporate credit cards, to borrow up to a corporate maximum limit of \$200,000 and that Finance Credit Card Policy 2.12 be adhered to.

AND THAT this borrowing arrangement shall stay in effect until February 13, 2025.

Report:

1. Promissory Note \$1,000,000

Under our banking agreement we are required each year to identify those individuals that are authorized to borrow funds on behalf of the organization, should the need arise. This resolution is brought before the Board each year and is unchanged from prior periods.

2. Corporate Credit Card Limit \$200,000

In accordance with the DSSAB's Borrowing Bylaw and banking agreement, the DSSAB's borrowing limit includes the amount allocated for the corporate credit card limit.

The DSSAB will provide its management employees with credit cards that may be used for business-related expenses only. Having these cards helps to track and process business expenses, prevent fraud, and make payments more efficiently.

As outlined in Finance Credit Card Policy 2.12, management staff shall adhere to the guidelines and authorization for the use of DSSAB credit cards to ensure staff are responsible and accountable regarding DSSAB credit card purchases and processes.



Resolution No. 2023-20-B

Carried:

Defeated:

Date: November 22, 2023

MOVED BY: Maggie Horsfield

SECONDED BY: Justine Mallah

Whereas the jury that adjudicated the Carol Culleton, Anastasia Kuzyk and Nathalie Warmerdam Inquest (The Renfrew Inquest) issued 86 recommendations to the Province of Ontario on Intimate Partner Violence;

And Whereas recommendation #1 of the Inquest is for the Province of Ontario to declare Intimate Partner Violence an epidemic;

And Whereas every six days in Canada a woman is killed by her intimate partner;

And Whereas, on any given night in Canada, over 6,000 women and children sleep in shelters because it is not safe for them at home;

And Whereas each year, over 40,000 arrests result from domestic violence, accounting for about 12% of all violent crime in Canada;

And Whereas over one in three women in Canada aged 15 years and older will experience IPV in their lifetime;

And Whereas the cost of violence against women costs the national justice system, social assistance budgets, and municipal budgets millions of dollars per year;

And Whereas IPV is preventable;

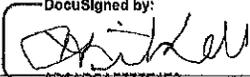
And Whereas at a local level, IPV contributes to unsafe communities, an increase in homelessness, decreased police and ambulance capacity, additional needs for social housing, and added pressures on the healthcare system and social services;

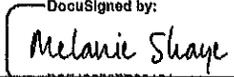
And Whereas DNSSAB recognizes that issues of violence against women are of importance to the health and wellness of the individuals we serve;

Therefore, Be It Resolved that the DNSSAB:

- Recognizes the issues of violence against women and children in Nipissing District as serious to the health and wellness of local families;
- Is committed to engaging with community partners to educate and support our residents about the seriousness and long-term danger of violence in our community; and
- Declares, in accordance with Recommendation #1 of the Renfrew Inquest, that Intimate Partner Violence and Violence Against Women is an epidemic.

Be It Further Resolved that this resolution be circulated to The Honourable Doug Ford, Premier of Ontario, The Honourable Charmaine A. Williams, Associate Minister of Women's Social and Economic Opportunity, The Honourable Parm Gill Minister of Red Tape Reduction, The Honourable Vic Fedeli, MPP, North Bay Parry Sound District Health Unit Board of Health, the Association of Municipalities of Ontario, the Federation of Canadian Municipalities, the Federation of Northern Ontario Municipalities, and the Northern Ontario Service Deliverers Association.

CARRIED 
AD6ADCAE77E4F2...
LANA MITCHELL
COMMITTEE CHAIRPERSON

CARRIED 
D9F436587D28431...
MELANIE SHAYE
ACTING SECRETARY



Town of Orangeville

87 Broadway, Orangeville, ON L9W 1K1

Tel: 519-941-0440 Fax: 519-415-9484

Toll Free: 1-866-941-0440

Corporate Services

November 20, 2023

Re: Ontario Works Financial Assistance Rates

Please be advised that the Council of the Corporation of the Town of Orangeville, at its Regular Council Meeting held on November 13, 2023, approved the following resolution:

WHEREAS poverty is taking a devastating toll on communities, undermining a healthy and prosperous Ontario, with people in receipt of Ontario Works being disproportionately impacted; and

WHEREAS the cost of food, housing, and other essential items have outpaced the highest inflation rates seen in a generation; and

WHEREAS people in need of social assistance have been legislated into poverty, housing insecurity, hunger, poorer health, their motives questioned, and their dignity undermined; and

WHEREAS Ontario Works Financial Assistance rates have been frozen since 2018; and

WHEREAS the newly introduced Common Assessment Tool (CAT) questionnaire developed by the Provincial Government for use with Ontario Works and Ontario Disability Program recipients contains complex and invasive personal health related questions; and

WHEREAS the use of the Common Assessment Tool (CAT) provides no benefit to clients, it does not score, provide results, assess client need, and does not match those in need to the services they require; and

WHEREAS the Common Assessment Tool (CAT) contains questions mirrored in the Ontario Health Common Assessment of Needs, used by health providers; and

WHEREAS privacy obligations under The Personal Health Information Protection ACT (PHIPA) do not extend to municipal delivery agents for Ontario Works; and

WHEREAS designated Service Managers are doing their part, but do not have the resources, capacity, or tools to provide the necessary income and health related supports to people experiencing poverty; and

WHEREAS leadership and urgent action is needed from the Provincial Government to immediately develop, resource, and implement a comprehensive plan to address the rising levels of poverty in Ontario, in particular for those on Ontario Works:

THEREFORE BE IT RESOLVED THAT The Town of Orangeville calls on the Provincial Government to urgently:

- a. **At least double Ontario Works rates and index rates to inflation, answering calls already made by “Raise the Rates” campaign and the “Income Security Advocacy Centre”;**
- b. **Commit to ongoing cost of living increases above and beyond the rate of inflation to make up for the years they were frozen;**
- c. **Commit to jointly working between the Ministry of Children, Community, and Social Services and the Ministry of Health on the best methods of assessing client needs and then matching those in need to the services they require;**
- d. **AND FURTHER THAT** a copy of this motion be sent to the Minister of Children, Community, and Social Services, the Minister of Health, the Minister of Municipal Affairs and Housing, the Association of Municipalities of Ontario, the Ontario Municipal Social Services Association, the Western Ontario Wardens Caucus, the Eastern Ontario Wardens Caucus, and all Ontario Municipalities

Carried.

Yours truly,

Tracy Macdonald
Deputy Clerk



IN THIS EDITION

CLEAN ENERGY SECTOR

ONLY A FEW OF GEN Z WORKERS LIKE TO WORK IN A TEAM SETTING

NEW AND DEVELOPING TECHNOLOGIES

JOBS REPORT OCTOBER 2023

TOTAL NUMBER OF JOB POSTINGS

434 NIPISSING
130 PARRY SOUND

5 from September
32 from September

TOP INDUSTRY WITH VACANCIES

NIPISSING
Health Care & Social Assistance (19.4%)

PARRY SOUND
Retail Trade (23.1%)

To view the full report, visit our website www.thelabourmarketgroup.ca
readysethired.ca

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Suite 103, North Bay, ON
P1B 3B9

The Labour Market Group is funded by:



CLEAN ENERGY SECTOR

CANADA'S **CLEAN ENERGY TRANSITION** NEEDS MORE THAN FOSSIL FUEL OPTIONS. IT NEEDS A WIDE RANGE OF **HUMAN RESOURCES OPTIONS AND TALENT** TO DRIVE THAT TRANSITION.

The Canadian energy labour force estimates **640,000** by 2030 ESTIMATE TOTAL

COMPARED WITH
430,500 in 2021 APPROXIMATE TOTAL

and will continue to grow around **4% annually** over the next decade.

THE BAD NEWS...

The talent pool as currently constructed is **NOT UP TO THE TASK** of meeting the current or future demand for:

- Research and Development
- Design, Engineering, Technology trades
- Business and Marketing
- Environmental Services Skills



For Canada's **CLEAN ENERGY BUSINESSES**, the most acute human resources challenges will be in its fastest growing subsectors.

312 STUDENTS

Took an ICTC survey in **NATURAL RESOURCES AND ENVIRONMENTAL SCIENCE** career paths.

Nearly half were interested in a career. One-fifth had no interest in the sector (*thinking there would be no entry-level opportunities for them in clean energy*).

14.2% The clean building industry, for example, is projected to post a **14.2% compound annual growth** over the next seven years.



RAPID GROWTH



A boom in vehicle and public transit electrification will also be driving a **rapid expansion** of the clean transportation sector.

70% Of the students surveyed said they **WERE PROFICIENT** in geography and surveying technology.

75%

WERE NOT CONFIDENT in their knowledge or proficiency with cloud infrastructure and tools.

ONLY A FEW OF GENERATION Z WORKERS LIKE TO WORK IN A TEAM SETTING

MOST **GENERATION Z WORKERS** ARE NOT WILLING TO WORK WITH THEIR COLLEAGUES, and employers need to equip them with the necessary skills to maximize their potential at work, according to a recent report.

19%
Prefer to work in
TEAM SETTINGS



31%
Say they work
BETTER ALONE



Nearly **half of managers** state that the **BIGGEST IMPACT** to Gen Z's (younger workers) entering the workforce is the **decline in collaborative working**. The report finds the primary barriers to this are;



17%
A LACK OF
CRITICAL THINKING



21%
A LACK OF
TEAM WORKING



53%
A LACK OF
COMMUNICATION
SKILLS



MORE FROM THE OCTOBER JOBS REPORT:



TOP OCCUPATIONS

NIPISSING

Sales & Services (25.8%)

Business, Finance & Administration (18.2%)

Education, Law & Social, Community & Gov (17.5%)

PARRY SOUND

Sales & Services (36.2%)

Education, Law & Social, Community & Gov (20%)

Trades, Transportation & Equipment Operators (16.2%)

To view the full report, visit our website
www.thelabourmarketgroup.ca
readysethired.ca

FINDINGS



NEW AND DEVELOPING TECHNOLOGIES

Things are rapidly changing and evolving in the mining and mining supply services sector – **BUT NOT FOR ALL LOCAL BUSINESSES**. Some have explored and committed to new innovations, while others are reluctant to consider or adopt them.

It is important to note that respondents identified two other important considerations:



1. There is a synergy across each of these categories **requiring system integration and understanding**. Companies will no longer require single person knowledge but **will need generalists who understand the requirements of the entire system**.



2. **New metrics will need to be developed** to ensure that there is a constant evaluation loop of new technologies and innovations **to measure their impact and success**.

Below is part of a significant list respondents provided of **new technologies and innovations** that are in **varying stages of development or adoption**.



- ADVANCED ROBOTICS/EQUIPMENT
- AUTOMATION
- AUTONOMOUS SYSTEMS
- HEALTH AND SAFETY FOR WORKERS
- SENSORS AND SONAR
- REAL TIME DATA
- IMPROVED EQUIPMENT/REDUCTION OF EMISSIONS
- DIGITIZATION
- SOFTWARE

Full list in report

Questions or concerns?
Feel free to contact us at
info@thelabourmarketgroup.ca



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Suite 103, North Bay, ON
P1B 3B9

The Labour Market Group is funded by:



Source: Statistics Canada; March 2023 Report, Balancing the potential impact of new innovations and technologies

MONTHLY JOBS REPORT

OCTOBER 2023

The Labour Market Group
Guiding partners to workforce solutions.

NIPISSING DISTRICT

There were 434 job postings recorded for Nipissing district in the month of October. For the eighth consecutive month this figure represented a significant year-over-year decrease; -28.3% (-171) in job postings with October 2022 seeing 605 recorded job postings. With regards to the month-over-month change the October total was nearly unchanged; -1.1% (-5), from the September total of 439 recorded job postings. 252 unique employers posted jobs in October; a modest increase; +7.7% (+18) from the September figure of 234. Similar to the job posting total mentioned above the employer figure is notably below; -15.2% (-45), the year-over-year October total which was 234 in 2022.



OF THE 434 JOB POSTINGS



100%

Collected from online sources.



15.4%

(67) Requiring a bilingual individual.

16.8%
(73) Criminal Record Check



For postings that listed an annual salary.



\$70,341.17/year
AVERAGE



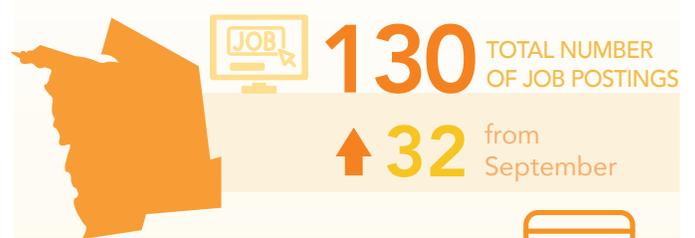
\$23.18
HOURLY WAGE

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

Of the 158 postings which listed an hourly wage 17.1% (27) were listed at the provincial minimum wage of \$16.55/hour.

PARRY SOUND DISTRICT

There were 130 job postings recorded for the Parry Sound district in the month of October. This figure is a significant increase; +32.7% (+32) from the previous month's figure of 98. Despite this month-over-month increase October was the eighth consecutive month which saw a significant decrease; -13.3% (-20), in the year-over-year comparison with October 2022 seeing 150 recorded job postings. This continues to add to the indication of a possible economic downturn. 72 unique employers posted jobs in October which is similar; -2.7% (-2) to the October 2022 total of 74.



OF THE 130 JOB POSTINGS



100%

Collected from online sources.



0.8%

(1) Requiring a bilingual individual.

10%
(13) Criminal Record Check



For postings that listed an annual salary.



\$65,660.61/year
AVERAGE



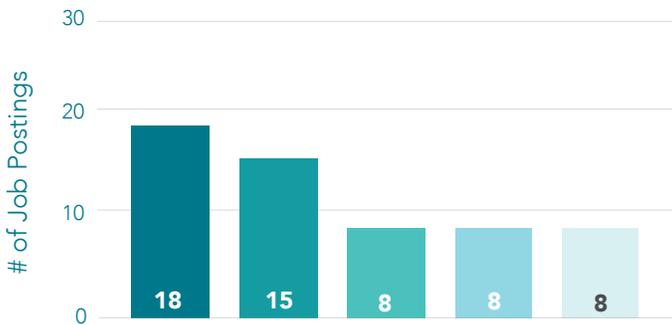
\$22.53
HOURLY WAGE

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

Of the 58 postings which listed an hourly wage 8.6% (5) were listed at the provincial minimum wage of \$16.55/hour.

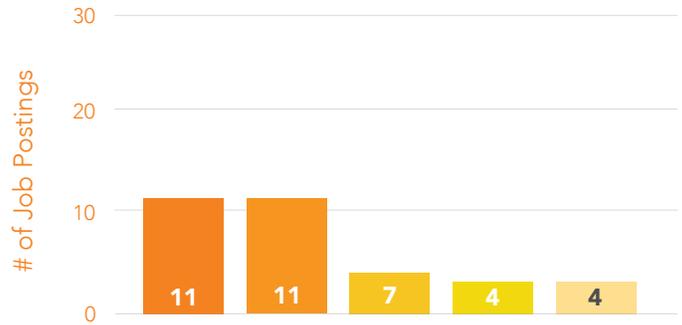
TOP 5 EMPLOYERS POSTING JOBS

-  North Bay Regional Health Centre
-  Near North District School Board
-  Conseil scolaire public du Nord-Est de l'Ontario
-  District of Nipissing Social Services Administration Board
-  Nipissing University



TOP 5 EMPLOYERS POSTING JOBS

-  Near North District School Board
-  Walmart - Parry Sound
-  West Parry Sound Health Centre
-  Sobeys - Parry Sound
-  Town of Parry Sound



TOP 5 INDUSTRIES HIRING (NAICS)

1 **19.4%**
of all job postings

Health Care & Social Assistance (NAIC 62)



Top 5 Positions

- 9** Social Service Worker / Case Manager
- 6** Personal Support Worker
- 5** Registered Nurse
- 4** Administrative Assistant
- 4** Early Childhood Educator / Assistant

- 2** 15.2% : Retail Trade (NAIC 44-45)
- 3** 11.1% : Educational Services (NAIC 61)
- 4** 7.4% : Accommodation & Food Services (NAIC 72)
- 5** 6.7% : Transportation & Warehousing (NAICS 48-49)

The Health Care and Social Assistance (NAICS-62) industry saw the greatest number of job postings in October with 19.4% (84) of the overall share each amongst all major industry classifications. The largest month-over-month increase in posting share of +2.1% occurred within the Arts, Entertainment and Recreation (NAICS-71) industry; representing 4.4% (19) of the October postings. In contrast the Educational Services (NAICS-61) experienced the largest month-over-month decrease of -6%; accounting for 11.1% (48) of the October job postings.

TOP 5 INDUSTRIES HIRING (NAICS)

1 **23.1%**
of all job postings

Retail Trade (NAIC 44-45)



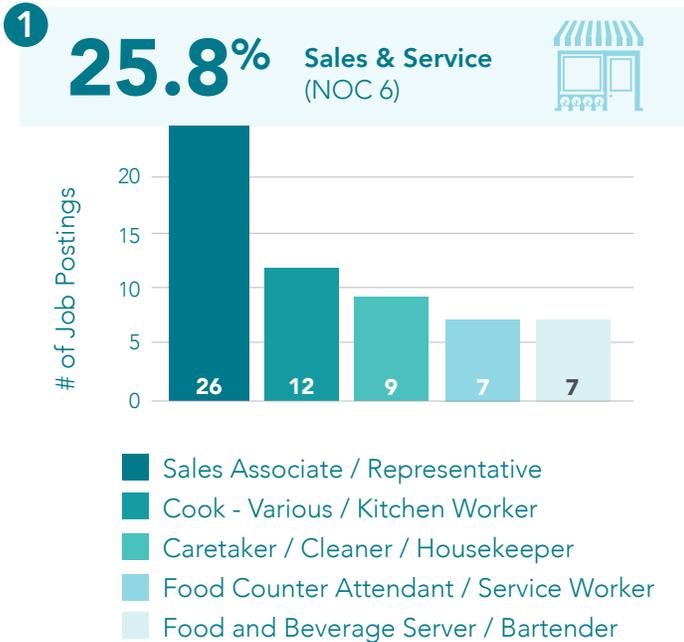
Top 5 Positions

- 3** Cashier / Self Checkout Attendant
- 3** Grocery Clerk
- 3** Merchandiser / Shelf Stocker
- 3** Retail Sales Associate / Representative
- 2** 3 tied with

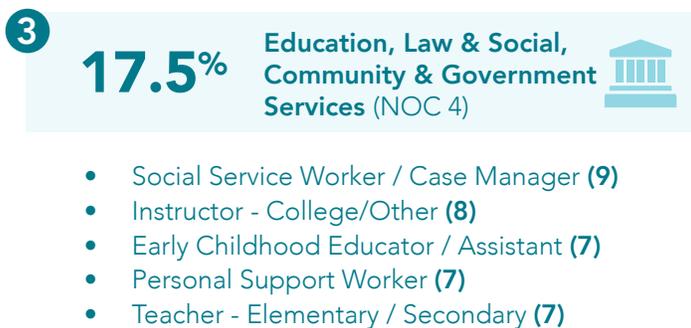
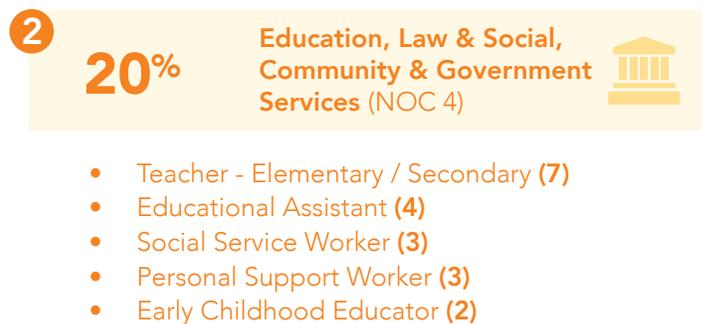
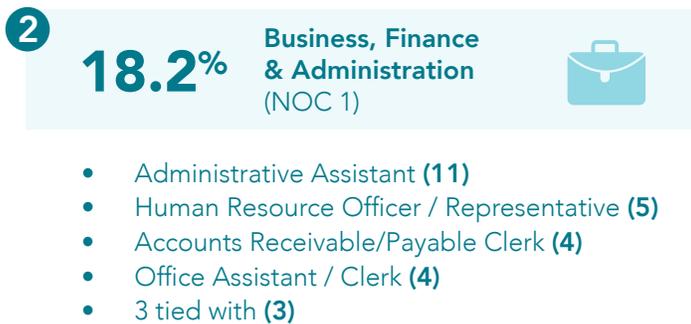
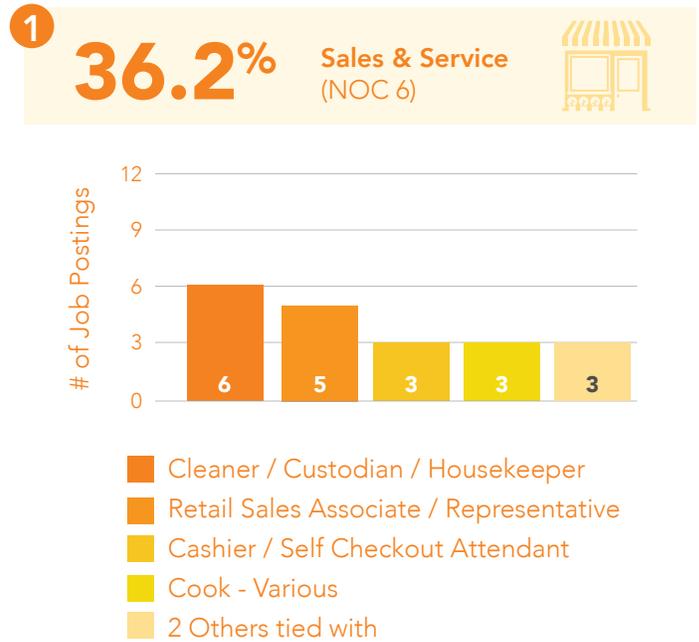
- 2** 14.6% : Health Care & Social Assistance (NAICS 62)
- 3** 13.1% : Educational Services (NAICS 61)
- 4** 12.3% : Accommodation & Food Services (NAICS 72)
- 5** 7.7% : Construction (NAICS 23)

The Retail Trade (NAICS-44-45) industry saw the greatest number of job postings in October with 23.1% (30) of the overall share amongst all major industry classification. The largest month-over-month increase of +4.1% was seen for postings within the Manufacturing (NAICS-31-33) industry which accounted for 6.2% (8) of the October recorded postings. Inversely the Educational Services (NAICS-61) sector saw the largest month-over-month decrease of -4.3% to make up 13.1% (17) of the October job postings.

TOP 3 OCCUPATIONAL CATEGORIES (NOC)



TOP 3 OCCUPATIONAL CATEGORIES (NOC)



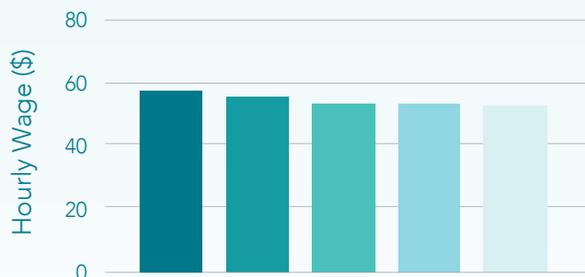
Sales and Service (NOC-6) based occupations made up the largest portion of job postings with 25.8% (112) of all postings in October when compared to the major occupational classifications. Education, Law and Social, Community and Government Services (NOC-4) based occupations saw the largest month-over-month decrease of -1.6%; making up 17.5% (76) of the October postings. The largest month-over-month increase in posting share of +1% was seen amongst Natural and Applied Sciences (NOC-2) based positions which accounted for 4.8% (21) of the job postings in the month.

Sales and Service (NOC-6) based occupations represented the largest number of job postings in October with 36.2% (47) of all postings when compared to the major occupational classifications. Trades, Transportation and Equipment Operator (NOC-7) occupations accounted for the largest month-over-month increase of +5.9% to represent 16.2% (21) of the recorded October postings. The largest month-over-month decrease in job posting share was for Business, Finance and Administration (NOC-1) based occupations which changed -4.3% from the previous month to account for 10% (13) of the October postings.

TOP 5 HOURLY WAGE VACANCIES



\$58.00 Registered Nurse - Charge
@ West Nipissing General Hospital



\$56.00 Psychotherapist
@ North Bay Regional Health Centre

\$54.00 Registered Nurse - Inpatient Rehabilitation / Integrated Stroke Unit
@ North Bay Regional Health Centre

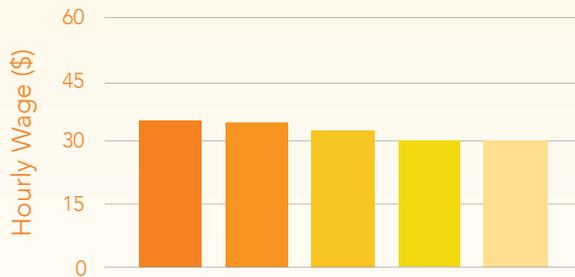
\$54.00 Registered Nurse
@ West Nipissing General Hospital

\$53.00 Nurse Practitioner
@ Canadian Shield Health Care Services Inc.

TOP 5 HOURLY WAGE VACANCIES



\$35.00 Carpenter - Framing
@ Cutting Bros. Inc.



\$34.00 Dispatcher - Ambulance Communications
@ West Parry Sound Health Centre

\$32.00 Administrative Assistant
@ Township of Ryerson

\$30.00 Detailer
@ Parry Sound Chevrolet Buick GMC

\$30.00 Heavy Equipment Operator
@ Town of Parry Sound

TOP 3 ANNUAL SALARY VACANCIES

\$112,555

Contract Services Administrator
@ Ministry of Transportation

\$105,000

Director People and Culture
@ Community Living North Bay

\$101,541

Driver - Transport
@ A&S Towing



TOP ANNUAL SALARY VACANCY

\$90,000

Coordinator - Real Estate Client Care
@ eXp Realty Brokerage, All Points North Group

\$80,000

Service Advisor
@ Parry Sound Chevrolet Buick GMC

\$62,000

Finance Manager
@ Shawanaga First Nation



Lowest Annual Salary \$40,000

Property Maintenance Worker
@ Malmac Properties

Lowest Annual Salary \$46,303

Custodian
@ Nipissing-Parry Sound Catholic District School Board

The average hourly wage in October for those postings which listed (36.4%) an hourly wage was \$23.18/hour. This is virtually identical; +0.1% (+\$0.02/hour), to the current 12-month average of \$23.16/hour. Of the 158 postings which listed an hourly wage 17.1% (27) were listed at the provincial minimum wage of \$16.55/hour. For postings that listed an annual salary the average was \$70,341.17/year. This is in-line; +1.3% (+\$932.15/year), with the current 12-month average of \$69,409.02/year.

The average hourly wage in October for those postings which listed (44.6%) an hourly wage was \$22.53/hour. This figure is slightly below; -3.6 (-\$0.84/hour), the current 12-month average of \$23.37/hour. Of the 58 postings which listed an hourly wage 8.6% (5) were listed at the provincial minimum wage of \$16.55/hour. The average annual salary listed in the month of September was \$65,660.61; nearly identical; -0.2% (-\$129.46/year), to the current 12-month average annual salary of \$65,790.07/year.

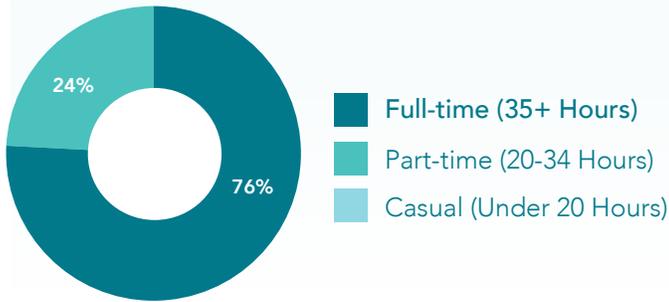
FULL-TIME / PART-TIME BREAKDOWN

76%

of listings in October

↑ 4.2%
from September

76% (330) of the listings in October indicated that the employment offered would be classified as full-time. This figure is slightly above; +4.2%, the previous month when 71.8% of the job postings were classified as full-time.



434 Postings listed hours offered (100%)

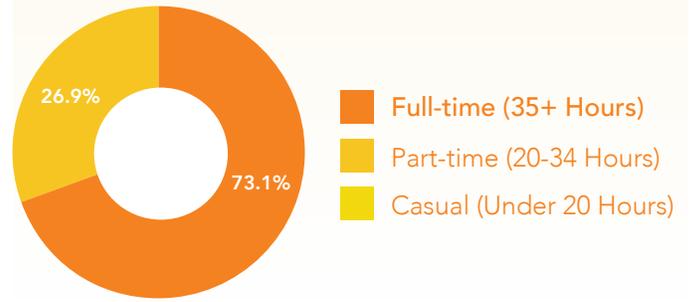
FULL-TIME / PART-TIME BREAKDOWN

73.1%

of listings in October

↑ 0.7%
from September

73.1% (95) of the listings in October indicated that the employment offered would be classified as full-time. This figure is a slight increase; +0.7%, from the previous month where 72.4% of the job postings were classified as full-time.



130 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

83.9%

of listings in October

↑ 2.6%
from September

83.9% (364) of the listings in October stated that the opportunity in question would be permanent. This is a slight increase; +2.6%, from the previous month's figure of 81.3%.



434 Postings listed hours offered (100%)

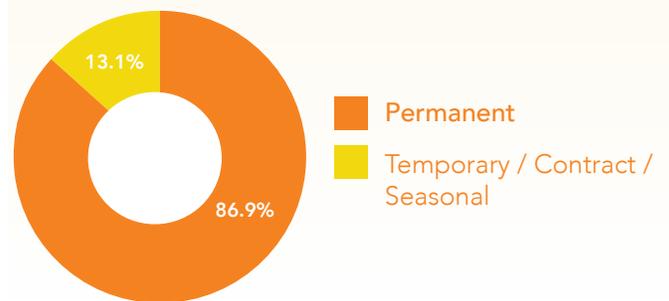
TERM OF EMPLOYMENT

86.9%

of listings in October

↑ 4.3%
from September

86.9% (113) of the listings in October stated that the opportunity in question would be permanent. This is slightly above; +4.3%, the previous month figure of 82.7%.



130 Postings listed hours offered (100%)

ALL EMPLOYERS WITH POSTINGS IN MONTH



NIPISSING DISTRICT

401 Auto - North Bay Chrysler
A&S Towing
A&W (McKeown)
A&W (Sturgeon Falls)
Abell Pest Control Inc.
Acclaim Sound and Lighting
Account on Fullerton
Advance Auto Parts Inc.
AIDS Committee of North Bay and Area
AIM Kenny U-Pull
Airport Animal Hospital
Algonquin Nursing Home of Mattawa
American Eagle Outfitters
Anishinabek/ Ontario Fisheries Resource Centre
Apollo Transport
Ardene
Bath & Body Works
Bay Roofing and Exteriors Ltd.
Bayland Property Management
Bayland Snow
Best Buy
Best Western North Bay Hotel & Conference Centre
Binx Professional Cleaning
Birch Lane Builders
Bishops Building Services
Blue Sky Animal Hospital
Boart Longyear - Sturgeon Falls
Bradwick Property Management
Brandt Industries
Brubacher Appliances
Bumper to Bumper
Burger King - Lakeshore Drive
Burger World - Hammond
Callon Dietz
Campus Living Centres
Canada Post - Astorville
Canada Post - Sturgeon Falls
Canada Post - Temagami
Canadian Addiction Treatment Pharmacy
Canadian Career College
Canadian Forces Morale and Welfare Services
Canadian Mental Health Association - North Bay and Area
Canadian Shield Health Care Services Inc.
Canadian Tire - North Bay
Canadian Tire - Sturgeon Falls
Canadore College - College Drive
Canadore College - Commerce Court
Cannabis Jacks
Canpar express
Carry All Builders Supplies Ltd
Carter's/OshKosh
Cascades Casino
Cash Money
Cassellholme Home for the Aged
Cementation Canada
Central Welding & Iron Works
Chad's Grass Snow and More
Chatters Partnership
Cherry Hill Programs
Circle K - North Bay
Clemens Eggert Professional Corporation
Comfort Inn - Lakeshore
Commissionaires
Commonwealth Plywood Distribution
Community Living North Bay
Community Living Ontario
Complete Landscaping
Conseil Scolaire Catholique Franco-Nord
Conseil scolaire public du Nord-Est de l'Ontario
Cooper Equipment Rentals
Crisis Centre North Bay
CTS Canadian Career College
D'Agostino & Associates
Dennis Harwood Plumbing & Heating
Designed Roofing Inc., Essential Exteriors & Northland Glass & Metal

Di-Corp
District of Nipissing Social Services
Administration Board
DKB Financial Services Group Inc.
DSI Underground Canada Ltd.
Dyno Nobel
East Ferris Bus Lines
Eclipse Stores Inc
Ed Seguin & Sons Trucking and Paving
Elizabeth Fry Society of Northeastern Ontario
Enbridge Inc.
Essential Exteriors
Express Parcel
Fairfield Inn & Suites by Marriott North Bay
Farquhar Dairies Ltd
Fastenal
FedEx Ground
First Choice Haircutters
First Onsite
First Student Canada
Foraco
G&P Welding and Ironworks
Gangnam Korea
GardaWorld
Garderie Soleil
Gateway Dental
Gateway Signs And Service
George Stockfish, CARSTAR
Gervais Restaurant and Tavern,
Country Style Donuts
goeas
GoodLife Fitness Centre - Main Street
Grant Home Hardware Building Centres
Grant Thornton LLP
Groupe Dynamite Inc.
Hands TheFamilyHelpNetwork.ca - North Bay
Hands TheFamilyHelpNetwork.ca/Main
LeReseauaideauxfamilles.ca
Harvey's - North Bay
Highball Billiards
Indigo Books & Music
Intecom Express
IPC
Jean M Savignac General Woodwork Ltd
Kal Tire
Kennedy Insurance Brokers Inc.
Kia North Bay
Knight Piesold Ltd.
Kohltech Windows & Entrance Systems
Lafarge Canada Inc
Lavignes Canvas
LCBO - Bonfield
LCBO - Sturgeon Falls
LCBO - Worthington Street
Le centre de formation du Nipissing
Linde North America
Little Kickers Sudbury & North Bay
Long & McQuade
Malmac Properties
Marina Point Village
Mattawa Hospital
Maurices
McDonald's (North Bay)
McDonald's (West Nipissing)
Metal Fab Ltd.
Metis Nation of Ontario
Michaels
Miller Waste Systems
Mincon Canada
Ministry of Public and Business Service
Delivery
Ministry of the Attorney General
Ministry of the Solicitor General
Ministry of Transportation
MisterSnow
Molly Maid
Morguard
Municipal Property Assessment Corporation

Municipality of West Nipissing
Native Education and Training College
Near North District School Board
Near North Palliative Care Network
(Nipissing-Parry Sound)
Nijjaansinaanik Child and Family Services
Nipissing Healthcare
Nipissing Serenity Hospice
Nipissing Transition House
Nipissing University
Nipissing-Parry Sound Catholic
District School Board
Noll Climatecare
NOrgalv
North Bay Food Bank
North Bay Guardian Pharmacy
North Bay Humane Society
North Bay Hydro
North Bay Insurance Brokers
North Bay Parry Sound District Health Unit
North Bay Police Service
North Bay Regional Health Centre
North Bay Toyota
North Care Dental
Northern Diversified Limited
Northern Lakes Dental
Northwood Window and Door Centre
Oak & Willow
One Kids Place Children's Medical Treatment
Center of North East Ontario
Ontario Northland
Ontario Public Service
Optimum Insurance Company Inc.
Osprey Commercial Cleaning
Paragon Bay Group Ltd.
Paramed Home Health Care
Partner's Billiards and Bowling
Perron's Freshmart
Petro Canada and Restaurant - Temagami
PHARA
Pioneer Construction
Plan A Long Term Care Staffing
and Recruitment
Popeyes Louisiana Kitchen
Purulator
Recipe Unlimited Corporation - Harvey's
Recipe Unlimited Corporation - Montana's
Redpath
Redpath Mining Contractors and Engineers
Regis Canada
Rexall Pharmacy Group ULC
Rideau Supply
Roots Canada
Santa'Ville
Savage Ford Sales Limited
Scotiabank - North Bay
Service Berry Cleaning
Shoppers Drug Mart - Cassells St.
Shoppers Drug Mart - Josephine St.
Sienna Living - North Bay
Softmoc
Springer Animal Hospital
Stantec
Staples Canada
Stock Transportation
Stockfish Automotive Group
StorageVault Canada Inc.
Sturgeon Falls Brush and Contracting Ltd
Sturgeon Falls IDA
Subaru of North Bay
Subway - Mattawa
Talze
The Children's Aid Society of
the District of Nipissing and Parry Sound
The Cosmetic Clinic
The Erb Group of Companies
Tim Hortons - Sturgeon Falls
TJX Companies - Homesense

TJX Companies - Winners
Tokyo Smoke
Topper's Pizza - North Bay
Township of Bonfield
Treasure Hunt
Tremblay Chrysler Dodge Jeep Ram
True North Chevrolet Cadillac Ltd
/ Fix Auto North Bay
Tulloch Engineering
Tutor Match
Twiggs - Cartier St.
Union of Ontario Indians
United Rentals of Canada Inc.
Valois Motel & Restaurant
Victim Services of Nipissing District
Victoria Order Of Nurses
Victorian Order of Nurses / VON
Voyageur Aviation Corp
Voyageur
Wacky Wings
Waggy Tails Resort
Walmart - North Bay
Wendy's Restaurants - Lakeshore Drive
West Nipissing Child Care Corporation
West Nipissing General Hospital
Westburne
Wine Rack - Your Independent Grocer
Winmar Property Restoration
Workplace Safety and Insurance Board (WSIB)
Wrmth
YMCA of Northeastern Ontario



PARRY SOUND DISTRICT

Adams Bros. Construction
Almaguin Forest Products
Almaguin Highlands Community Living
Almex Group
Alouette Bus Lines
Bee-Clean Building Maintenance
Best Value Inn & Suites
Bourgeois Ford North
Burger King - Parry Sound
Canada Post - Parry Sound
Canadian Tire - Parry Sound
Caswell Resort Hotel
Community Living Parry Sound
Connor Industries
Conseil scolaire public du
Nord-Est de l'Ontario
Crofters Food Ltd
CSN Buchans
Cutting Bros. Inc.
DBL Air Conditioning and Heating
Di Salvo's Bella Cucina
and Family Style Meals
District of Parry Sound Social
Services Administration Board
Dosanjh Care Residence
Dr. Erin Axt Optometry
East & West Parry Sound Victim Services
eXp Realty Brokerage, All Points
North Group
Georgian Bay RentAll
Grand Tappattoo Resort
Home Instead Senior Care
Hydro One Networks Inc
Kawartha Credit Union - Parry Sound
Kleenway Services Inc.
Lady Isabelle Nursing Home
Lawson Landscapes
LCBO - South River
LCBO - Sundridge

Linh Nails & Spa
Lofthouse Manufacturing (a Division of
Brawo Brassworking Limited)
Muskoka Lakes Preschool
Muskoka Lumber
Muskoka Lumber and Building Supplies
Near North District School Board
Nipissing-Parry Sound Catholic
District School Board
North Country Property Maintenance
Parry Sound Chevrolet Buick GMC
Parry Sound Ready Mix
PatternStone Inc.
Phoenix Building Components Inc
Pizza Hut - Parry Sound
RONA - Parry Sound
Royal Bank of Canada - Callander
Shannondale Pet Hospital
Shawanaga First Nation
Sobeys
Sobeys - Parry Sound
Sonnet Windows and
Doors Manufacturing Inc.
Soundseals Insulation
Sundridge & District Medical Centre
Sunrise Inn
TD Bank - Parry Sound
The New Rug a Roo Carpeting
The Salvation Army
Tim Hortons - Parry Sound
Town of Parry Sound

Township of Perry
Township of Ryerson
True North Cannabis Company
Valu-Mart - Powassan
W.S. Morgan Construction Limited
Walmart - Parry Sound
West Parry Sound Health Centre
Wilson Transportation LTD
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 this report based on our job portal **readysethired.ca**.

Readysethired.ca is an online job portal that provides and collects real time job postings within the districts of Nipissing and Parry Sound. These postings are updated daily and provide job seekers with a one stop shop for local current employment opportunities.

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

The Labour Market Group
readysethired.ca
info@thelabourmarketgroup.ca



The Labour Market Group
Guiding partners to workforce solutions.



IN THIS EDITION

BALANCING THE POTENTIAL IMPACT OF NEW MINING INNOVATIONS AND TECHNOLOGIES

JOBS REPORT NOVEMBER 2023

TOTAL NUMBER OF JOB POSTINGS

407

NIPISSING

111

PARRY SOUND

27

from
October

19

from
October

TOP INDUSTRY WITH VACANCIES

NIPISSING

Health Care & Social Assistance (21.4%)

PARRY SOUND

Health Care & Social Assistance (38.7%)

To view the full report, visit our website
www.thelabourmarketgroup.ca
readysethired.ca

Questions or concerns?
Feel free to contact us at
info@thelabourmarketgroup.ca



T. 705.478.9713

150 First Ave. West
Suite 103, North Bay, ON
P1B 3B9

The Labour Market Group is funded by:



BALANCING THE POTENTIAL IMPACT OF NEW MINING INNOVATIONS AND TECHNOLOGIES

RESEARCH OBJECTIVE: To understand the workforce skills that **WILL BE REQUIRED** to support the range of new technologies and innovations that are or **WILL BE IMPLEMENTED** over the next 3-5 years in the mining and mining supply services sectors in northeastern Ontario. *Many of these changes are driven by, but not exclusive to:*



1. Improving safety and efficiency
2. Mitigating risk
3. Minimizing the environmental footprint
4. Reducing production and workforce costs
5. Increasing global competitiveness
6. Increasing profitability

New technologies and innovations that are in varying stages of development or adoption:

See full report for details
www.thelabourmarketgroup.ca



- REMOTE OPERATIONS
- SMART MINING TECHNOLOGIES
- COMMUNICATIONS
- OPERATIONAL PROTOCOLS AND TRAINING
- MINERAL DEPOSITS AND ORE CHARACTERIZATION
- OTHER Laser technology (welding, cladding)
Low carbon technologies



IDENTIFYING THE SKILLS AND OCCUPATIONS

NEW SKILLS THAT WILL BE REQUIRED:

The new occupations that will be in demand, and what occupations will be most impacted by new technologies and innovations in the Mining Sector.

NEW SKILL SETS REQUIRED:

Digital literacy

Advanced computer skills

Use of cloud-based technologies

How to operate and interpret new equipment technology (drones, LiDAR, micro-seismic monitoring)

Ability to remotely operate equipment



Operation and maintenance of new technology (need to transition in steps)

Specialists to generalists (disappearance of single person dependencies)

New aptitude skills

System analysis and evaluation

Combination of creative skills and technical skills

MORE FROM THE NOVEMBER JOBS REPORT:



TOP OCCUPATIONS

NIPISSING

Sales & Services (27.8%)

Education, Law & Social, Community & Gov (15.7%)

Trades, Transportation & Equipment Operators (15%)

PARRY SOUND

Sales & Services (33.3%)

Education, Law & Social, Community & Gov (19.8%)

Health (16.2%)

To view the full report, visit our website www.thelabourmarketgroup.ca
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NEW AND IN-DEMAND OCCUPATIONS

There will be a move away from *specialists* towards *generalists* who understand how the “system” works. At the same time, certain highly-skilled specialties will be in demand and that there will be global competition for these occupations. With the exception of a few occupations, many of these are not generally included in current mining workforce research studies that have been undertaken. They include:



OCCUPATIONS THAT WILL BE AFFECTED:

- Equipment technicians and operators
- Underground production development miners
- Front-line supervisors
- Professional development coaches
- Safety professionals
- Various administrative positions: clerks (data entry, payroll, material recording, stock-keeping); accountants/bookkeepers; and executive secretaries
- Heavy truck and bus drivers
- Skilled trades: heavy duty equipment technicians; electricians; mechanics; millwrights
- Locomotive engineers
- Manual surveyors, inspectors and drillers
- Instrumentation specialists



Note: Retraining or up-skilling may be required to meet the developing demands of new technologies.

RECOMMENDATIONS: As new innovations and technologies will continue to be developed, a parallel process **needs to be embraced for the development and growth of the current and ever-changing workforce of the future.**

| | | | |
|--|---|--|---|
| | BRIDGE THE GENERATIONAL DIVIDE | | INDUSTRY-WIDE AWARENESS CAMPAIGN |
| | EDUCATION AND TRAINING | | CULTURAL DIVERSITY AND EQUITY |
| | FORM INDUSTRY PARTNERSHIPS | | WORKPLACE HEALTH AND SAFETY |
| | DEVELOP METRICS (MEASURE TECHNOLOGY) | | INCREASE FUNDING AND SUPPORT |

Source: March 2023 Report, Balancing the potential impact of new mining innovations and technologies

MONTHLY JOBS REPORT

NOVEMBER 2023

The Labour Market Group
Guiding partners to workforce solutions.

NIPISSING DISTRICT

There were 407 job postings recorded for Nipissing District in the month of November. For the ninth consecutive month this figure represented a significant year-over-year decrease; -21.4% (-111) in job postings, with November 2022 seeing 518 recorded job postings. With regards to the month-over-month change the November 2023 total was slightly lower; -6.2% (-27), from the October total of 434 recorded job postings. This drop is likely attributed to normal seasonal trends for the district as the winter months approach. 217 unique employers posted jobs in November; a notable decrease; -13.9% (-35) from the October figure of 252. Similar to the job posting total mentioned above the employer figure is notably below; -13.5% (-34), the year-over-year November total which was 251 in 2022.



OF THE 407 JOB POSTINGS



For postings that listed an annual salary.



\$70,278.60/year
AVERAGE



\$26.25
HOURLY WAGE

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

Of the 141 postings which listed an hourly wage 10.6% (15) were listed at the provincial minimum wage of \$16.55/hour.

PARRY SOUND DISTRICT

There were 111 job postings recorded for the Parry Sound district in the month of November. This figure is a notable decrease; -14.6% (-19) from the previous month's figure of 130. Despite this month-over-month increase November was the ninth consecutive month which saw a decrease; although only minor this month, -5.9% (-7), in the year-over-year comparison with November 2022 seeing 118 recorded job postings. 65 unique employers posted jobs in November which is slightly above; +10.6% (+6) the November 2022 total of 59.



OF THE 111 JOB POSTINGS



For postings that listed an annual salary.



\$62,500.00/year
AVERAGE



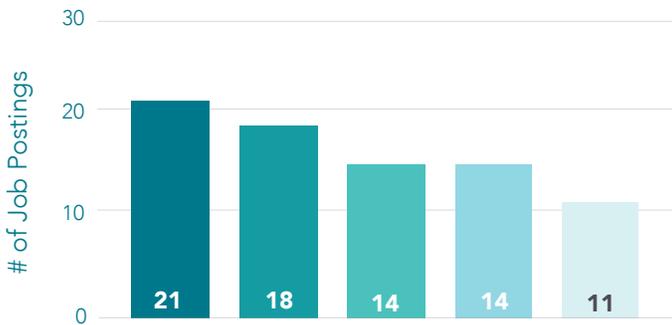
\$27.71
HOURLY WAGE

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

Of the 61 postings which listed an hourly wage 3.3% (2) were listed at the provincial minimum wage of \$16.55/hour.

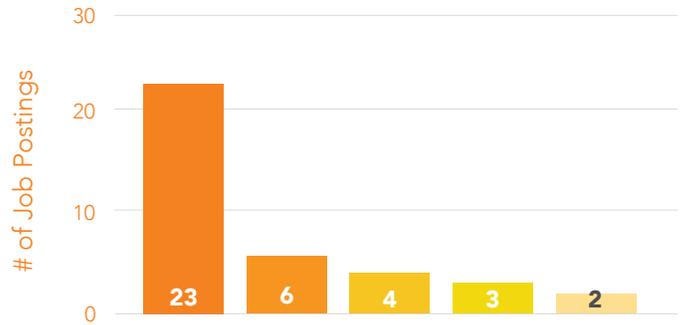
TOP 5 EMPLOYERS POSTING JOBS

-  North Bay Regional Health Centre
-  Canadore College
-  Near North District School Board
-  Voyageur Aviation Corp
-  Ontario Northland



TOP 5 EMPLOYERS POSTING JOBS

-  West Parry Sound Health Centre
-  Near North District School Board
-  District of Parry Sound Social Services Administration Board
-  Canadian Mental Health Association - Muskoka Parry Sound Branch
-  14 Tied with



TOP 5 INDUSTRIES HIRING (NAICS)

1 **21.4%**
of all job postings

Health Care & Social Assistance (NAIC 62)



Top 5 Positions

- 8** Social Service Worker / Case Manager
- 6** Registered Nurse
- 5** Early Childhood Educator / Assistant
- 4** Cleaner / Housekeeper
- 4** Speech-Language Pathologist

- 2** 14.5% : Retail Trade (NAIC 44-45)
- 3** 13% : Educational Services (NAIC 61)
- 4** 9.1% : Transportation & Warehousing (NAICS 48-49)
- 5** 6.9% : Accommodation & Food Services (NAICS 72)

The Health Care and Social Assistance (NAICS-62) industry saw the greatest number of job postings in November with 21.4% (87) of the overall share each amongst all major industry classifications. The largest month-over-month increase in posting share of +2.4% occurred within the Transportation and Warehousing (NAICS-48-49) industry; representing 9.1% (22) of the November postings. In contrast the Construction (NAICS-23) industry experienced the largest month-over-month decrease of -2.6%; accounting for 2% (8) of the November job postings.

TOP 5 INDUSTRIES HIRING (NAICS)

1 **38.7%**
of all job postings

Health Care & Social Assistance (NAIC 62)



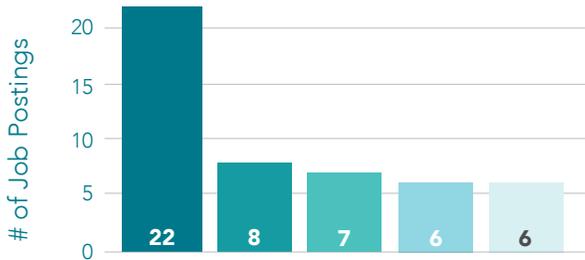
Top 5 Positions

- 6** Registered Nurse
- 5** Social Service Worker
- 5** Administrative Assistant Unit Clerk
- 4** Registered Practical Nurse
- 3** Personal Support Worker

- 2** 15.3% : Retail Trade (NAICS 44-45)
- 3** 14.4% : Accommodation & Food Services (NAICS 72)
- 4** 7.2% : Educational Services (NAICS 61)
- 5** 6.3% : Construction (NAICS 23)

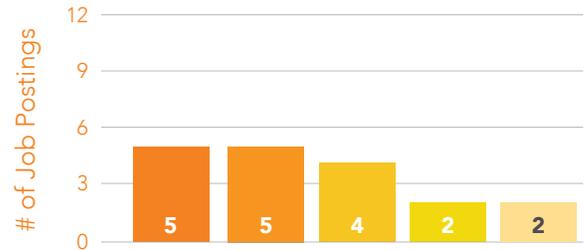
The Health Care and Social Assistance (NAICS-62) industry saw the greatest number of job postings in November with 38.7% (43) of the overall share amongst all major industry classification. This industry also saw the largest month-over-month increase of +24.1%. Inversely the Retail Trade (NAICS-44-45) industry saw the largest month-over-month decrease of -7.8% to make up 15.3% (17) of the November job postings.

TOP 3 OCCUPATIONAL CATEGORIES (NOC)



- Retail Sales Associate / Representative
- Cook - Various
- Maintenance Worker / Handyperson
- Food Service Worker / Barista
- Cleaner / Custodian / Janitor

TOP 3 OCCUPATIONAL CATEGORIES (NOC)



- Food Service Worker / Barista
- Retail Sales Associate
- Cook - Various
- Cashier
- 2 others tied with



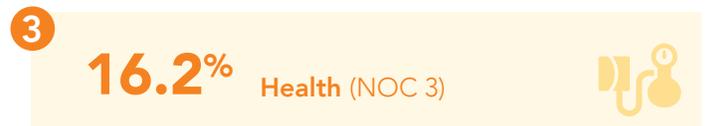
- Other Instructors / Tutors (10)
- Social Service Worker / Case Manager (8)
- Teacher - Primary / Secondary (8)
- Early Childhood Educator / Assistant (6)
- 2 others tied (6)



- Social Service Worker (5)
- Early Childhood Educator (4)
- Teacher - Primary/Secondary (4)
- Child and Youth Worker / Counsellor (2)
- Educational Assistant (2)



- Driver - Bus/Courier/Other (8)
- Driver - AZ/DZ/Truck (5)
- Welder / Welder-Fitter (5)
- Service Technician / Small Engine (4)
- 5 tied with (3)



- Registered Nurse (6)
- Registered Practical Nurse (4)
- Pharmacist / Technician / Assistant (4)
- Physiotherapist / Rehabilitation Assistant (2)
- 2 tied with (1)

Sales and Service (NOC-6) based occupations made up the largest portion of job postings with 27.8% (113) of all postings in November when compared to the major occupational classifications. These occupations also saw the largest month-over-month increase in the overall share of job postings of +2%. The largest month-over-month decrease in posting share of -3.5% was seen amongst Business, Finance and Administration (NOC-1) based positions which accounted for 14.7% (60) of the job postings in the month.

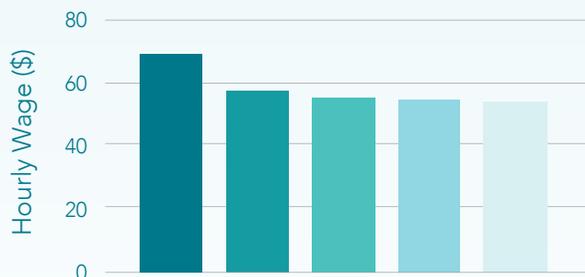
Sales and Service (NOC-6) based occupations represented the largest number of job postings in November with 33.3% (37) of all postings when compared to the major occupational classifications. Health (NOC-3) based occupations accounted for the largest month-over-month increase of +12.4% to represent 16.2% (18) of the recorded November postings. The largest month-over-month decrease in job posting share was for Manufacturing and Utilities (NOC-9) based occupations which changed -3.6% from the previous month to account for 1.8% (2) of the November postings.

TOP 5 HOURLY WAGE VACANCIES



\$70.08

Manager - Community Mental Health and Addictions
@ North Bay Regional Health Centre



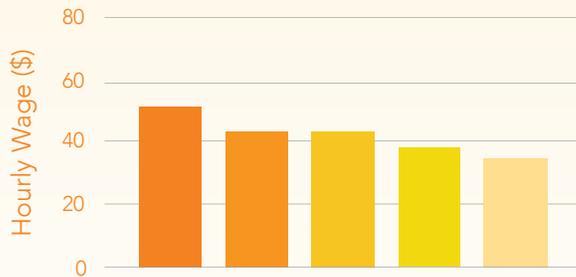
- \$58.00** Nurse (Charge) - Long Term Care @ West Nipissing General Hospital
- \$56.22** Speech-language Pathologist @ North Bay Regional Health Centre
- \$55.63** Orthophoniste @ Conseil scolaire public du Nord-Est de l'Ontario
- \$55.00** Cardiac Sonographer Echosonographe @ North Bay Cardiology

TOP 5 HOURLY WAGE VACANCIES



\$54.37

Registered Nurse - 6 Postings (Different Departments)
@ West Parry Sound Health Centre



- \$42.30** Child and Family Counsellor @ Hands TheFamilyHelpNetwork.ca - Parry Sound
- \$42.00** Physiotherapist @ One Kids Place Children's Medical Treatment Center of North East Ontario
- \$38.32** Addiction Worker @ Canadian Mental Health Association - Muskoka Parry Sound Branch
- \$34.06** Supervisor of Support Services @ Community Living Parry Sound

TOP 3 ANNUAL SALARY VACANCIES

\$134,670

Director - First Peoples Centre and Indigenous Engagement
@ Canadore College - College Drive

\$122,174

Manager - Enterprise Asset Management
@ Ontario Northland

\$120,000

Sales Manager - Automotive
@ Stockfish Automotive Group



TOP ANNUAL SALARY VACANCY

\$80,000

Sales Associate - Account Representative
@ Connor Industries

\$60,000

Restaurant Manager / Chef
@ Parry Sound Golf & Country Club

\$60,000

Heavy-Duty Service Technician
@ Bobcat of Parry Sound Ltd.



Lowest Annual Salary \$31,200

Kitchen Worker
@ Canadian Adventure Camp

Lowest Annual Salary \$50,000

Accounting Technician Intern
@ Gingrich Harris Copeland, Chartered Professional Accountants

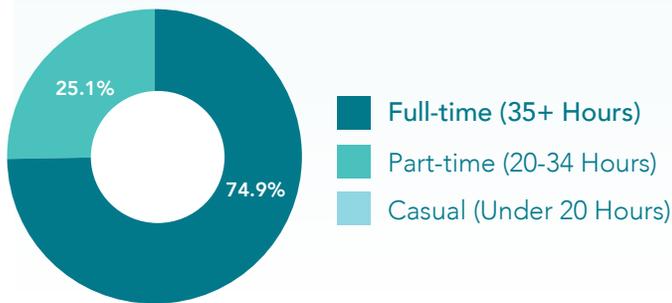
The average hourly wage in November for those postings which listed (34.6%) an hourly wage was \$26.25/hour. This is a notable increase; +11.5% (+\$2.70/hour), to the current 12-month average of \$23.55/hour. Of the 141 postings which listed an hourly wage 10.6% (15) were listed at the provincial minimum wage of \$16.55/hour. For postings that listed an annual salary the average was \$70,278.60/year. This is in-line; +1.1% (+\$780.28/year), with the current 12-month average of \$69,498.32/year.

The average hourly wage in November for those postings which listed (55.0%) an hourly wage was \$27.71/hour. This figure is significantly above; +17.2% (+\$4.07/hour), the current 12-month average of \$23.64/hour. Of the 61 postings which listed an hourly wage 3.3% (2) were listed at the provincial minimum wage of \$16.55/hour. The average annual salary listed in the month of November was \$62,500.00; slightly below; -4.6% (-\$3,036.99/year), to the current 12-month average annual salary of \$65,536.99/year.

FULL-TIME / PART-TIME BREAKDOWN

74.9% of listings in November
↓ **1.1%** from October

74.9% (305) of the listings in November indicated that the employment offered would be classified as full-time. This figure nearly identical; -1.1%, to the previous month when 76% of the job postings were classified as full-time.

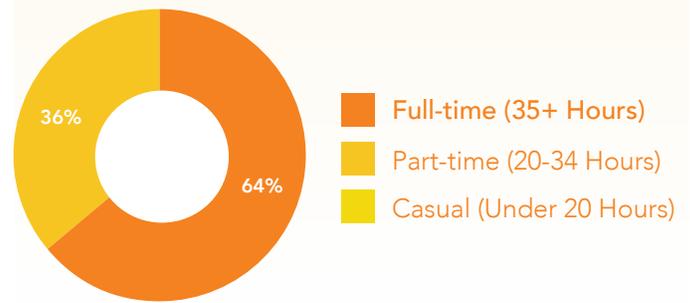


407 Postings listed hours offered (100%)

FULL-TIME / PART-TIME BREAKDOWN

64% of listings in November
↓ **9.1%** from October

64% (71) of the listings in November indicated that the employment offered would be classified as full-time. This figure is a significant decrease; -9.1%, from the previous month where 73.1% of the job postings were classified as full-time.



111 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

81.8% of listings in November
↓ **2.1%** from October

81.8% (333) of the listings in November stated that the opportunity in question would be permanent. This is a slight decrease; -2.1%, from the previous month's figure of 83.9%.

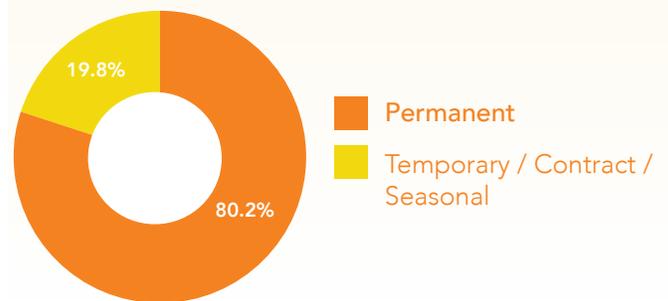


407 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

80.2% of listings in November
↓ **6.7%** from October

80.2% (89) of the listings in November stated that the opportunity in question would be permanent. This is slightly below; -6.7%, the previous month figure of 86.9%.



111 Postings listed hours offered (100%)

ALL EMPLOYERS WITH POSTINGS IN MONTH



NIPISSING DISTRICT

A&W (Sturgeon Falls)
ABM Integrated Solutions
Addiction Treatment Centre of Excellence
- Canadore College
AIM Kenny U-Pull
Algonquin Nursing Home of Mattawa
Allman contracting
Apollo Transport
Appleton Denture Clinic
Amstein Lawn and Garden Company Inc.
Ashley HomeStore North Bay
Bay Roofing and Exteriors Ltd.
Bay Truck Stop Family Restaurant
Bayland Snow
Baywood Enterprises
Beyond Wireless Inc.
Big Brothers Big Sisters of North Bay
and District Incorporated
Binx Professional Cleaning
Blue Sky Animal Hospital
Blue Sky Economic Growth Corp
Boart Longyear
Body Shop Canada, The
Bradwick Property Management
Burger World - Hammond
Caisse Alliance
Canada Clean Fuels
Canada Post - North Bay
Canada Post - Sturgeon Falls
Canadian Addiction Treatment Pharmacy
Canadian Adventure Camp
Canadian Forces Morale and Welfare Services
Canadian Hearing Services
Canadian Mental Health Association
- North Bay and Area
Canadian Shield Health Care Services Inc.
Canadore College
Canadore College - College Drive
Canadore College - Commerce Court
Canadore College of Applied Arts & Technology
CannAmm
Canpar express
CarePartners
Carter's/OshKosh
Cascades Casino
Cassellholme Home for the Aged
Cecil's Brewhouse & Kitchen
Cementation Canada
Central Welding & Iron Works
Chad's Grass Snow and More
Cherry Hill Programs
Cineplex Inc.
Claire's
Classic Contracting Sales & Services
Cogeco
Comfort Inn - Airport
Commissionaires
Community Counselling Centre of Nipissing
Community Living North Bay
Conseil Scolaire Catholique Franco-Nord
Conseil scolaire public du Nord-Est de l'Ontario
Cooper Equipment Rentals
Crisis Centre North Bay
Dawson Dental - North Bay
Dentistry on Airport
Diagnostic Sleep Clinic
District of Nipissing Social Services
Administration Board
Dr Snow
Dr. Clean
DSI Underground Canada Ltd.
Ed Seguin & Sons Trucking and Paving
Ed Seguin & Sons Trucking and Paving
Empire Living Centre
Enbridge Inc.

Enterprise Holdings Inc.
Express Parcel
Fairfield Inn & Suites by Marriott North Bay
Fifty's Diner
First Onsite
First Student Canada
Fix Auto North Bay
Freightliner North Bay
Fur Harvesters Auction
G&P Welding and Ironworks
GardaWorld
Garderie Soleil
Giant Tiger - North Bay
goeasy
Goodyear Canada Inc. (Retreading)
Grant Thornton LLP
Green Home Consulting
Grounded Electrical
Groupe Dynamite Inc.
Hamelins Outdoor Power Equipment
Hands TheFamilyHelpNetwork.ca - North Bay
Holiday Inn Express North Bay
Homewood Suites by Hilton North Bay
Hopper Buick GMC
Hydro One Networks Inc
J&R Property Management
JT Sushi
Juice on the Loose - Sturgeon Falls
Kia North Bay
KIND Forest School
Kohltech Windows & Entrance Systems
Laurentian Ski Hill
Lawn Care Plus
Legal Aid Ontario
Leisure Farms
Les Soeurs de l'Assomption de
la Sainte vierge
Levante Living - Barclay House
LHD Equipment
Little Wings Child Care
Long & McQuade
Lucenti Orlando Professional Corporation
M. Sullivan & Son Limited
Marigold Unique Flavour
Marina Point Village
Martel & Mitchell Rehabilitation
Mattawa River Resort Inc.
McDonald's (North Bay)
McDonald's (West Nipissing)
McDougall Energy Inc.
McDougall Insurance and Financial
McIntosh Perry
Metal Fab Ltd.
MetricAid
Miller Technology Incorporated
Miller Waste Systems
Mincon Canada
Ministry of Public and Business Service
Delivery
Ministry of Transportation
Mister Transmission
Montana's BBQ and Bar - North Bay
Motion
Municipality of West Nipissing
Native Education and Training College
Near North District School Board
Neil Communications
New Horizons Communications
Nexco Inc.
Nipissing Transition House
Nipissing University
Nipissing-Parry Sound Catholic
District School Board
Nordic Minesteel Technologies Inc.
North Bay Animal Hospital
North Bay Cardiology

North Bay Cycle and Sports
North Bay Endodontics
North Bay Humane Society
North Bay Hydro
North Bay Police Service
North Bay Regional Health Centre
Northern Diversified Limited
Northland Glass & Metal
Nova Stone
Nutrition Club Canada
One Kids Place Children's Medical Treatment
Center of North East Ontario
Ontario Aboriginal Housing Services
Ontario Northland
Ontario Provincial Police
Ontario Public Service
Oxford Learning Centres, Inc.
Paramed Home Health Care
Pavao Contracting Inc
Peoples Jewellers
Petro Canada and Restaurant - Temagami
Popeyes Chicken - North Bay
Pop's Cannabis Co.
QE Home /Quilts Etc
Rahnmet
Redpath
Rodger B. Bowness, Barrister and Solicitor
Roots Canada
Royal Bank of Canada - North Bay
Savage Ford Sales Limited
Scotiabank - Mattawa
Shoppers Drug Mart - Cassells St.
Sienna Senior Living
Simcoe Building Centre
Sobeys - North Bay
Softmoc
Speedy Glass
Spencer Gifts
Springer Animal Hospital
Stantec
Staples Canada
Staples Canada Inc.
Starbucks - North Bay
Stars Luxury Limousine Service
Stock Transportation
Stockfish Automotive Group
Sturgeon Falls IDA
Swiss Chalet
Taliz
TD Bank - North Bay
The Brick North Bay
The Corporation of the City of North Bay
The Gathering Place
The Lindsay Weld Centre for Children
The Skyline Group of Companies
The Source Electronics Inc. - North Bay
The Submarine Place
Thomas Davis Law
TJX Companies - Homesense
TJX Companies - Winners
True North Chevrolet Cadillac Ltd
/ Fix Auto North Bay
Tulloch Engineering
Tutor Match
Union of Ontario Indians
Valin Partners
Victorian Order of Nurses / VON
VON Canada (Ontario) - North Bay
Voyageur Aviation Corp
Voyago
Walmart - North Bay
West 49
West Nipissing General Hospital
YMCA of Northeastern Ontario
Zedd Customer Solutions



PARRY SOUND DISTRICT

705D
Almex Group
Ashley HomeStore Parry Sound
Bobcat of Parry Sound Ltd.
Boston Pizza - Parry Sound
Bourgeois Ford North
BrokerLink - Parry Sound
Burger King - Parry Sound
Burks Falls Kwik way
Canadian Mental Health Association
- Muskoka Parry Sound Branch
CIBC - Parry Sound
Clean Water Solutions
Comfort Inn Parry Sound
Community Living Parry Sound
Connor Industries
Conseil scolaire public du Nord-Est de
l'Ontario
District of Parry Sound Social Services
Administration Board
Eastholme Home for the Aged
Edgewater Park Lodge
Fowler Construction Company Limited
Gingrich Harris Copeland, Chartered
Professional Accountants
Hands TheFamilyHelpNetwork.ca
- North Bay
Hands TheFamilyHelpNetwork.ca
- Parry Sound
Home Instead Senior Care
KFC - Parry Sound
Lady Isabelle Nursing Home
Landmark Student Transportation
Lofthouse Manufacturing (a Division
of Brawo Brassworking Limited)
Log Cabin Inn & Catering
Mac Lang
Maple Dips Incorporated
Ministry of the Attorney General
Muskoka Auto Parts - Sundridge
Near North District School Board
No Frills - Stacie and Troy's
Oakcrest Co.
One Kids Place Children's Medical Treatment
Center of North East Ontario
Paramed Home Health Care
Parry Air Heating & Cooling
Parry Sound Chevrolet Buick GMC
Parry Sound Golf & Country Club
Phoenix Building Components Inc
Red Canoe Restaurant
Riverview Dental Centre
Royal Bank of Canada - Parry Sound
Royal Bank of Canada - Sundridge
Schlager Inc.
Scott Custom Building
Shawanaga First Nation
Shoppers Drug Mart - Parry Sound
Sobeys - Parry Sound
Sobey's - Parry Sound
Starbucks - Parry Sound
Subway - Burk's Falls
Tailwinds Bar & Grill
TD Bank - Parry Sound
The Children's Aid Society of the
District of Nipissing and Parry Sound
The Friends
The Home Depot - Parry Sound
The Source Electronics Inc. - Parry Sound
Tim Hortons - Parry Sound
Upton Developments
Walmart - Parry Sound
West Parry Sound Health Centre
YMCA of Simcoe/Muskoka



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Each month we compile this report based on our job portal **readysethired.ca**.

Readysethired.ca is an online job portal that provides and collects real time job postings within the districts of Nipissing and Parry Sound. These postings are updated daily and provide job seekers with a one stop shop for local current employment opportunities.

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

The Labour Market Group
readysethired.ca
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The Labour Market Group
Guiding partners to workforce solutions.

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 |
|--|---|--------------------|--|----------------------------------|-------------------------------|--|
| Week 33: January 1 st to January 7 th , 2024 | 0 | 0 | N/A | 0 | N/A | N/A |
| Week 32: December 25 th to December 31 st , 2023 | 2 | 0 | December 25 th , 2023 December 26 th , 2023 | 2 | Parry Sound West Nipissing | Fentanyl Non-opioid Pharmaceutical |
| Week 31: December 18 th to December 24 th , 2023 | 4 | 1 | December 19 th , 2023 December 20 th , 2023 (2) December 23 rd , 2023 | 4 | North Bay (4) | Fentanyl (2) Polypharmacy Unknown Opioid |
| Week 30: December 11 th to December 17 th , 2023 | 3 | 1 | December 13 th 2023 December 14 th , 2023 December 16 th , 2023 | 3 | Parry Sound (2) Sundridge | Crack Cocaine Don't Know (2) |
| | 5 | 0 | | 5 | North Bay (3) | |

| | | | | | | |
|---|---|---|--|---|---|--|
| Week 29: December 4 th to December 10 th , 2023 | | | December 6 th , 2023 (2) December 8 th , 2023 December 10 th , 2023 (2) | | On Reserve (Name Supressed) Parry Sound | Alcohol Cocaine Fentanyl (4) Polypharmacy |
| Week 28: November 27 th to December 3 rd , 2023 | 4 | 1 | November 28 th , 2023 November 29 th , 2023 December 1 st , 2023 December 3 rd , 2023 | 4 | North Bay (3) Powassan | Don't Know Fentanyl Unknown Opioid (2) |
| Week 27: November 20 th to November 26 th , 2023 | 2 | 1 | November 20 th , 2023 November 24 th , 2023 | 2 | North Bay McMurrich/Monteith | Benzodiazepines Unknown Opioid |
| Week 26: November 13 th to November 19 th , 2023 | 3 | 1 | November 7 th , 2023 November 11 th , 2023 November 12 th , 2023 | 3 | North Bay (3) | Fentanyl (2) Unknown Opioid |
| Week 25: November 6 th to November 12 th , 2023 | 1 | 0 | November 6 th , 2023 | 1 | Parry Sound | Cocaine Prescription Opioid |
| Week 24: October 30 th to November 5 th , 2023 | 2 | 0 | November 2 nd , 2023 (2) | 2 | Burk's Falls North Bay | Cocaine Crack Unknown Opioid |