

AGENDA

Thursday, October 10, 2024 at 6:30 p.m.

Board Meeting Via Zoom Video Conference



1. **CALL MEETING TO ORDER.**
2. **TRADITIONAL LAND ACKNOWLEDGMENT.**
3. **DISCLOSURE OF PECUNIARY INTEREST.**
4. **APPROVAL OF MINUTES:**
 - 4.1 September 12, 2024 ®
5. **DEPUTATIONS & PRESENTATIONS.**
6. **REPORTS:**
 - 6.1 Chair
 - 6.2 Chief Administrative Officer
 - 6.3 Chief Financial Officer
7. **OUTSTANDING ISSUES.**
8. **NEW BUSINESS:**
 - 8.1 HART Hub – Call for Proposals
9. **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:

- iii. the acquisition or disposal of property

10. **CORRESPONDENCE:**
 - 10.1 NBPSDHU Public Health Bulletin #2024-012
 - 10.2 NBPSDHU Overdose Report
 - 10.3 Labour Market Group: August Labour Focus
 - 10.4 Labour Market Group: July Jobs Report
11. **ADJOURNMENT. ®**

MEETING MINUTES

Thursday, September 12, 2024 at 6:30 PM

Board Meeting via Zoom Video Conference



Board Members Present:

Joel Constable
Jerry Brandt
Ted Collins
Gail Finnsen
Sharon Smith
Irene Smit
Ryan Baptiste

Teresa Hunt
Ted Knight
Jamie McGarvey
Rick Zanussi
Tom Lundy
Teri Brandt

Board Members Absent:

Janice Bray
Peter McIsaac

Staff:

Tammy MacKenzie, CAO
Shannon Johnson, CFO
JJ Blower, Communications Officer

Guests:

Oscar Poloni, KPMG

1. CALL MEETING TO ORDER:

The meeting was called to order by Rick Zanussi at 6:30 PM.

2. DISCLOSURE OF PECUNIARY INTEREST.

3. TRADITIONAL LAND ACKNOWLEDGMENT.

4. APPROVAL OF MINUTES:

4.1 June 13, 2024

Resolution 24 09 01

Moved by Tom Lundy

Seconded by Jerry Brandt

"THAT the Board meeting minutes of Thursday, June 13, 2024 be approved as presented."

CARRIED

5. DEPUTATIONS & PRESENTATIONS.

6. REPORTS:

6.1 Chair

The Chair welcomed members to the meeting and introduced new Board Member Councillor Irene Smit from the Municipality of Callander. Councillor Smit will represent

Area Six which covers The Municipality of Powassan, The Township of Nipissing and the Municipality of Callander.

6.2 Chief Administrative Officer

Ms. MacKenzie verbally highlighted some of the items in the written CAO report and was available to answer questions.

6.3 Chief Financial Officer

Ms. Johnson provided a verbal presentation. Finance and Housing Program staff have now successfully completed their yearlong project to enhance customer service and track operating and capital expenses within the Social Housing Financial system. Housing Operations documentation is now paperless and compliant with the DSSAB's amended procurement policy and internal financial controls. This has also achieved items in the DSSAB's Strategic Plan directive #1 to Modernize services. The Community is now able to apply for social housing through the District of Parry Sound Housing waitlist, current tenants are now able to pay their rent through their online account and view all transactions on their tenant ledger. Vendor invoices are paid in a timely fashion via a digital payment to the vendor's account which maintains a credible and reliable reputation amongst contractors and vendors. As well, internal labour and external operating and capital expenses incurred on DSSAB and NOAH buildings are tracked and reported monthly. This provides for better reporting and planning for sufficient capital budget contributions to capital reserves to sustain future infrastructure costs. All departments continue to modernize, enhance their systems and operations to streamline their processes to deliver accountable quality services to the community.

7. OUTSTANDING ISSUES.

8. NEW BUSINESS:

8.1 2024 NOSDA AGM Resolutions

A written report was presented by Ms. MacKenzie

Resolution 24 09 02

Moved by Joel Constable

Seconded by Irene Smit

"THAT the Board endorses and approves the 2024 NOSDA AGM resolutions as attached."

CARRIED

8.2 Land Acknowledgement

A verbal report was presented by Mr. Zanussi

Direction was provided to staff to revise the current land acknowledgement, as per the advice received at the meeting.

9. IN-CAMERA: 2

Resolution 24 09 03

CARRIED

Moved by Gail Finnson

Seconded by Ted Knight

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

- i) the disclosure of intimate, personal or financial information in respect of a member of the Board or a committee or an employee or perspective employee of the Board;

Resolution 24 09 04

CARRIED

Moved by Teresa Hunt

Seconded by Teri Brandt

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

Resolution 24 09 05

CARRIED

Moved by Rick Zanussi

Seconded by Jamie McGarvey

“THAT the Board approves the draft Audited Financial Statements for the DSSAB for the year ended December 31, 2023.”

Resolution 24 09 06

CARRIED

Moved by Ryan Baptiste

Seconded by Teri Brandt

“THAT the Board approves the draft Audited Financial Statements for NOAH for the year ended December 31, 2023.”

10. ADJOURNMENT.

Resolution 24 09 07

CARRIED

Moved by Ted Collins

Seconded by Sharon Smith

“THAT the Board meeting now be adjourned at 7:40 PM, and that the next regular meeting to be held Thursday, October 10, 2024 at the hour of 6:30 PM via Zoom Video Conference.”



Chief Administrative Officer's Report

October 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.

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AMO Knowledge Exchange on Community & Supportive Housing

From October 1st & 2nd I attended the AMO Knowledge Exchange on Community and Supportive Housing in Toronto. This solutions focused event brought together over 200 elected officials, municipal, provincial and federal representatives and Indigenous and sector leaders.

Over the two days, leading thinkers and organizational and subject matter experts convened to build understanding, insight and action on advancing and growing Ontario's community and supportive housing system.



(Shown here: Master of Ceremonies Jamie McGarvey, Mayor of the Town of Parry Sound and DSSAB Board Member).

District of Parry Sound Municipal Association Meeting

On Friday, September 27th, I attended the District of Parry Sound Municipal Association meeting at the Pointe au Baril Community Centre in the Township of the Archipelago. There were approximately 100 people in attendance, primarily elected officials, ministries, agencies and municipal staff from all municipalities in the District of Parry Sound. I was pleased to see several members of our board in attendance.

(Shown here: Jerry Brandt, Janice Bray, Rick Zanussi, Tammy MacKenzie, Ted Collins. In attendance but absent from photo was Tom Lundy.)



Results from this Summer's Third Party Fundraiser for Esprit!

Esprit Place Family Resource Centre would like to thank the organizers, participants, sponsors and donors of the fundraising event held on Saturday, July 27th.

We're pleased to announce that this year's event raised almost \$16,000 for Esprit Place Family Resource Centre!

The event, a sixties dance party featuring Shark Sandwich and special guests, was held this summer at the Jolly Roger in Seguin Township.



Third party events are a fantastic way to help support Esprit Place Family Resource Centre. Community fundraisers can be as simple as a bake sale or as intricate as a fundraising dinner, and demonstrate that our community has a strong belief in the services and programs we offer to the women and children experiencing violence across the District of Parry Sound. Funds raised from these events go straight to the shelter and our outreach programs.

For more information, please visit our website <https://www.espritplace.ca/host-an-event/>

Community Events



This month, we were pleased to be invited to set up a weekly information booth at Shoppers Drug Mart in Parry Sound for the Shoppers Foundation for Women's Health™ 'Giving Shelter' campaign. The campaign united all their stores in a fundraising effort to support over 310 local women's shelters and programs across Canada. 100% of donations raised in

Also, we were pleased to be invited to a 'Community Connections Expo' hosted at the Parry Sound campus of Canadore College on September 23rd. The intent of the event was to provide students and faculty with information on valuable community services and resources.



Human Resources Update

We are currently searching for a new Director of Finance after Shannon Johnson's departure. The application period is open until October 18th, and we are confident we will find the ideal candidate.

Recruitment efforts continue to be robust as we work to fill open positions across various departments. We currently have 11 positions open, including roles in Childcare centres and Ontario Works. Our recruitment team diligently screens applications and conducts interviews to ensure we attract the best talent. We have seen a healthy influx of candidates, and we are utilizing various channels, including job boards, social media, and recruitment fairs, to reach a diverse pool. We are committed to fostering a diverse workforce and are actively implementing strategies to attract candidates from varied backgrounds.

As part of our ongoing commitment to employee development and safety, we are excited to announce the introduction of training programs in two key areas: CPR certification and advanced Excel skills.

- **CPR Training:** Recognizing the importance of workplace safety, we will offer CPR training sessions to equip employees with essential life-saving skills. We believe this initiative will not only enhance workplace safety but also foster a culture of preparedness among our employees.
- **Excel Training:** In today's data-driven environment, proficiency in Excel is crucial for effective performance across various roles. We have been able to offer a series of workshops aimed at improving employees' Excel skills, ranging from basic functions to advanced techniques. These workshops are tailored to meet the diverse skill levels within our organization, ensuring that all employees can benefit from this training.

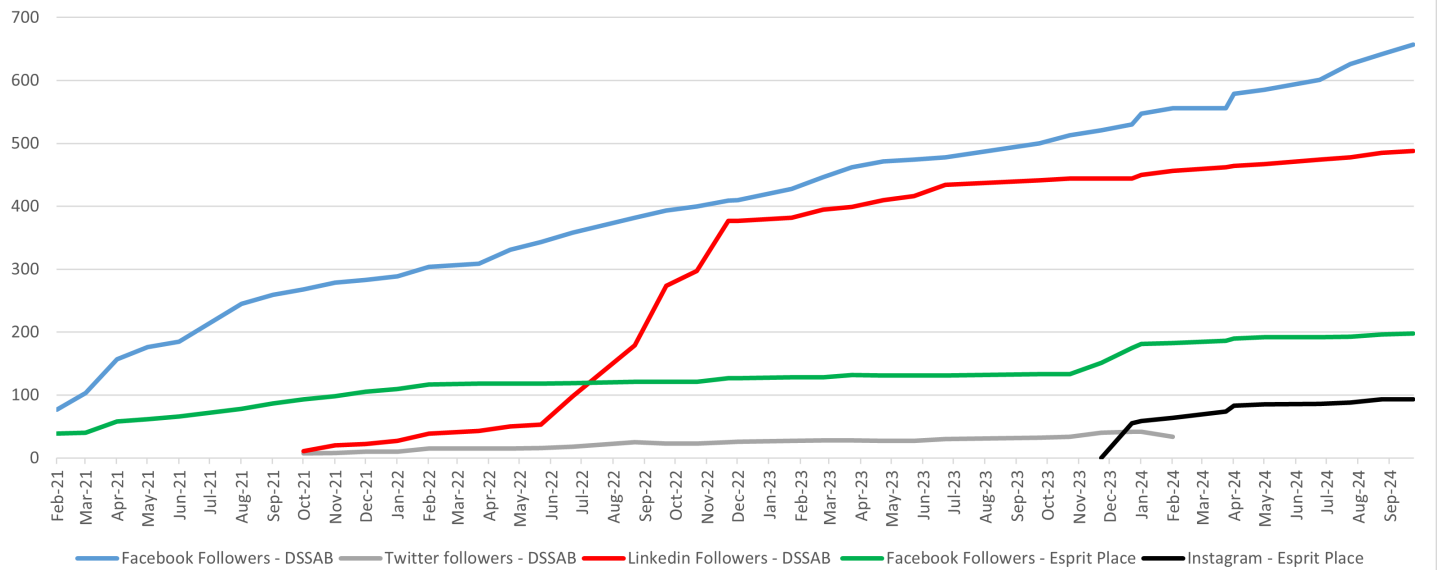
DAWN Summit Job Fair (North Bay)

On Wednesday, October 2, 2024, members of our Human Resources team travelled to the Best Western North Bay Hotel & Conference Centre for the DAWN Summit Job Fair.

This event was organized by Yes Employment Services in partnership with Diversity at Work Nipissing and the EmployEASE Accessibility Program. It was funded by Immigration, Refugees and Citizenship Canada (IRCC) and the Ministry of Employment and Social Development of Canada (ESDC).



Social Media Insights



Facebook - DSSAB	APR 2024	MAY 2024	JUNE 2024	JULY 2024	AUG 2024	SEPT 2024
Total Page Followers	579	585	601	626	642	657
Post Reach this Period (# of people who saw post)	5,647	5024	5213	5510	6261	5343
Post Engagement this Period (# of reactions, comments, shares)	724	621	599	609	512	647

Facebook -Esprit Place Family Resource Centre	APR 2024	MAY 2024	JUNE 2024	JULY 2024	AUG 2024	SEPT 2024
Total Page Followers	190	192	192	193	196	198
Post Reach this Period (# of people who saw post)	310	299	421	526	1782	275
Post Engagement this Period	43	67	102	26	91	32

DSSAB LinkedIN Stats https://bit.ly/2YyFHIE	APR 2024	MAY 2024	JUNE 2024	JULY 2024	AUG 2024	SEPT 2024
Total Followers	464	467	474	478	485	488
Search Appearances (in last 7 days)	102	125	178	226	184	90
Total Page Views	30	56	26	26	26	84
Post Impressions	846	773	1089	1251	1241	243
Total Unique Visitors	12	22	15	11	13	41

Instagram - Esprit Place Family Resource Centre https://www.instagram.com/espritplace/	APR 2024	MAY 2024	JUNE 2024	JULY 2024	AUG 2024	SEPT 2024
Total Followers	74	83	85	86	93	93
# of posts	23	25	27	29	34	36

Licensed Child Care Programs

Total Children Utilizing Directly Operated Child Care in the District August 2024

Age Group	Fairview ELCC	First Steps ELCC	Highlands ELCC	Waubeeek ELCC	HCCP	Total
Infant (0-18M)	3	3	0	2	18	26
Toddler (18-30M)	7	4	14	10	26	61
Preschool (30M-4Y)	16	11	16	41	37	121
# of Active Children	26	18	30	53	81	208

The rollout of the OneHSN District of Parry Sound Application Portal has been embraced by families seeking child care and has eased the burden of the application process for both families and program supervisors.

As of August 30th, there are 18 Home Child Care Program approved homes across the district with a total of 107 children enrolled, including school age.

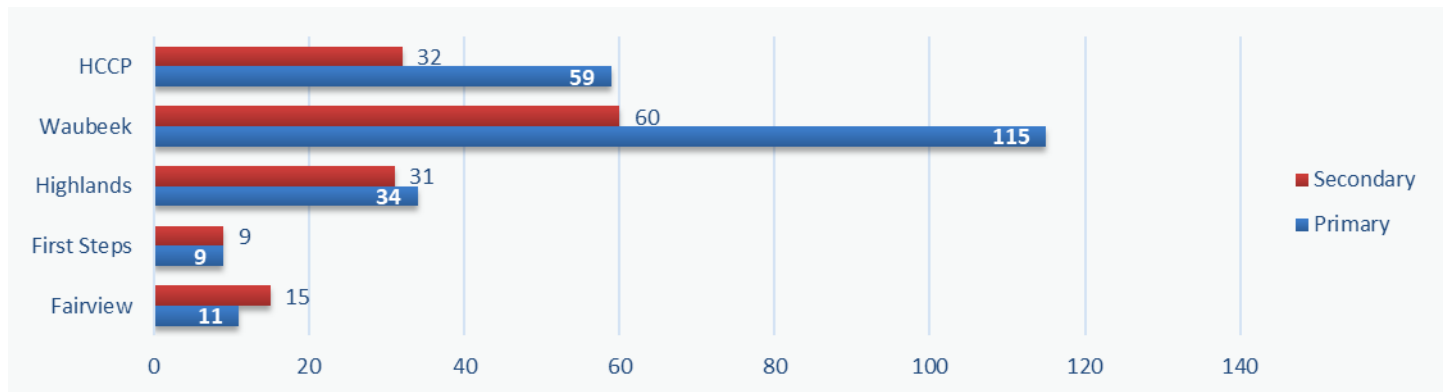
Waubeeek ELCCC has completed the relocation of all the children to 66A Waubeeek Street, Parry Sound. The families, children and staff are excited to be all together.

School Age Programs August 2024

Location	Enrollment	Primary Waitlist	Secondary Waitlist
Mapleridge After School	26 enrolled for Sept.	8	0
Mapleridge Before School	8 enrolled for Sept.	0	0
Mapleridge Summer Program	12	N/A	N/A
Sundridge Centennial After School	10 enrolled for Sept.	2	0
Home Child Care	26	6	1
# of Active Children	54		

The School Age Summer Program was very successful this year with a full enrollment. The Home Child Care Program saw several discharges throughout the month of August as families are preparing for children to transition to school.

Directly Operated Child Care Waitlist by Program August 2024



These waitlist numbers are based on the current OneHSN Application Portal and are duplicate numbers as families are applying to more than one child care program in each area.

The blue bar indicates the current number of children currently needing care that cannot be accommodated. The red bar shows the number of children that will be needing care in future months.

Inclusion Support Services August 2024

Age Group	EarlyON	Licensed ELCC's	Monthly Total	YTD Total	Waitlist	New Referrals	Discharges
Infant (0-18M)	0	3	3	4	2	0	0
Toddler (18-30M)	1	1	2	13	5	1	0
Preschool (30M-4Y)	2	30	32	46	3	3	0
School Age (4Y+)	9	33	42	29	5	0	2
Monthly Total	12	67	79	-	15	4	2
YTD Total	14	78	-	92	37	32	15

New referrals continue to be made to the program showing children in need of early speech and language intervention. The Resource Consultants are supporting families in a seamless transition for children attending school in September.

EarlyON Child and Family Programs August 2024

Activity	August 2024	YTD
Number of Children Attending	780	7,869
Number of New Children Attending	21	292
Number of Adults Attending	521	6,107
Number of Virtual Programming Events	11	76
Number of Engagements through Social Media	764	5,154
Number of Views through Social Media	11,967	107,763

The EarlyON Resource Facilitators held pop-up programs during the month of August in Emsdale, Callander, Foley, Magnetewan, Port Loring, Trout Creek, Orrville, Waubuno Beach, and Carling. Together with the EarlyON hub locations, there were 780 children in attendance.

The EarlyON team provided a 3-session Kindergarten Preparedness Program in South River, Burk's Falls, and Parry Sound. Fourteen children and their families attended. In addition, 50 Getting Ready for Kindergarten activity bags were distributed to interested families who have a child entering kindergarten in September.

The Virtual Programming continues to see an increase in attendance as families become more aware of the resource,. Families also continue to access multiple resources through the EarlyON social media account.



Is your child going to Kindergarten for the first time is September?

Join EarlyON for a 3 morning series of programming created to help prepare your child for their entry to school.

This program requires registration to participate, thank you for your cooperation with this. Registration must be completed by August 1 at 12:00pm

This program is only appropriate for children attending school and parents or caregivers. The activities will not be appropriate for younger children. Space is limited so please book soon!

Location information
Parry Sound Hub - 10 to 12
Burk's Falls Hub- 10 to 12
South River Hub - 10 to 12

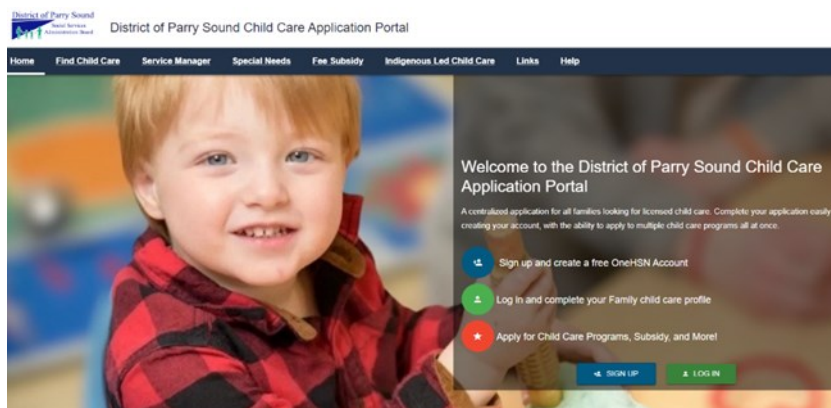
Dates:
August 15, 2024
August 22, 2024
August 29, 2024

Please register using bookwhen or email jgriffiths@psdssab.org. Ensure when you are registering for the correct location. Space is limited.

<https://bookwhen.com/psearlyon#focus=ev-sgue-20240307100000>

Child Care Service Management Update

On Wednesday July 24th, 2024, the District of Parry Sound Child Care Application was launched in the District of Parry Sound. The platform has now been up and running for a couple of months and the feedback from families in the community and operators in the District of Parry Sound has been both positive and hopeful for meeting the ongoing challenges and barriers to waitlist management in our district. We are proud to be one of Ontario's Service System Managers that are using this platform to assist parents and families find and apply to child care.



www.onehsn.com/parrysound/

Within the application portal, families can:

- Research different child care providers, and the type of care offered,
- View on a map, the locations of child care programs
- Apply to multiple child care programs
- Access and update their profile and/or application anytime
- Obtain information about fee subsidy, EarlyON, Indigenous Led Child Care, Supports for Children with Special Needs, and access multiple links to parent resources

COMING SOON!

We are pleased to announce that Clara's Place Preschool will be opening in the fall of 2024. Clara's Place Preschool has been approved under the Canada Wide Early Learning Child Care program and will be adding an additional 26 child care spaces in the Town of Parry Sound and aligns with the Directed Growth Strategy.

www.clarasplacepreschool.com



Child Care Service Management Update

With continued pressure to retain and recruit Early Childhood Educators in the field the focus remains supporting and mentoring educators working in the sector. The upcoming fall two-day *RIRO-Reaching In.... Reaching Out* professional development training will help to teach educators hands on skills to assist children and families in their care. There are currently 43 educators registered to attend one of the 4 sessions over the next few months.

The Quality Assurance supervisor will be attending a 2-day NOSDA conference in Muskoka, where they will work closely with peers and other districts to discuss successes, challenges and how best to support the educators and programs in our surrounding communities. The discussions will cover workforce development with a focus on recruitment and retention along with discussions on Quality Models-how best to measure quality in child care, conversations around departmental structures and lastly some future planning ideas.

The quality of the early learning environment is key for children's growth and development. Providing an engaging, interesting and age appropriate indoor and outdoor setting is essential for learning in the early years. With the addition of Play Based Materials and Equipment funding we have been able to provide operators with an additional funding resource to support this key component in creating a high-quality learning environment. All programs throughout the district have been provided with the opportunity to enhance their early learning environment through this funding, with a focus on creating a high-quality early learning setting. Programs have been encouraged by the Quality Assurance supervisor to focus on areas that need improvement by using the quality assurance assessment to measure areas of need.

Funding Sources for District Wide Childcare Spaces -August 2024

Active	# of Children	# of Families
CWELCC*	65	63
CWELCC Full Fee	216	214
Extended Day Fee Subsidy	2	2
Fee Subsidy	35	27
Full Fee	32	28
Ontario Works	0	0
Total	351	335

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

Funding Source - New	# of Children	# of Families
CWELCC	9	9
CWELCC Full Fee	28	27
Fee Subsidy	4	4
Ontario Works	22	19
Total	63	59

Exits	# of Children	# of Families
CWELCC	0	0
Fee Subsidy	0	0
CWELCC Full Fee	0	0
Full Fee	0	0
Total	0	0

Income Support & Stability Divisional Update

Integrated System Navigators

With the goal of furthering our integration and to enhance the client journey and supports as we enter Employment Services Transformation, we have integrated our OW Case Worker and HSP Community Relations Worker position into a new enhanced role, called **Integrated System Navigators (ISN)**. The ISN will provide outreach, navigation and coordination for any person centered supports along the client's journey through the social services continuum, from homelessness to employment or from OW through to ODSP and beyond. The goal is that the client will only have to tell their story once and we will be able to continue to provide supports for clients as they exit OW or are granted ODSP to enhance life and housing stabilization.

Employment Services Transformation

We continue to ramp up ahead of our go-live date of March 1st, 2025, much has been happening in the lead up. On September 9th and 10th, the Director of Income Support & Stability attended a conference in Sudbury with the Service System Manager (SSM) College Boreal in Sudbury, along with our other northeast catchment DSSAB partners and our Employment Ontario providers. The conference focused service targets and a commitment to 'Integrated Employment Supports'. This fall, we will be starting discussions with our EO partners to prepare our programs for this change, looking at our client benefit structures, communication and case conferencing. We have also been participating in a Working Group with Boreal, focusing on OW data and referral readiness assessment. Supervisors and Program Leads attended "Train the Trainer" sessions with the Ministry in preparation for some of the changes coming for Fall 2024. Something new that will be implemented is the Common Assessment and Action Plans in SAMS. These will be required to be completed within 30 days with any new OW grant. ISN's will make an assessment to refer the client to EO or determine appropriate person centered supports to support self-sufficiency. Once a referral is made through SAMS to EO it is picked up in their information system called CAMS, where part 2 of the Common Assessment is completed and employment readiness is assessed. Both teams will work closely together to provide integrated employment supports to OW participants.

Centralized Intake & Social Assistance Renewal

In late September the Ministry announced the final phase of the centralized intake rollout and regulatory changes to support this. As of October 1st, 10 municipalities will be working with the IBAU team to enable the Social Assistance Digital Application as the first point of contact for clients and that the IBAU will be making all initial eligibility decisions, including issuing payments and decision letters and handling Internal Reviews and Overpayments. Local offices will be responsible for ongoing eligibility and the provision of person centered supports. Should a client present at a local office in crisis (financial or otherwise), staff will support the individual to apply online or through Service Ontario. Should there be financial need, local office staff can assess for Emergency Assistance. Our office will be making this transition in 2025.

Once this change is made and EST is fully implemented, it will mark the end of the Social Assistance Renewal plan that was initiated back in 2020.

Income Support & Stability Divisional Update

West IS&S Van

Our Parry Sound Income Support & Stability team purchased a van to address our client's transportation barriers and to assist with the increased outreach in our new ISN position. Staff are currently using it and loving it. The van is used to help clients move, provide transportation to appointments and trainings and allow staff flexibility to travel across the district. This compliments the van we purchased for our South River office back in late 2022.

Broadway Transitional Unit

We are so excited with the roll out of our transitional housing program. 3 of the 4 units were occupied by the end of September with plans to move someone into the last unit in October. All 3 occupants are working intensely with their ISN to address their barriers and goals to move towards permanent housing and employment. One occupant is an Ontario Works client, one occupant is an ODSP client, and the other occupant is employed and working with the ISN to secure permanent housing.

Lived Experience Clients

Income Support & Stability staff on the West side of the district visited a tent encampment to do a check-in and see if services were needed. Upon meeting a person at the encampment, the staff thought it would be a good idea to get feedback from someone with lived experience. The person was very open to giving feedback about items for our program to include in our encampment response kits. This interaction was positive and informative for both parties. The program has goals to work more with clients who have lived experience and valuable information and insight to provide to our teams.

Homemakers Program

We have entered into a new service agreement with ARTS to provide Homemakers supports to eligible clients. Ally from Alejandra Recreation Therapy Services (ARTS) attended a staff meeting in Parry Sound, and a Income Support and Stability Leadership meeting to give us information on the services that she will provide to our clients across the district. She went over the referral process and answered any questions. We rolled out the Homemakers program with staff in August and have already referred several people to the program. This program will help address some gaps in the system to allow seniors and low-income individuals to stay in their homes longer with some basic supports such as meal prep, light housekeeping or grocery shopping.

Income Support & Stability Divisional Update

Employment Placement Program

Staff at Employment North have successfully transitioned clients into the workplace using 4 out of our 6 placement incentives. All of them about to reach their 3rd milestone. We will continue to work with them to use the remaining two spots to work with local employers to place our clients into the workforce.

Community Counseling Centre of Nipissing

To address the growing waitlist of our clients in our South River office that require mental health support, psychological assessments, and assistance with applying for ODSP, CCNIP has increased the number of days per month they can assist our clients. We expect this will help address the gap in the system for Primary Care. Our Service Agreement has been updated to include the increased days of support.

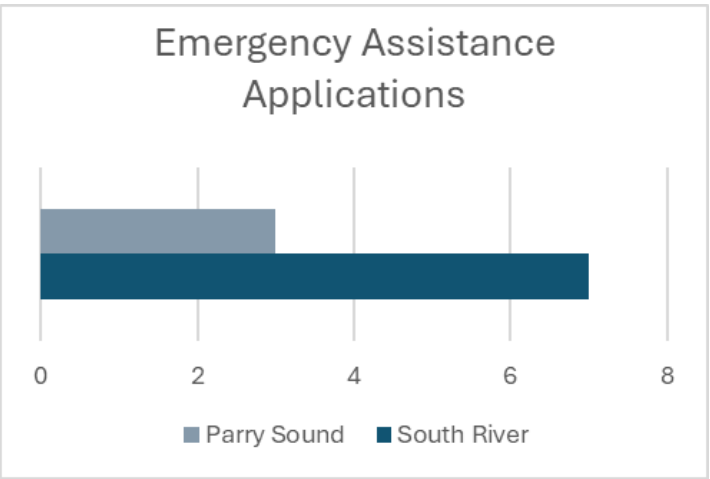
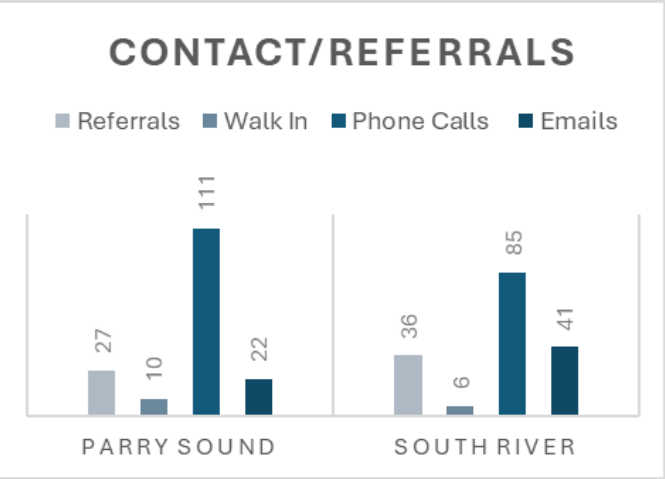
Parry Sound Friendship Centre

Our Parry Sound Income Support & Stability staff attended the opening of the Friendship Centre in August. A lot of IS&S clients attended the opening and was a great opportunity to connect with community partners and clients. They revealed a new, large and beautiful meeting room that can offer a nice space for a variety of meetings and teachings. They also have a new gym that is available for staff and clients to use. Staff had a great time and felt very positive about the possibilities for networking and relationship building at this event.

The Income Support and Stability Integrated System Navigators provide case management and coordination of appropriate supports and services and the provision of consistent and on-going person centred supports, required by the individual to succeed in achieving and maintain life and housing stabilization goals.

Contact / Referrals – August 2024
The data collected is initial contact made with a client to determine eligibility for on going support. This includes ongoing Housing Stability and Ontario Works cases.

Emergency Assistance Applications – August 2024
An application can be created when the applicant is not currently in receipt of social assistance, or not serving a period of ineligibility. Administrator also must be satisfied the applicant to the best of their ability made a reasonable effort to access other resources.



Income Support & Stability Divisional Update

Client Referrals

Clients who identify as experiencing homelessness, or at immediate risk of homelessness.

August 2024	East	West	YTD
Homeless	1	1	31
At Risk	7	7	67
Program Total			
Esprit In Shelter Clients calculated in Homelessness numbers	0	0	0
Esprit In Shelter	0	0	0
Esprit Outreach Homelessness	0		0
Esprit Outreach At Risk			

Short Term Housing Allowance

Max of \$400 for 6 months

	Active	YTD
August 2024	6	11

Household Income Sources and Issuance from Housing Prevention Programs Funding (HPP):

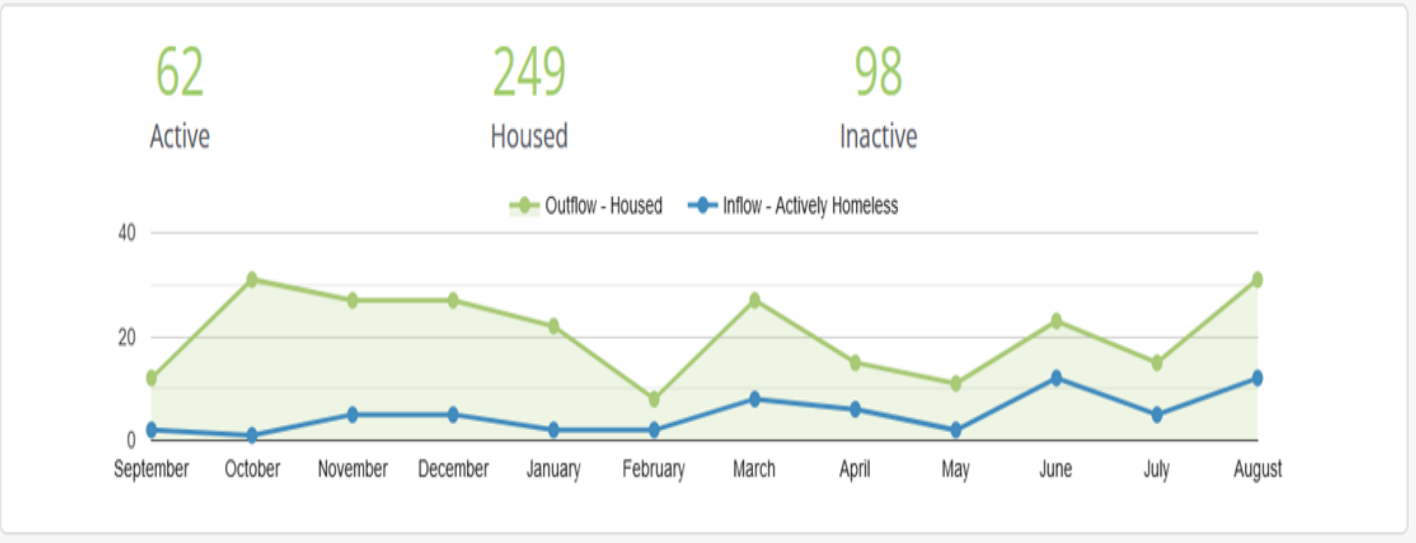
August 2024 Income Source	Total	HPP
Senior	6	\$,3850.85
ODSP	6	\$5,161.35
Ontario Works	10	\$7,341.38
Low Income	8	\$4,716.46

August 2024 Reason for Issue	Total
Rental Arrears	\$2,233.00
Utilities/Firewood	\$6,468.47
Transportation	\$0
Food/Household/Misc	\$11,144.78
Emergency Housing	\$1,223.79
Total	\$21,070.04

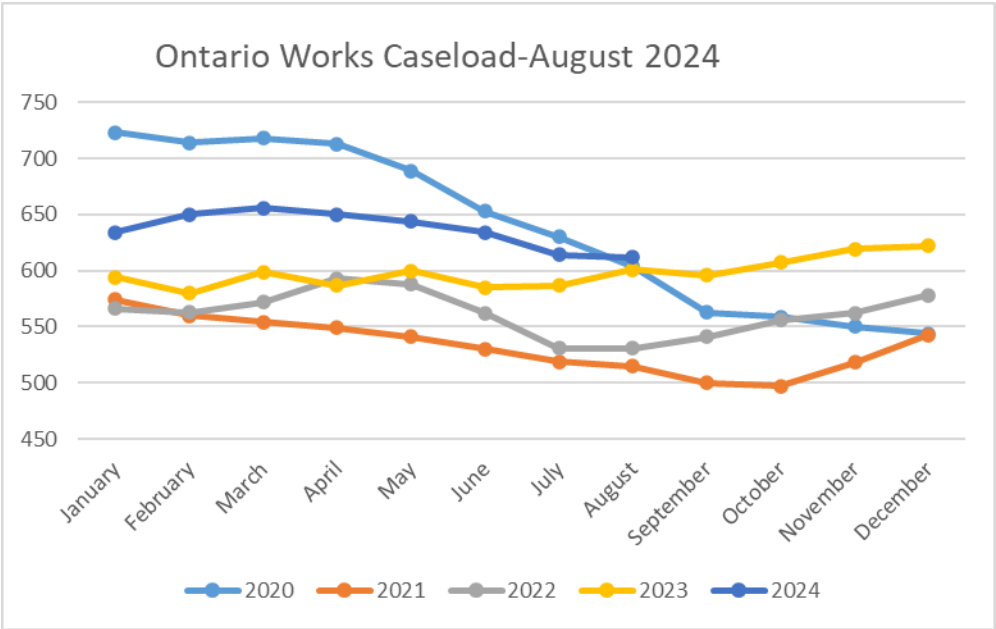
Income Support & Stability Divisional Update

By-Name List Data As of August 31, 2024

The By Name List is real-time list of all known people who are experiencing homelessness in our community that are willing to participate in being on the list and connecting with our agency for ongoing support to maintain affordable and sustainable housing. The individuals who are connected to this program are provided Intense Case Management supports with the foundations from Coordinated Access.

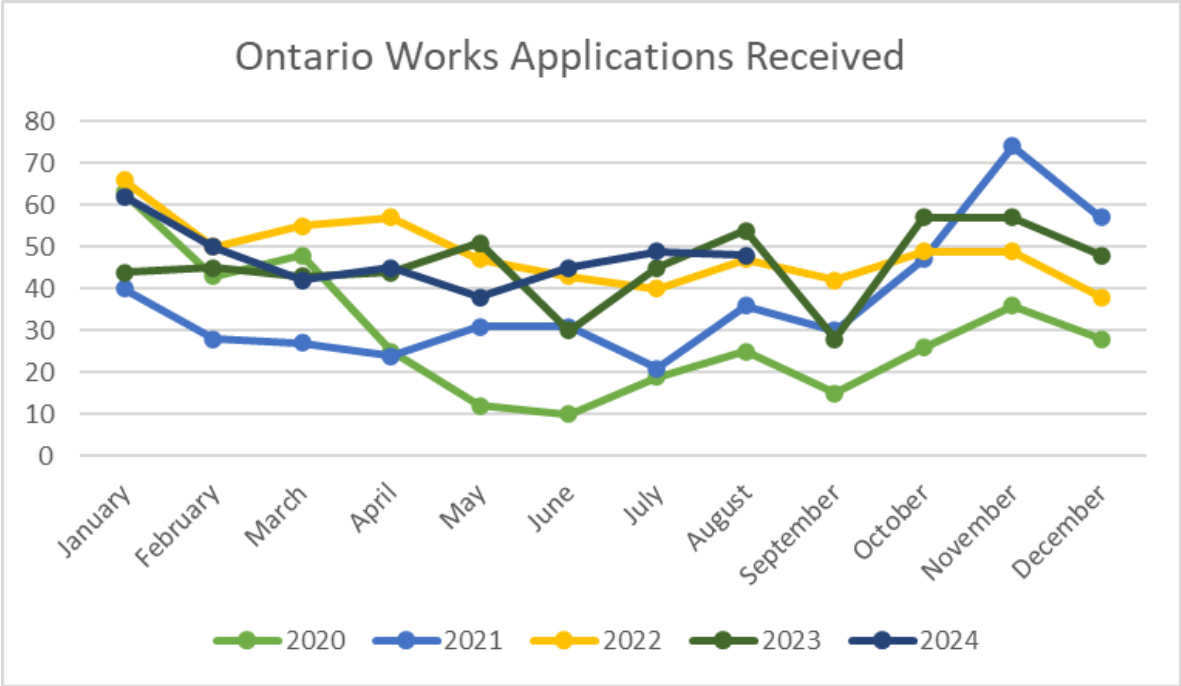


As of August 31st, we had 62 people actively homeless on the By Name List. 37% of those are considered chronically homeless. 6% of those on our BNL are currently in our Transitional Program at Broadway in East Parry Sound. Since 2021, we have housed 61% of all people from our BNL.

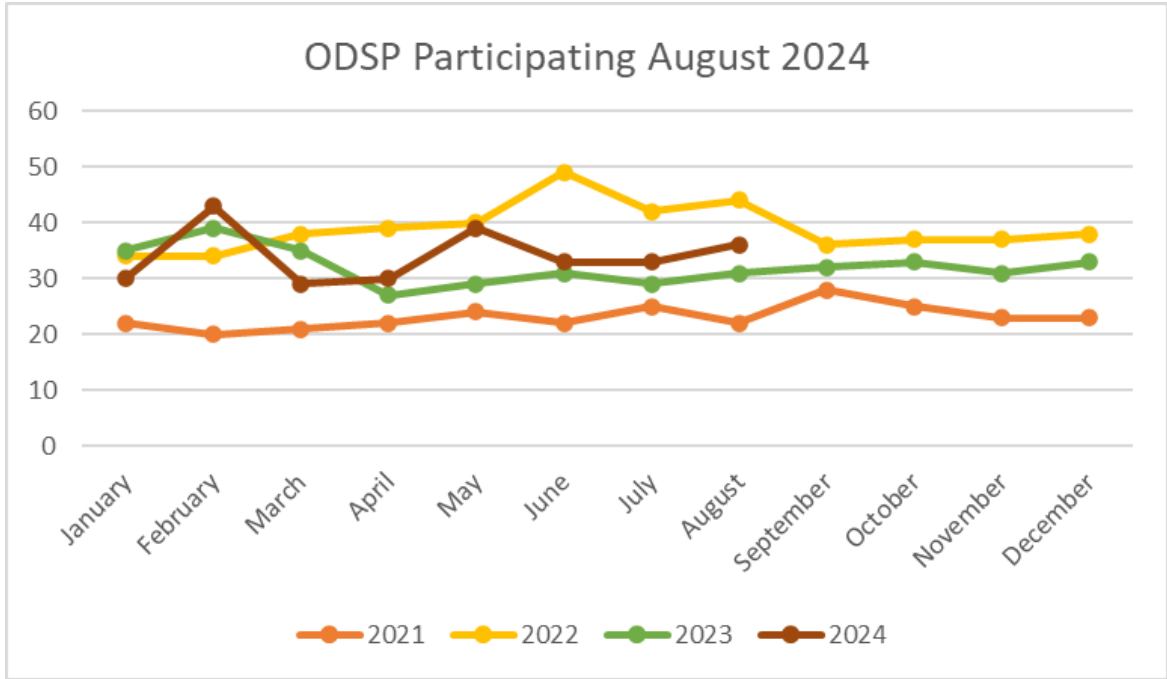


Income Support & Stability Divisional Update

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



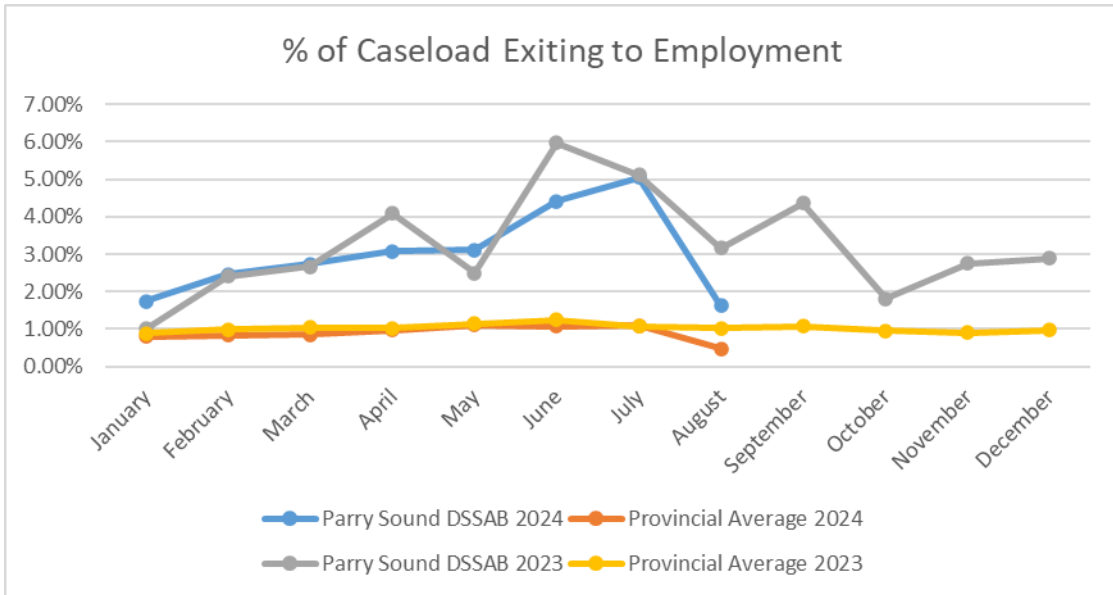
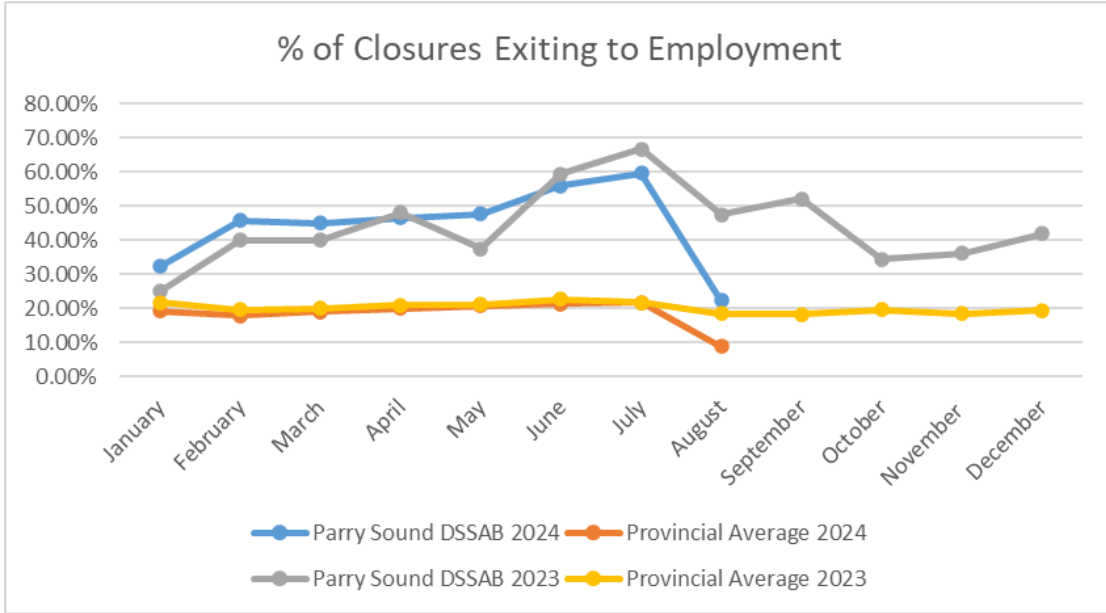
ODSP Participants in Ontario Works Employment Assistance



Income Support & Stability Divisional Update

The OW Caseload continues to trend down to **612**. We are supporting **36** ODSP participants in our Employment Assistance program. We also have **62** Temporary Care Assistance cases. We received **48** Ontario Works Applications, 39 (81%) of which were through SADA and managed through IBAU in July.

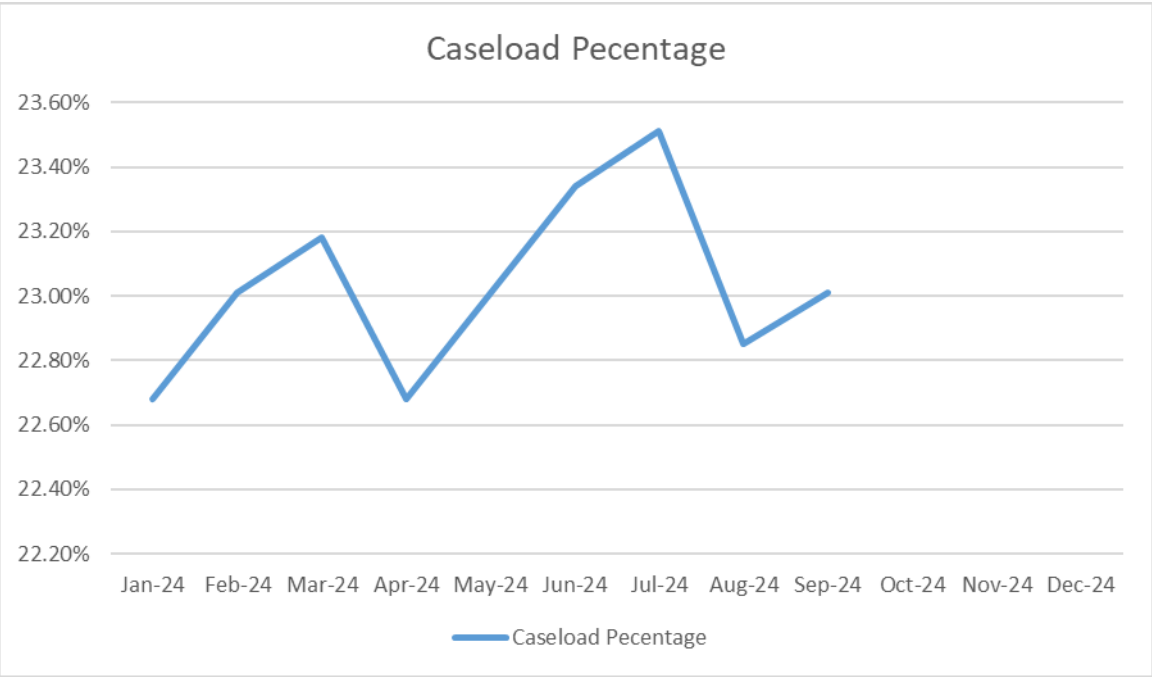
Employment Assistance & Performance Outcomes



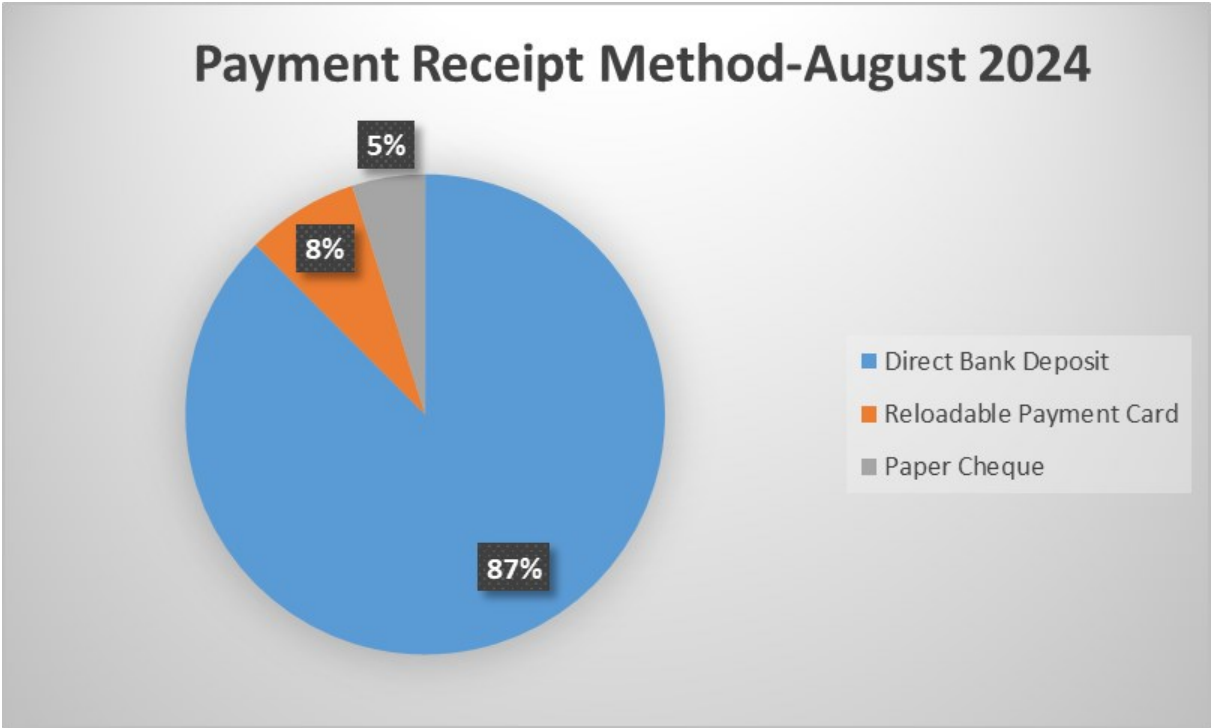
Despite the significant drop in our Performance Outcomes in August, it appears this trend translated across the province, as we are still above the provincial average and finished number one in the Northeast. We also had 7.4% of caseload exit OW for any reason.

Income Support & Stability Divisional Update

MyBenefits Enrollment 2024



DBD Enrollment



Housing Programs

Social Housing Centralized Waitlist Report August 2024

	East Parry Sound	West Parry Sound	Total
Seniors	52	141	193
Families	119	463	582
Individuals	549	176	725
Total	720	780	1500
Total Waitlist Unduplicated			421

Social Housing Centralized Waitlist (CWL) 2023 - 2024 Comparison Applications and Households Housing from the CWL

Month 2023	New App.	New SPP	Cancelled	Housed	SPP Housing	Month 2024	New App.	New SPP	Cancelled	Housed	SPP Housing
Jan	5	1	13			Jan	3		2	1	
Feb	5	1	10			Feb	5		11	1	
Mar	6		35			Mar	7		3	3	
Apr	11		17	6		Apr	10	1	7		
May	13	2	9	2		May	4	1	5	1	
June	9	1	2	1		June	1		15	3	
July	5	1	5	1		July	9	1	19		
Aug	14	1	3	1		Aug	9	1	21		
Sept	12		4			Sept					
Oct	8	1	1	4	2	Oct					
Nov	12		3			Nov					
Dec	1		2	3	3	Dec					
Total	101	8	104	18	5	Total	48	4	83	9	

SPP = Special Priority Applicant

Housing Programs Update

Housing Programs completed the centralized waitlist update. This update has allowed us to connect with all our waitlist applicants and gather updated eligibility information. We had twenty-one applications cancelled in the month of August. Most of the applications were cancelled due to no contact after several attempts to reach the applicant or their listed contact. We also had applications cancelled due to applicant request, and had two applicants buy homes outside of our district. There were nine new eligible applications added to the waitlist.

We are still seeing an increase in the number of special priority placement (SPP) applications received in our program. There was one new approved SPP in the month of August, and another in progress. Unfortunately, many applications we receive do not fit into the Housing Services Act criteria, however, this speaks to the ongoing housing crisis we are seeing in our area and across the province and country.

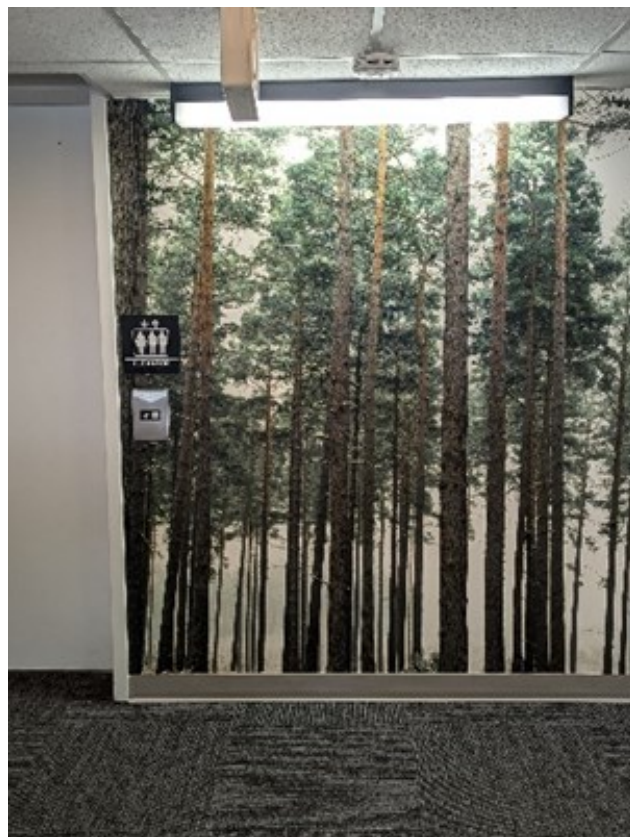
We are still waiting on the release of the COHB (Canada Ontario Housing Benefit) funding. This funding is part of the National Housing Strategy, which also holds COCHI (Canada Ontario Community Housing Initiative) and OPHI (Ontario Priority Housing Initiative) funding. The COHB provides funding to residents of our district to secure affordable housing, and with the delay to its release, we are seeing an increase to the amount of phone calls from clients who are struggling to remain in their units due to the high market rents.

Housing Programs is moving along with the implementation of our online waitlist portal. We will begin training soon and hope to go live in the coming months. This will allow applicants to apply to the centralized waitlist online, as well as update their applications.

Our team is also engaging in various training opportunities. Staff are completing excel training, which will allow us to create spreadsheets to track our data, and others are completing Rent Geared to Income training through ONPHA (Ontario Non-Profit Housing Association). These opportunities help the team to grow and strengthen their knowledge and skills.

We had the opportunity to attend a board meeting at the Golden Sunshine Municipal Non-Profit building in Powassan in September. While there, we were able to speak with their board members about future planning, service agreements and financial plans. The ministry has established new framework for service agreements as we enter end of mortgages with our housing providers. This framework establishes minimum requirements for the continuation of funding rent-geared-to income (RGI) units, as well as setting a minimum term length of ten years and the development of joint financial plans which are to be reviewed every five years.

We also had the opportunity to view the new wallpaper mural that was installed in the lobby. (see picture to the right).



Parry Sound District Housing Corporation

August 2024

Activity for Tenant and Maintenance Services

	Current	YTD
Move outs	1	24
Move in	3	24
L1/L2 forms	0	4
N4 - notice of eviction for non payment of rent	0	3
N5 - notice of eviction disturbing the quiet enjoyment of the other occupants	1	4
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	3	47
No Trespass Order	0	4
Tenant Home Visits	37	244
Mediation/Negotiation/Referrals	15	131
Tenant Engagements/Education	5	31

Tenant Services Update

This quarter in Tenant Services, we really hit the ground running with a 3rd Community Relations Worker (CRW) planning educational opportunities for Parry Sound District Housing Corporation tenants as well as Parry Sound Non-Profit housing tenants. We hosted 2 large BBQ events, one in Parry Sound at the Hub, and one in Sundridge at the Lion's Park. At the Hub location, we had Parry Sound Fire attend with a fire truck to provide some sprinkler water and children had a great time running through on one of the hottest days of the year! We also had Canadian Mental Health, and the YMCA attend to provide information about services available and some life skills teachings. We also provided fire prevention and safety flyers.

The events were very well received by tenants who enjoyed the day, as well as the Non-Profit's staff who reported being very grateful for the event for their tenants to participate in. Approximately 50 tenants attended in Parry Sound, and 25 in Sundridge.



Towards the end of the summer we also officially launched our resident portal through RentCafe, for tenants to view ledgers, make rent payments, make maintenance requests, and see bulletin board updates about anything going on in each building that we want to share. We had training and setup processes ahead of time, and sent out information to every tenant to offer them the information they needed to create accounts. Afterwards, we hit the road and went to each building to sit in the common rooms with our laptops and physically help with any issues they were having or offer any support in getting started with their accounts. This was also well received, and a lot of people were able to get set up with little help.

We also implemented a module in our Yardi database for Accounts Receivable Management where we can set people up for automatic recurring payments. With the online bank bill payment no longer an option for people, many were interested in these automatic payments. This eliminates the need to manually enter payments into receipt batches which will help us be more efficient. Another highlight of the software is a cheque scanning device, into which we feed rent cheques and post batches of these cheques through the Accounts Receivable Manager. This both deposits the cheque into our bank account and posts the payment onto the tenant ledger automatically, creating efficiencies in our processes. This has all been a lot to learn, but well worth the time and effort in the long run. We're excited to see where all this takes us, and happy to have easy solutions to assist tenants.

Property Maintenance

August 2024

Pest Control		3 buildings are currently being inspected monthly for bedbugs; 7 units have been treated
Vacant Units	14	one-bedroom (10); multiple bedroom (4) (asbestos abatement, and significant repair contributes to longer vacancy times)
Vacant Units - The Meadow View	6	5 one-bedroom markets, and 1 studio unit are vacant
After Hours Calls	7	Fire supervisory signal trouble reset, partial power outage in unit, fridge not working, building fire alarm going off-no fire, toilet blockage, washing machine not working
Work Orders	131	All work orders initiated within August
DSSAB Ticket	35	DSSAB Tickets are logged for maintenance or repairs required for any of the DSSAB buildings (separate from the Housing Stock)
Fire Inspections	1	One apartment building was inspected
Annual Inspections	All	All PSDHC Buildings were inspected by the Electrical Safety Authority
Incident Reports	0	

Property Maintenance & Capital Quarterly report August 2024

The Women's Shelter interior renovation is moving along adhering to the completion date of November 29th, 2024. Structural, mechanical, electrical and exterior components have been completed. Attic guano remediation has been completed. Interior gypsum boards, cabinetry and electronic door strikes are currently in the process of being installed.

Window replacement for the Parry Sound District Housing Corporation's 6 story senior's apartment building was awarded May 13th. Due to the delay in supply, the windows were manufactured and delivered at the end of September. Timeline for completion has now shifted to November 30th, 2024. Mock up and architect approval was completed, and the installation commences the week of October 8th, 2024.

Parry Sound District Housing Corporation is currently awaiting documentation from consultants in the tender preparation regarding a complicated, integral retaining wall located at a senior's building in Parry Sound. This retaining wall is structurally failing, and therefore requires immediate remedy due to the location, and purpose.

Parry Sound District Housing Corporation assisted with the move of two daycare programs running in two separate buildings to one building. This provided the opportunity to ready the vacant building for a commercial lease. A retaining wall was repaired at this site as well during this time.

Two workspace sheds were constructed and positioned in both Parry Sound and South River. This will allow the Facility Maintenance staff a workspace, along with tool storage on both sides of the district.

Significant attention was given to the eavestrough replacements for many of the buildings across the district; both for the family homes, and apartment buildings. In doing so, drainage repairs were also completed.

Retaining wall, masonry, and fencing repairs were completed at the Parry Sound Beechwood office site.

A much-needed removal of old antennas situated on some family homes and apartment buildings has been initiated and will be completed this fall.

Remediation of mould or asbestos has been identified, and is either under way or complete, in four family homes.

Extensive plumbing repairs are underway at an apartment building located in the East side of the district. This will displace one tenant while the work is completed.

An extensive interior renovation and upgrade for 2 vacant family homes located in the East side of the district is now complete. The work involved a necessary complete abatement of asbestos. The project spanned over several months. Both homes will be offered to a family in need this fall.

An elevator was repaired at a 3-story building in Parry Sound. This unfortunately resulted in the inability to use the elevator over the summer months. The delay in repair was due to wait times on delivery of supplies for the contractor. We are currently awaiting the final TSSA inspection.

Esprit Place Family Resource Centre

August 2024

Emergency Shelter Services	August 2024	YTD
Number of women who stayed in shelter this month <i>This month's stats include women who were housed in a hotel</i>	0	31
Number of children who stayed in the shelter this month <i>This month's stats include dependents who were housed in a hotel</i>	0	14
Number of hours of direct service to women (shelter and counselling)	52	1076
Number of days at capacity	0	0
Number of days over capacity	0	0
Overall capacity %	—	—
Resident bed nights (women & children)	—	—
Phone interactions (crisis/support)	19	238

Transitional Support	August 2024	YTD
Number of women served this month	5	24
Number of NEW women registered in the program	2	15
Number of public ed/groups offered		0

Child Witness Program	August 2024	YTD
Number of children/women served this month	3	117
Number of NEW clients (mothers and children) registered in the program	2	9
Number of public ed/groups offered	0	2

Esprit Place Family Resource Centre Update

Esprit Place continues to undergo major renovations with a scheduled completion date of December 1st, 2024. During the closure we continue to provide service to women and children in the District of Parry Sound, including outreach, children's voices, and transitional housing services. We have begun the process of recruiting new staff and reorienting existing staff in preparation for the residential program reopening once renovations are complete and the building is set up to receive clients.

DISTRICT OF PARRY SOUND SOCIAL SERVICES ADMINISTRATION BOARD
FINANCIAL REPORT - FOR MANAGEMENT PURPOSES ONLY
FOR THE PERIOD ENDING SEPTEMBER 30, 2024
9 MONTHS 75.00%

	YEAR TO DATE	2024 BUDGET	% USED	REMAINING
EXPENDITURES				
<i>CORPORATE SERVICES</i>	444,861	1,097,882	41%	653,021
<i>MUNICIPAL SAR PROGRAMS</i>	61,174	287,200	21%	226,026
<i>CHILD CARE SERVICE MANAGEMENT</i>	8,691,970	12,414,706	70%	3,722,736
<i>ONTARIO WORKS PROGRAM DELIVERY</i>	2,353,833	3,658,684	64%	1,304,851
<i>COMMUNITY SERVICE PROGRAMS</i>	1,927,423	3,249,538	59%	1,322,116
<i>SOCIAL HOUSING PROGRAM</i>	4,657,205	12,433,159	37%	7,775,954
<i>AFFORDABLE AND MARKET RENT PROGRAM</i>	275,051	614,000	45%	338,949
TOTAL EXPENDITURES	\$18,411,518	\$33,755,170	55%	\$15,343,652
MUNICIPAL LEVY				
<i>CORPORATE SERVICES</i>	0.00	0.00	0%	0
<i>MUNICIPAL SAR PROGRAMS</i>	206,400.00	275,200.00	75%	68,800
<i>CHILD CARE SERVICE MANAGEMENT</i>	337,192.49	449,589.99	75%	112,397
<i>ONTARIO WORKS PROGRAM DELIVERY</i>	1,082,993.87	1,443,991.82	75%	360,998
<i>COMMUNITY SERVICE PROGRAMS</i>	135,128.54	180,171.38	75%	45,043
<i>SOCIAL HOUSING PROGRAM</i>	2,439,973.23	3,253,297.64	75%	813,324
<i>AFFORDABLE AND MARKET RENT PROGRAM</i>	65,625.00	87,500.00	75%	21,875
<i>CAPITAL RESERVES</i>	949,950.00	1,266,600.00	75%	316,650
TOTAL MUNICIPAL LEVY	\$5,217,263	\$6,956,351	75%	\$1,739,088

Report #: 8.1
Subject: HART Hubs - Call for Proposals
To: Board Members
Presented By: Tammy MacKenzie, CAO
Prepared By: Tammy MacKenzie, CAO
Date: October 10, 2024

Resolution:

THAT the Board endorse the Canadian Mental Health Association – Muskoka/Parry Sound (CMPA-MPS) in their application for funding through the Homeless and Addictions Recovery Treatment Hubs (H.A.R.T. Hub) program through the Ministry of Health.

Background:

On August 29th, the Ministry of Health in partnership with the Ministry of Municipal Affairs and Housing; the Ministry of Children, Community and Social Services; and the Ministry of Labour, Immigration, Training and Skills advised that it was investing up to \$378M over four years to support a Demonstration Project that will result in the creation of 10 new Homelessness and Addiction Recovery Treatment (HART) Hubs.

These Hubs will connect people with complex needs to a comprehensive locally-based approach to treatment that will offer an array of services such as primary care, mental health care, addiction care and support, social services and employment support. HART Hubs will also increase availability and access to supportive housing in order to promote stability for clients and local communities.

In-scope services eligible for funding at each Hub may include:

- Primary care;
- Mental health services;
- Addiction care and support;
- Social services and employment support;
- Shelter and transition beds;
- Needle return and collections services;
- Supportive housing; and
- Other supplies and services, including naloxone, onsite showers, security, beds and bedding and food, etc.

To support the selection of the 10 new Hubs, Ontario has developed a [Call for Proposals](#). To be eligible for funding under this initiative, all proposals will be required to identify a not-for-profit Health Service Provider “HSP” lead who will receive and administer the funding. All proposals also require an endorsement from their local Service Manager.

While Service Managers are not being asked to make recommendations on the merit of any proposal, the endorsement should indicate that the proposal aligns with municipal supportive housing and social service planning and, (if known) any aspects of an applicant organization's capacity that may help them execute on their proposal.

This endorsement can come in the form of a short letter or statement included in an applicant organization(s) proposal. The intent of the endorsement is to ensure that Service Managers are aware of possible proposals, the associated service needs these may entail, and help ensure local health and human service coordination.

The deadline for prospective applicants to submit an 'Intent to Apply' was September 20, 2024.

At the time of this deadline, the DSSAB as the Service Manager has received only one notification of an 'Intent to Apply' from an HSP within the district of Parry Sound, specifically from the Canadian Mental Health Association – Muskoka/Parry Sound (CMHA-MPS) (attached as Appendix 8.1a)

As CMHA-MPS crosses the regional boundary between Muskoka and Parry Sound, it requires endorsement from both Service Managers representing that area. Therefore, staff have been working closely with the District of Muskoka and CMHA-MPS to ensure that this application will be submitted and supported appropriately.

The deadline for finalized proposals is 4:00 P.M. on October 18, 2024.

District of Parry Sound



Social Services
Administration Board

October 10, 2024

Hon. Sylvia Jones
Minister of Health
5th Floor, 777 Bay St.
Toronto, ON M7A 2J3

Subject: Service Manager Endorsement for HART Hub Proposal

Dear Minister Jones,

Please accept this letter as support and endorsement for the attached HART Hub Proposal for the District of Parry Sound led by CMHA Muskoka/Parry Sound as the Health Service Provider (HSP).

As Service Manager for the District of Parry Sound, I can attest the attached proposal is well-aligned with our municipal supportive housing and social service planning. CMHA Muskoka/Parry Sound has ensured that the District of Parry Sound Social Services Administration Board (PSDSSAB) has been involved in the development of this proposal to ensure it fully addresses the local needs of our community and region.

CMHA Muskoka/Parry Sound has been actively working with our organization, the PSDSSAB, and the District of Muskoka to address homelessness and our current encampment issues, and this proposal supports and is coordinated with the ongoing work in our community. The investment of this HART Hub will ensure increased efficiency of current service delivery, while addressing the local housing and public health needs. Most importantly, this proposal benefits our community's most vulnerable individuals by integrating essential wrap-around services to address their mental health and addiction needs.

Sincerely,

A handwritten signature in black ink, appearing to read 'Tammy MacKenzie', written in a cursive style.

Tammy MacKenzie
Chief Administrative Officer
District of Parry Sound Social Services Administration Board
tmackenzie@psdssab.org
705-746-7777 Ext. 5220

Parry Sound Office
1 Beechwood Drive, Parry Sound, ON. P2A 1J2
705-746-7777 / 1-800-461-4464
www.psdssab.org

South River Office
16 Toronto Avenue, Box 1600, South River, ON. P0A 1X0
705-386-2358 or 1-800-661-3230
www.psdssab.org

Appendix 4: Intent to Apply

Thank you for indicating your intent to apply for funding through the *Homelessness and Addiction Recovery Treatment Hubs* Call for Applications.

If your proposal is comprised of multiple participating organizations, please select a single lead organization within the group to act as a lead organization for communication with the Ministry.

Please indicate the lead organization in Section A. In Section B please indicate a single contact person within the lead organization to act as a proposal contact with the Ministry throughout the application process.

Applicants are asked to submit their “Intent to Apply” by **September 20, 2024**.

You may attach an additional Word document if your information exceeds the space allowable in this form.

Section A – Proposal Lead Organization Contact Information

1. Organization Name:		2. Organization Legal Name:	
Canadian Mental Health Association Muskoka Parry Sound		Canadian Mental Health Association Muskoka Parry Sound	
3. Organization Mandate:			
The Canadian Mental Health Association, Muskoka-Parry Sound Branch is an integrated community based mental health and addiction provider committed to hope and recovery through community based mental health and addiction services. Using effective, safe, innovative partnerships and practices, we provide a wide array of services at various levels of intensity including Rapid Access Addiction Medicine, Home and Community Based Withdrawal Management, school-based addiction supports, and addiction housing supports. The organization supports youth and adults with services ranging from intake and assessment, crisis support, treatment, recovery, housing supports, and case management for all individuals with addiction or mental health challenges in the many communities across a large geography. The organization also provides indigenous mental health and addictions services within a culturally dedicated program for 7 first nation communities and urban indigenous people. B'Saanibamaadsiwin provides a full range of youth and adult mental health and addictions services, led by the Indigenous Partners Advisory Circle, utilizing traditional knowledge, healing, and ceremony, integrated with western health approaches.			
4. Organization Mailing Address:			
Unit No.:	Street No.:	Street Name:	PO Box:
Suite 202	173	Manitoba St	

City/Town:	Province:	Postal Code:
Bracebridge	Ontario	P1L 1S3

Section B – Contact Information (single contact person for your proposal)

It is likely that most proposals will have multiple participatory organizations. Please indicate the single person within the lead agency who will be the sole contact responsible for all communication with the Ministry regarding the proposal.

1. Salutation:	2. First Name:	3. Last Name:
Ms	Diane	Brown-Demarco
4. Title:		
Executive Director		
5. Phone Number (Work):		6. Phone Number (Mobile):
705-645-2262		705-205-3423
7. Email Address:		
Dbrown-demarco@cmhamps.ca		

Indigenous-focused Hubs

☐

Yes, this proposal is for an Indigenous-focused Hub.

I understand that the Hub will operate in partnership with local Indigenous service providers and/or with the endorsement of the Indigenous community (or communities) that they serve.

X No, this proposal is not for an Indigenous-focused Hub.

Section C – Participatory Organizations

Please provide a list of all organizations participating in your proposal:

Organization Name	Address
District of Parry Sound Social Services Administration Board	1 Beechwood Drive, Parry Sound, Ontario, P2A 1J2

District Municipality of Muskoka	70 Pine Street, Bracebridge, Ontario, P1L 1N3
Muskoka and Area Ontario Health Team	N/A
Parry Sound Ontario Health Team	N/A

Section D – Summary of Initiative

Please provide a short summary overview of the initiative that will be included in your proposal. Please do not exceed 500 words:

A Homelessness, Addiction, Recovery, Treatment Hub located within the districts of Parry Sound and Muskoka. With a population of over 150,000 people which increases up to 3-fold due to seasonal cottages, the region lacks adequate addiction assessment, treatment, and supportive services.

The proposal will demonstrate the challenges within Parry Sound and Muskoka including higher than provincial rates of addiction and overdose deaths, exacerbated by lack of addiction treatment resources. Housing challenges will be highlighted with increasing rates of homelessness due factors including and continued development of seasonal properties. The lack of adequate shelter for individuals facing homelessness leaves vulnerable people without the safe place to engage and access services.

This proposal will establish bed-based and community-based assessment, treatment, and recovery of addictions, closely connected to housing and mental health supports. The Hub will provide culturally appropriate services for Indigenous people living in seven First Nation communities across the geography integrated within an existing Indigenous community mental health and addiction program.

The program proposes a central Hub with residential treatment, mobile community outreach, and smaller supportive housing units dispersed in various communities to support treatment and recovery as close to home and community as possible. With a continuum of treatment options, people will receive high quality treatment at the intensity, location, and level of support that meets individual need.

As the provider of crisis services in emergency departments, community, and in partnerships with police through mobile crisis response teams, people who need addiction treatment services will experience seamless and effective access to critical life saving treatment. Existing partnerships with primary care, and RAAM services will promote transition to treatment offered within the HART Hub,

The Hub will provide critical primary care, psychiatric consultation, mental health supports, peer support, addiction medicine, and transition to a shared care model as treatment transitions to sustained recovery and successful housing in the community.

The Hub will increase the availability of housing. The District Municipality of Muskoka and the District of Parry Sound Social Services Administration Board are the Housing Service Managers and the administrators of community housing programs. They oversee affordable housing projects through operating agreements with Non-Profit Housing providers and/or direct delivery as landlords. Both organizations provide the administration of Rent Geared to Income (RGI) housing while managing Centralized Wait Lists. These organizations maintain the By-Name lists which identifies the needs of people who are experiencing homelessness while prioritizing and connecting people to the supports they require. CMHAMPS provides rental supports for people with mental health, addiction, and justice difficulties, including access to clinical supports. With experience and skill, the combined efforts of all three partners will ensure success.

With rapid expansion of the current RAAM and mobile WMS programs, services of the HART Hub could begin within 3 months of funding approval. Within 6 months of funding approval, residential services could be initiated at a central hub location with multiple supportive housing units established across the districts with daily supports. Within one year of funding the full continuum of services would be operational.

PUBLIC HEALTH BULLETIN #2024-012

Date: September 6, 2024
To: Social and Community Service Providers
From: Dr. C. Zimbalatti, Medical Officer of Health/Executive Officer
Subject: Higher Numbers of Invasive Group A Streptococcal Infections

A higher-than-normal number of invasive group A streptococcus infections continue to be reported in the North Bay and Parry Sound District health unit area in 2024. Group A streptococcal infections are more common in winter months, so we expect this trend to continue. The most common risk factors for infection for cases reported locally in 2024 include having a dermatological condition or wound (70%) and having an underlying chronic medical condition (70%).

Group A streptococcus (GAS) are bacteria commonly found in the nose and throat or on the skin. Most of the time, GAS causes mild illnesses like a sore throat, fever, tender neck glands, rash, and skin infections. Occasionally, GAS can become invasive and go on to infect the blood and other sterile body fluids causing more severe and potentially life-threatening infections such as toxic shock syndrome (TSS), necrotizing fasciitis (flesh-eating disease), and brain inflammation.

People who are more likely to develop an invasive infection include:

- People with underlying medical conditions such as diabetes
- People experiencing homelessness and/or using injection drugs
- People who had recent viral infections
- Older adults
- Infants and young children
- Immunocompromised individuals
- People who are pregnant or postpartum

Please encourage clients at increased risk for infection with signs and symptoms of GAS illness like a sore throat, fever, tender neck glands, rash, and skin infections to seek medical attention. Encourage clients with signs and symptoms of serious bacterial infections to seek **immediate** medical attention. Signs and symptoms of a serious bacterial infection may include:

- Wounds or areas of the skin with severe pain, swelling and redness that may spread quickly.
- Rapid onset of influenza-like symptoms such as fever, chills, muscle aches, nausea, vomiting, dizziness, confusion, and sometimes rash.

Additionally, your ongoing work to promote safer injection and drug use practices helps to limit infections. Should you require further information, please contact the Health Unit's CDC program at 705-474-1400, ext. 5229.

This bulletin was prepared for social and community service providers and is not intended for public distribution.

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 19: September 23rd, to September 30th, 2024	3	0	September 23 rd , 2024 September 25 th , 2024 September 26 th , 2024	3	North Bay (2) Parry Sound	Crystal Meth Don't Know Fentanyl Unknown Opioid
Week 18: September 16th, to September 22nd, 2024	7	1	September 17 th , 2024 September 19 th , 2024 (2) September 21 st , 2024 September 22 nd , 2024 (3)	7	North Bay (4) Parry Sound Seguin West Nipissing	Crack Fentanyl Unknown Opioid (5)
Week 17: September 9th, to September 15th, 2024	5	0	September 10 th , 2024 (3) September 12 th , 2024 September 13 th , 2024	5	North Bay (2) On Reserve (Name Suppressed) Parry Sound Powassan	Alcohol (2) Cocaine (2) Crack Fentanyl (2) Prescription Opioids Unknown Opioid (2)
Week 16: September 2nd, to September 8th, 2024	4	0	September 4 th , 2024 (2) September 6 th , 2024 September 8 th , 2024	4	Mattawa McDougall North Bay Parry Sound	Cocaine Don't Know Fentanyl

Week 15:			Week 14:			Week 13:			Week 12:		
August 26 th to September 1 st , 2024			August 19 th to August 25 th , 2024			August 12 th to August 18 th , 2024			August 5 th to August 11 th , 2024		
5	0	August 28 th , 2024 August 29 th , 2024 (2) August 30 th , 2024 September 1 st , 2024	6	0	August 19 th , 2024 (2) August 20 th , 2024 August 22 nd , 2024 August 23 rd , 2024 August 24 th , 2024	4	0	August 13 th , 2024 (2) August 16 th , 2024 (2)	6	1	August 5 th , 2024 August 6 th , 2024 August 7 th , 2024 August 8 th , 2024 August 11 th , 2024 (2)
North Bay (3) Parry Sound Strong			North Bay (3) The Archipelago (2) On Reserve (Name Suppressed)			North Bay (3) Seguin			North Bay (5) West Nipissing		
Benzodiazepines Crack Fentanyl (3) Non-Opioid Pharmaceutical			Alcohol (2) Cocaine (3) Fentanyl Unknown Opioid (2)			Benzodiazepines Fentanyl Marijuana/Cannabis Polypharmacy Unknown Opioid (2)			Unknown Opioid (6)		

Non-Opioid
Pharmaceutical
Prescription Opioids

Week 11: July 29 th to August 4 th , 2024	1	0	August 3 rd , 2024	1	Sundridge	Alcohol Marijuana/Cannabis
Week 10: July 22 nd to July 28 th , 2024	4	0	July 17 th , 2024 July 18 th , 2024 July 21 st , 2024 July 21 st , 2024	4	Nipissing Township Parry Sound (2) Whitestone	Alcohol Fentanyl Hallucinogens/Party Drugs (2) Marijuana/Cannabis Non-Opioid Pharmaceutical (2) Unknown Opioid
Week 9: July 15 th to July 21 st , 2024	0	0	N/A	N/A	N/A	N/A
Week 8: July 8 th to July 14 th , 2024	1	0	July 10 th , 2024	1	Parry Sound	Alcohol Non-Opioid Pharmaceutical
Week 7: July 1 st to July 7 th , 2024	0	0	N/A	N/A	N/A	N/A
Week 6: June 24 th to June 30 th , 2024	10	0	June 24 th , 2024 June 26 th , 2024 (2) June 28 th , 2024 (2) June 29 th , 2024 (3) June 30 th , 2024 (2)	10	Parry Sound (3) North Bay (6) West Nipissing	Fentanyl (7) Unknown Opioid (3) Cocaine Marijuana/Cannabis

Week 5: June 17 th , 2024 to June 23 rd , 2024	2	0	June 19 th , 2024 June 21 st , 2024	2	Parry Sound North Bay	Fentanyl Unknown Opioid
Week 4: June 10 th to June 16 th , 2024	7	0	June 10 th , 2024 (3) June 11 th , 2024 June 13 th , 2024 June 14 th , 2024 June 16 th , 2024	7	North Bay Parry Sound (4) West Nipissing (2)	Alcohol (2) Cocaine (3) Crack (2) Fentanyl (3) Unknown Opioid
Week 3: June 3 rd to June 9 th , 2024	3	0	June 3 rd , 2024 June 7 th , 2024 June 8 th , 2024	3	Kearney Parry Sound Powassan	Alcohol Benzodiazepines Crack Marijuana/Cannabis Non-Opioid Pharmaceutical
Week 2: May 27 th to June 2 nd , 2024	6	0	May 14 th , 2024 May 17 th , 2024 May 18 th , 2024 May 23 rd , 2024 June 1 st , 2024 June 2 nd , 2024	6	Carling Machar North Bay On Reserve (Name Suppressed) Sundridge West Nipissing	Fentanyl (4) Polypharmacy (2)
Week 1: May 20 th to May 26 th , 2024	2	0	May 20 th , 2024 May 23 rd , 2024	2	North Bay (2)	Fentanyl (2)
Week 52: May 13 th to May 19 th , 2024	2	0	May 15 th , 2024 May 16 th , 2024	2	North Bay (2)	Fentanyl Unknown Opioid

Week 51: May 6 th to May 12 th , 2024	5	0	May 6 th , 2024 May 7 th , 2024 May 11 th , 2024 (2) May 12 th , 2024	5	North Bay (2) Parry Sound (2) Strong	Fentanyl (2) Non-Opioid Pharmaceuticals Polypharmacy Prescription Opioids Unknown Opioid (2)
Week 50: April 29 th to May 5 th , 2024	2	0	April 30 th , 2024 May 2 nd , 2024	2	North Bay Parry Sound	Fentanyl (2)
Week 49: April 22 nd to April 28 th , 2024	11	0	April 16 th , 2024 (3) April 20 th , 2024 April 21 st , 2024 April 22 nd , 2024 April 23 rd , 2024 April 24 th , 2024 (3) April 25 th , 2024	11	Magnetawan North Bay (9) West Nipissing	Cocaine Crystal Meth Fentanyl (6) Non-opioid pharmaceutical Unknown Opioid (2)
Week 48: April 15 th to April 21 st , 2024	3	0	April 15 th , 2024 April 17 th , 2024 April 18 th , 2024	3	Burk's Falls North Bay Parry Sound	Crack Fentanyl (2) Non-opioid pharmaceutical
Week 47: April 8 th to April 14 th , 2024	3	1	April 8 th , 2024 April 13 th , 2024 April 14 th , 2024	3	Chisholm North Bay On Reserve (Name Suppressed)	Don't Know Non-opioid pharmaceutical Unknown Opioid
	8	1	April 2 nd , 2024 (4)	8	North Bay (5)	

Week 46: April 1 st to April 7 th , 2024			April 4 th , 2024 (2) April 7 th , 2024 (2)		Parry sound (3)	Cocaine (2) Don't Know Fentanyl (2) Heroin Unknown Opioid (2)
Week 45: March 25 th to March 31 st , 2024	4	0	March 26 th , 2024 March 28 th , 2024 (2) March 29 th , 2024	4	North Bay (4)	Fentanyl (3) Unknown Opioid
Week 44: March 18 th to March 24 th , 2024	4	1	March 11 th , 2024 March 20 th , 2024 March 21 st , 2024 March 24 th , 2024	4	Chisholm North Bay (3)	Cocaine Fentanyl (2) Unknown Opioid
Week 43: March 11 th to March 17 th , 2024	5	0	March 11 th , 2024 March 12 th , 2024 (3) March 14 th , 2024	5	Burk's Falls North Bay (3) West Nipissing	Benzodiazepines Fentanyl (2) Polypharmacy Unknown Opioid (2)
Week 42: March 4 th to March 10 th , 2024	0	0	N/A	N/A	N/A	N/A
Week 41: February 26 th	1	0	March 3 rd	1	North Bay	Fentanyl

to March 3 rd , 2024						
Week 40: February 19 th to February 25 th , 2024	5	0	February 21 st , 2024 (2) February 24 th , 2024 (2) February 25 th , 2024	5	Burk's Falls North Bay (4)	Don't Know Fentanyl (4)
Week 39: February 12 th to February 18 th , 2024	3	0	February 12 th , 2024 February 16 th , 2024 February 17 th , 2024	3	Burk's Falls North Bay The Archipelago	Alcohol (2) Fentanyl Prescription Opioids
Week 38: February 5 th to February 11 th , 2024	9	2	February 5 th , 2024 (2) February 6 th , 2024 February 7 th , 2024 (3) February 8 th , 2024 February 10 th , 2024 (2)	9	East Ferris North Bay (6) South River West Nipissing	Fentanyl (6) Unknown Opioid (3)
Week 37: January 29 th to February 4 th , 2024	6	0	January 29 th , 2024 (2) February 1 st , 2024 (3) February 2 nd , 2024	6	Mattawa North Bay (3) Sundridge Whitestone	Don't Know Fentanyl (2) Polypharmacy Purple Heroin/Purp Unknown Opioid
Week 36: January 22 nd to January 28 th , 2024	3	0	January 24 th , 2024 January 25 th , 2024 (2)	3	North Bay Parry Sound South River	Alcohol Amphetamines Fentanyl (2) Non-opioid pharmaceutical

Week 35: January 15 th to January 21 st , 2024	5	0	January 3 rd , 2024 January 15 th , 2024 (2) January 16 th , 2024 January 21 st , 2024	5	North Bay (4) Parry Sound	Crack Fentanyl (2) Marijuana/Cannabis Unknown Opioid (2)
Week 34: January 8 th to January 14 th , 2024	2	0	January 3 rd , 2024 January 13 th , 2024	1	North Bay Parry Sound	Cocaine (2) Unknown Opioid (2)
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	3	1	December 13 th , 2023 December 14 th , 2023	3	Parry Sound (2) Sundridge	Crack Cocaine

JOBS REPORT
JULY 2024

TOTAL NUMBER OF JOB POSTINGS

640

NIPISSING

152

PARRY SOUND

54

from
June

21

from
June

TOP INDUSTRY WITH VACANCIES

NIPISSING

Health Care & Social
Assistance (21.3%)

PARRY SOUND

Health Care & Social
Assistance (31.6%)

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



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The Labour Market Group is funded by:



August 2024

10.3

LABOURFOCUS



The Labour Market Group

CANADA'S POPULATION
FORECAST

The country's population could
 reach a medium-growth forecast
 of **63 million by 2073.**



3.3 MILLION
 will be over the
 age of 85.



The **AGING POPULATION**
 and **LOW BIRTHRATES**
 mean that **migration**
 will be the **key driver** of
 Canada's growth for the
 foreseeable future.

Canada's population has been on an
 aging trend for many years as the **baby**
boomer demographic gets older.

THE SENIOR POPULATION WILL
PUT DOUBLE THE PRESSURE ON THE
LABOUR MARKET

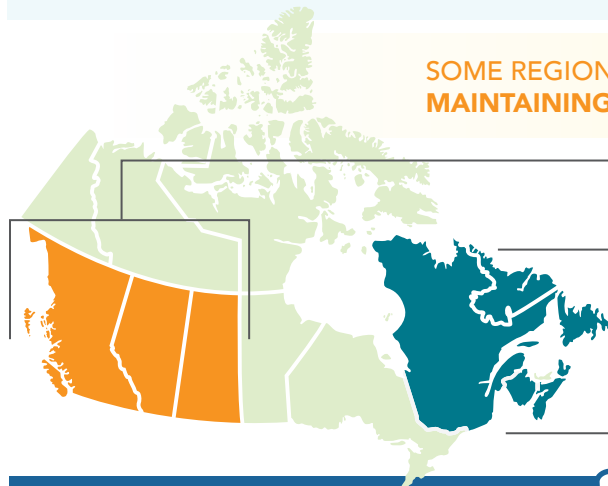
People are not only **aging**
out of work but also **aging**
into needing services.



The labour demand in seniors care
 also means that Canada must plan
 its population growth, driven by
 in-migration, to directly address the
 areas where workers are needed.



"Related to all of that is our need
 for workers to work in long-term care
 facilities, to work more generally in
 the health area, simply because the
 demands for those kinds of services
 are going to increase tremendously."

SOME REGIONS WILL FARE BETTER THAN OTHERS IN
MAINTAINING POPULATION GROWTH

● **British Columbia, Alberta** and
Saskatchewan all expected to take
 up more of Canada's overall
 population in the next 50 years.

● **Newfoundland and Labrador,**
Nova Scotia, New Brunswick and
Quebec are expected to see a
 population decrease.

Decision-makers also need to look at
 projections for **INDIVIDUAL COMMUNITIES**
 because if migration drives increases, that
 growth would **congregate in major cities,**
increasing the burden for housing and other
services, while it does little to address the
decline in rural areas.



MORE FROM THE JULY JOBS REPORT:

TOP OCCUPATIONS

NIPISSING

Sales & Services (23.4%)

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

Business, Finance &
Administration (15%)

PARRY SOUND

Sales & Services (27.6%)

Education, Law & Social,
Community & Gov (22.4%)

Health (15.8%)

To view the full report, visit our website
www.thelabourmarketgroup.ca
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Questions or concerns?
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The Labour Market Group is funded by:



ONTARIO DEMOGRAPHICS



15.6 MILLION
people lived in Ontario
in 2023

3.1% INCREASE
from 2022 to 2023



Ontario represents **38.9%**
of Canada's total population



The **Indigenous** population
accounted for **2.5%** of the Ontario
employment as of 2023.



Ontario has the **largest
proportion (%) of recent
immigrants** arriving in Canada,
between 2016 and 2021.

44%

In 2023, Canada welcomed
nearly **472,000** new
permanent residents, an
increase of 7.8% compared
to the previous year.



Seniors aged 65+ is projected
to **increase** from 18.3% in 2023
to **22.1%** in 2033.



In 2023, individuals aged
55-64 accounted for **19.6%** of
the working-age population.



The proportion of **youth (15-29)** is
projected to **decline** from 20.6% in
2023 to **18.6%** in 2033.



Labour force participation has
risen amongst workers aged **65+**
in recent years as the cost of
living has increased.

The official-language minority
community in Ontario
represented **4.1%** of the
provincial population (*mostly
in the Northeast Ontario and
Ottawa economic regions*).



In 2017, **24.1%** of the Ontario
population aged 15 and over
were **persons with disabilities**.

IN 2023

LABOUR MARKET CONDITIONS



+2.4%

Employment continued
to make gains



+4.1%

Unemployment
rose

ECONOMIC FACTORS

High
interest
rates



Slowing
household
expenditures



Weakening
business
confidence



WAGES AND LOW-INCOME POPULATIONS



About **10.1%** of
Ontario's population
were in **low-income
status**.

**Average wages went
up by 5.1%** in 2023,
higher than the Ontario
inflation rate of 3.8%.



RISKS TO THE ECONOMY IN 2024



Mortgages that are up for
renewals may become an issue
in 2024 and beyond.

High interest rates will likely continue
to affect the Ontario economy,
including in investment in **RESIDENTIAL
CONSTRUCTION PROJECTS, BUSINESSES
INVESTMENT**, and **HIRING INTENTIONS**.



10.4

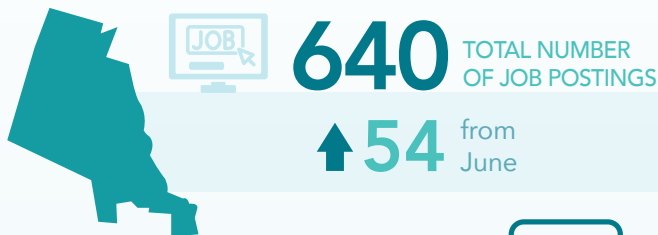
MONTHLY JOBS REPORT

JULY 2024

The Labour Market Group
Guiding partners to workforce solutions.

NIPISSING DISTRICT

There were 640 job postings recorded for Nipissing District in the month of July. This figure represents an increase in both month-over-month (+9.2%, +54) and year-over-year (+45.5%, +200) comparisons. These increases provide additional support to the recent trend suggesting an increase in the Nipissing District labour market with regards to availability of employment for job searchers. 309 Unique employers posted jobs in July; also marking an increase in both month-over-month (+5.8%, +17) and year-over-year comparisons (+22.1%, +56).



OF THE 640 JOB POSTINGS



100%
Collected from
online sources.



0.8%
(5) Requiring a
bilingual individual.

18.8%
(120) Criminal
Record Check



For postings
that listed an
annual salary.



\$74,042.30/year
AVERAGE



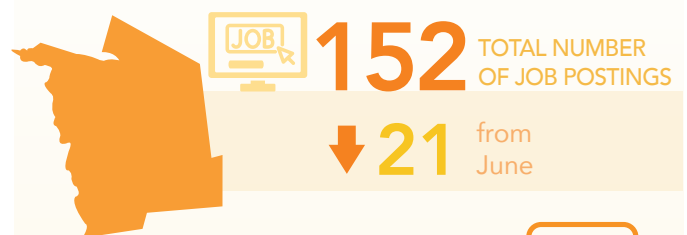
\$27.33
HOURLY WAGE

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

Of the 215 postings which listed an hourly wage 2.8% (6) were listed at the provincial minimum wage of \$16.55/hour.

PARRY SOUND DISTRICT

There were 152 job postings recorded for the Parry Sound District in the month of June. This figure represents a notable decrease; -12.1% (-21) from the previous month's figure of 173. Despite this month-over-month decrease the July 2024 total was significantly higher; +16% (+21), than the July 2023 figure of 131 postings. 100 Unique employers posted jobs in July; a notable increase; +19% (+16) to the previous month's figure of 84, and even more substantially above; +31.6% (+24) the July 2023 figure of 76 unique employers.



OF THE 152 JOB POSTINGS



100%
Collected from
online sources.



0.0%
(0) Requiring a
bilingual individual.

19.1%
(29) Criminal
Record Check



For postings
that listed an
annual salary.



\$66,566.50/year
AVERAGE



\$29.69
HOURLY WAGE

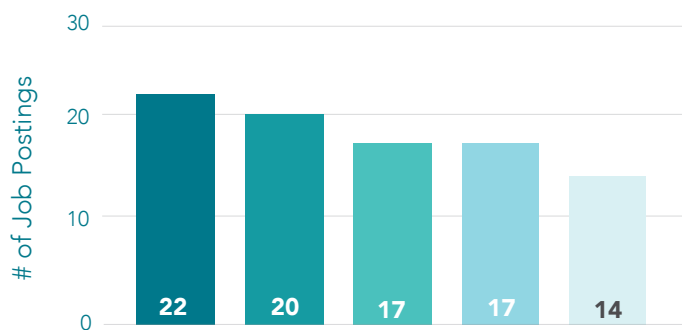
The average hourly wage
in July for those
postings which listed one.

Of the 78 postings which listed an hourly wage 2.6% (2) were listed at the provincial minimum wage of \$16.55/hour.

* North American Industry Classification System (NAICS) is the system utilized by the governments of Canada, United States and Mexico in order to classify companies based on their primary functions/objectives.

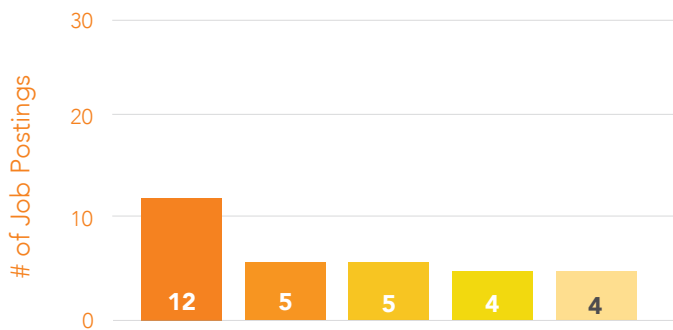
TOP 5 EMPLOYERS POSTING JOBS

- Canadore College
- North Bay Regional Health Centre
- Conseil Scolaire Catholique Franco-Nord
- Nipissing University
- Ontario Northland

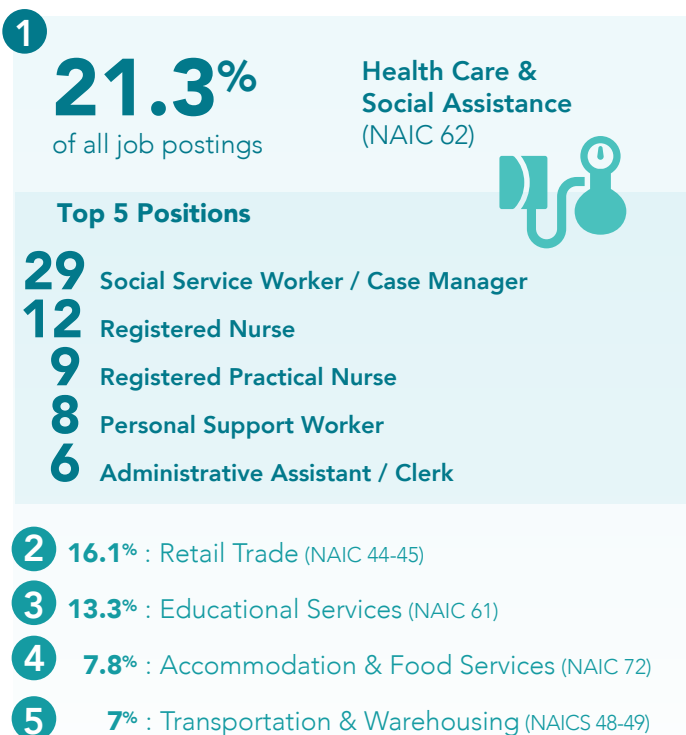


TOP 5 EMPLOYERS POSTING JOBS

- West Parry Sound Health Centre
- Canadian Mental Health Association
- YMCA of Simcoe/Muskoka
- Near North District School Board
- Scotiabank - Parry Sound



TOP 5 INDUSTRIES HIRING (NAICS)



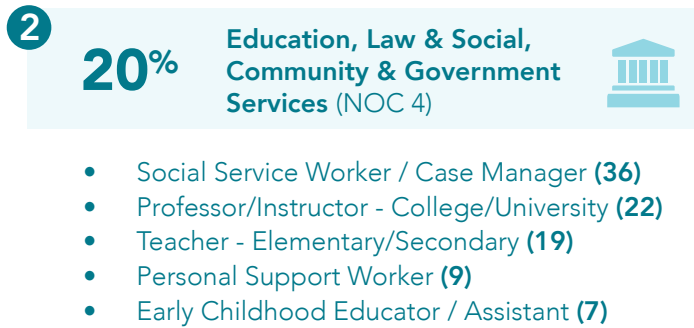
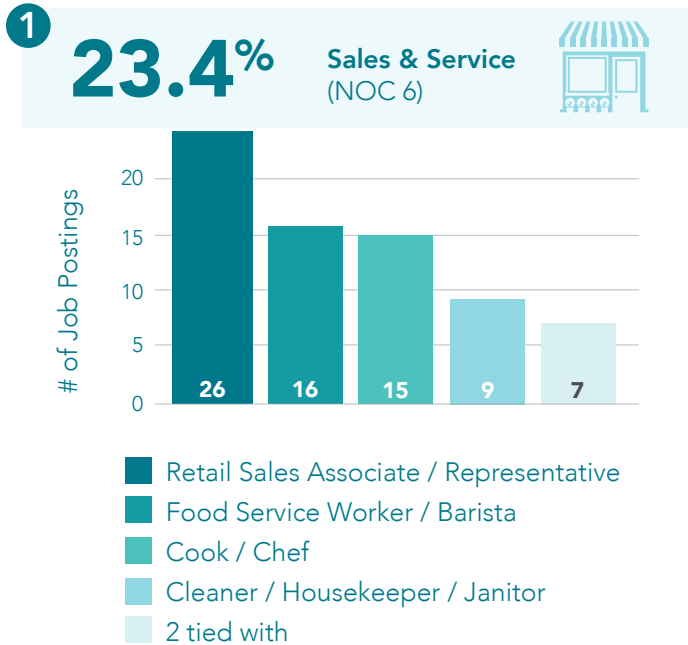
The Health Care and Social Assistance (NAICS-62) industry saw the greatest number of job postings in July with 21.3% (136) of the overall share each amongst all major industry classifications. This industry saw largest month-over-month decrease in job posting representation with a -5.2% change from June. The largest month-over-month increase occurred within the Other Services (NAICS-81) industry with a slight +1.8% increase to represent 4.4% (28) of the July job postings.

TOP 5 INDUSTRIES HIRING (NAICS)

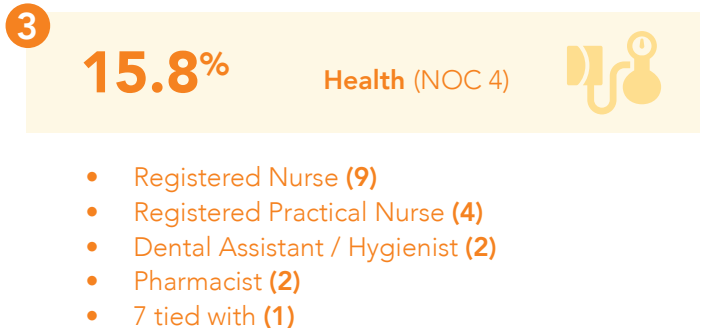
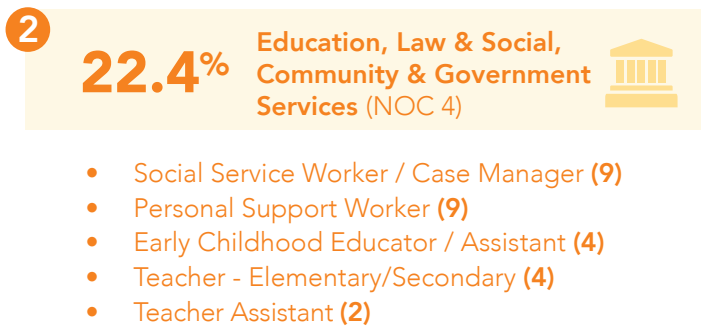
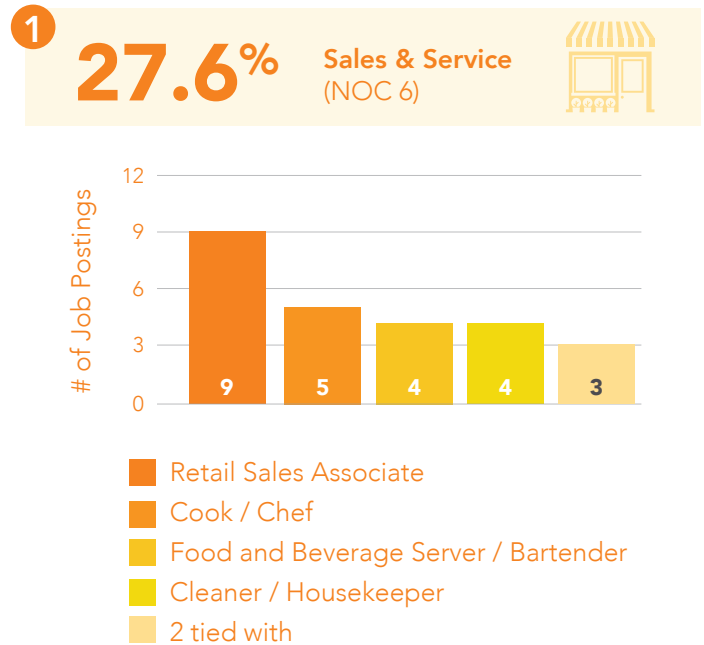


The Health Care and Social Assistance (NAICS-62) industry saw the greatest number of job postings in July with 31.6% (48) of the overall share amongst all major industry classification. The Public Services (NAICS-91) industry saw the largest month-over-month increase of +2.8% when compared to the June; accounting for 3.9% (6) of the job share this month. The largest month-over-month decrease of -9.8% occurred within the Educational Services (NAICS-61) industry which accounted for 4.6% (7) of the job postings this month.

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 23.4% (150) of all postings in July when compared to the major occupational classifications. This occupational classification also saw the largest month-over-month increase with a slight +1.4% change. The largest month-over-month decrease of -2% was seen for Health (NOC-3) based occupations and accounted for 10.8% (69) of the postings this month.

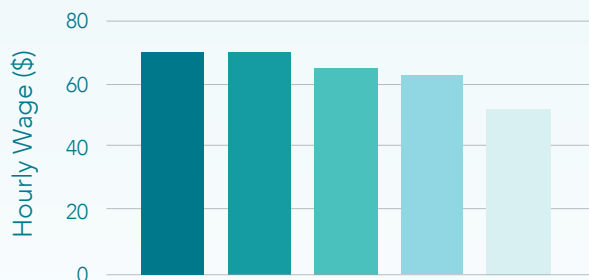
Sales and Service (NOC-6) based occupations represented the largest number of job postings in July with 27.6% (42) of all postings when compared to the major occupational classifications. The largest month-over-month increase; +8%, was seen for Business, Finance and Administration (NOC-1) based occupations making up 13.2% (20) of July's job postings. Education, Law and Social, Community and Government Services (NOC-4) occupations saw the largest month-over-month decrease in job posting share of -4.8% to account for 22.4% (34) of the July postings.

TOP 5 HOURLY WAGE VACANCIES



\$70.00

Pharmacist
@ Marshall Park Pharmasave



\$70.00 Pharmacist - Clinical Staff
@ Northern Shores Pharmacy

\$65.00 Nurse Practitioner
@ Canadian Shield Health Care Services Inc.

\$63.00 Psychologist
@ One Kids Place Children's Medical Treatment
Center of North East Ontario

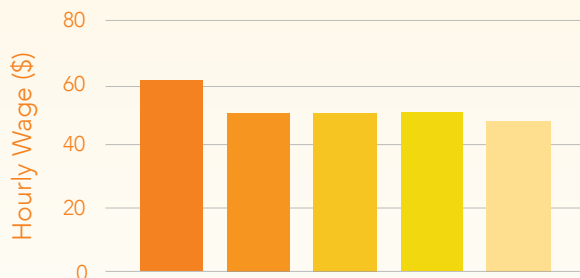
\$56.00 Registered Nurse
@ West Nipissing General Hospital

TOP 5 HOURLY WAGE VACANCIES



\$61.38

Nurse Practitioner
@ Belvedere Heights



\$56.00 Registered Nurse
@ West Parry Sound Health Centre

\$56.00 Registered Nurse - Emergency Department
@ West Parry Sound Health Centre

\$56.00 Registered Nurse - Obstetrics/Palliative Care
@ West Parry Sound Health Centre

\$48.39 Team Leader - Crisis Team
@ Canadian Mental Health Association

TOP 3 ANNUAL SALARY VACANCIES

\$200,000

Business Manager
@ 401 Auto - North Bay Chrysler

\$150,000

Sales Consultant - Automotive
@ Hopper Buick GMC

\$145,000

Communication and Creative Assistant
@ North Bay Regional Health Centre



Lowest Annual Salary

\$36,000

Retail Supervisor
@ Dollarama - North Bay

TOP ANNUAL SALARY VACANCY

\$116,000

Pharmacist
@ Shoppers Drug Mart - Parry Sound

\$99,000

Telecommunications Technician
@ Integrated Solutions

\$90,000

Pharmacist
@ West Parry Sound Health Centre



Lowest Annual Salary

\$36,000

Sales Associate - Retail
@ M&M Food Market - Parry Sound

The average hourly wage in July for those postings which listed (33.6%) an hourly wage was \$27.33/hour. This is a notable increase; +7.5% (+\$1.91/hour), from the current 12-month average of \$25.42/hour. Of the 215 postings which listed an hourly wage 2.8% (6) were listed at the provincial minimum wage of \$16.55/hour. For postings that listed an annual salary the average was \$74,042.30/year. This is slightly higher; +1.5% (+\$1,092.56/year), than the current 12-month average of \$72,949.74/year.

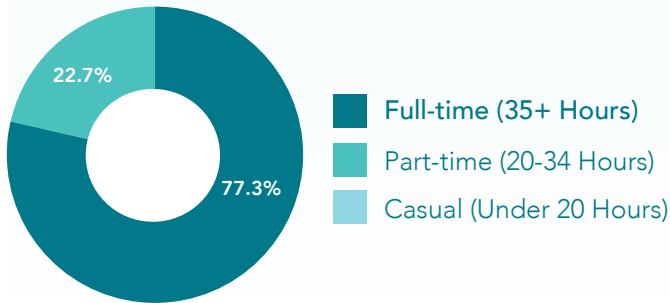
The average hourly wage in July for those postings which listed (51.3%) an hourly wage was \$29.69/hour. This figure is significantly above; +13.5% (+\$3.54/hour), the current 12-month average of \$26.15/hour. Of the 78 postings which listed an hourly wage 2.6% (2) were listed at the provincial minimum wage of \$16.55/hour. The average annual salary listed in the month of July was \$66,566.50; virtually identical; -0.5% (-\$313.78/year), the current 12-month average annual salary of \$66,880.28/year.

FULL-TIME / PART-TIME BREAKDOWN

77.3% of listings in July

↓ **1.5%**
from June

77.3% (495) of the listings in July indicated that the employment offered would be classified as full-time. This figure represents a slight decrease; -1.5%, from the previous month when 78.8% of the job postings were classified as full-time.



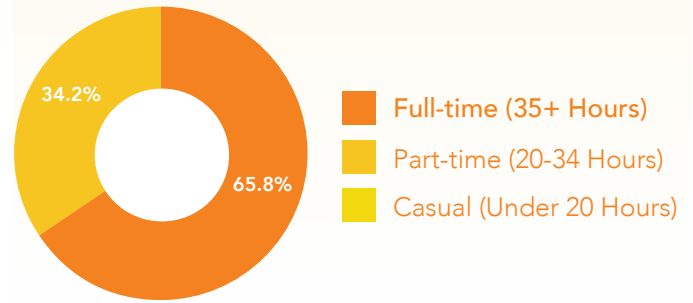
640 Postings listed hours offered (100%)

FULL-TIME / PART-TIME BREAKDOWN

65.8% of listings in July

↓ **3%**
from June

65.8% (100) of the listings in July indicated that the employment offered would be classified as full-time. This figure is a slight decrease; -3%, from the previous month where 68.8% of the job postings were classified as full-time.



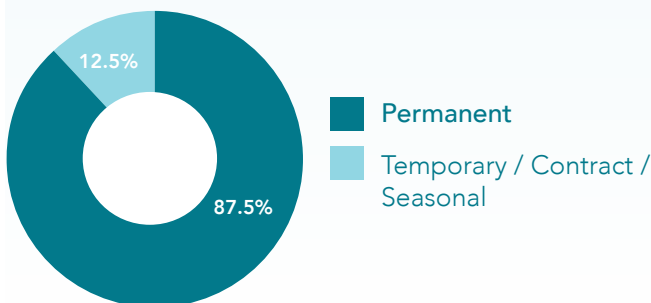
152 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

87.5% of listings in July

↓ **0.7%**
from June

87.5% (560) of the listings in July stated that the opportunity in question would be permanent. This is nearly identical (-0.7%) to the previous month's figure of 88.2%.



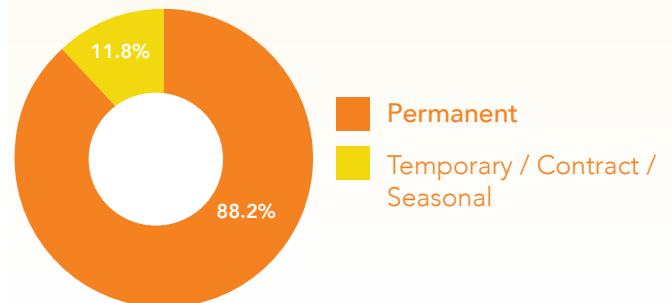
640 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

88.2% of listings in July

↓ **3.1%**
from June

88.2% (134) of the listings in July stated that the opportunity in question would be permanent. This is a small decrease; -3.1%, from the previous month figure of 91.3%.



152 Postings listed hours offered (100%)

ALL EMPLOYERS WITH POSTINGS IN MONTH



NIPISSING DISTRICT

401 Auto - North Bay Chrysler
401 Group - Temagami Marine
50 Taxi
A&W (McKeown)
Advance Auto Parts Inc.
AIM Kenny U-Pull
Airport Animal Hospital
Alex McKillop Tax Ltd.
Algonquin Pharmasave & Compounding Center
All About Gardens
All Shelter Sales and Rentals
Alouette Bus Lines
Arnstein Lawn and Garden Company Inc.
Au Chateau
Au Coin
Bay Truck Stop Family Restaurant
Bayland Property Management
Bee-Clean Building Maintenance
Bella Terra Stone
Bentley & Co Ltd
Bentley Business Management Services Inc.
Bento Sushi North Bay
Berry Global / Fabrene Inc.
Best Western North Bay Hotel & Conference Centre
Big Brothers Big Sisters of North Bay and District Incorporated
Binx Professional Cleaning
Blanchfield Roofing Co. Ltd.
Blue Sky Animal Hospital
Blue Sky Orthodontics
Bradwick Property Management
Brainworks
Bumper to Bumper - H.E. Brown
Burger World - Hammond
Caisse Alliance
Caisse Alliance - North Bay
Campus Living Centres
Canadian Addiction Treatment Pharmacy
Canadian Career College
Canadian Forces Morale and Welfare Services
Canadian Mental Health Association - North Bay and Area
Canadian Red Cross
Canadian Shield Health Care Services Inc.
Canadian Tire - Sturgeon Falls
Canadore College - College Drive
Canadore College - Commerce Court
Cannabis Jacks
Canpar express
CarePartners
Carter's/OshKosh
Cascades Casino
Casey's Grill Bar
Cash 4 You Corp.
Cassellholme Home for the Aged
Cassells Animal Hospital
Cementation Canada
Centennial Contracting Ltd.
Central Welding & Iron Works
Chatters Limited Partnership
Chatters Partnership
Cherry Hill Programs
Churchill's
CIBC - Main St.
CIBC - McKeown Ave.
CIBC - North Bay
Clemens Eggert Professional Corporation
College Boreal
Columbia Forest Products Ltd
Comfort Inn - Sturgeon Falls
Commissionaires
Commonwealth Plywood Distribution
Community Counselling Centre of Nipissing
Community Living North Bay
Conseil Scolaire Catholique Franco-Nord
Conseil scolaire public du Nord-Est de l'Ontario
Contact North (North Bay)
Courier World
Crawford & Company
Crisis Centre North Bay
CSN Collision Centre - Phil's
CTS Canadian Career College
Dawson Dental - North Bay
Dentistry on Worthington
Designed Roofing Inc., Essential Exteriors & Northland Glass & Metal
District of Nipissing Social Services
Administration Board
Dollar Tree - Lakeshore Drive
Dollarama - North Bay
Dollarama L.P.
Domino's Pizza - Sturgeon Falls
Dragonfly
DSI Underground Canada Ltd.
Eclipse Stores Inc
Ed Seguin & Sons Trucking and Paving
Elizabeth Fry Society of Northeastern Ontario
Empire Living Centre
Everest Solutions and Imaging Ltd.
Everguard
exp Global Inc.
Express Parcel
Eye Associates of North Bay
Federal Express Canada Corporation
FedEx Ground
Fern's Heating Inc.
Fifty's Diner
First Choice Haircutters
First Student / First Transit
First Transit Canada
Fisher Wavy Inc.
Follett Company
GardaWorld
Garderie Soleil
Gateway Signs And Service
GFL Environmental
GFL Environmental Inc.
Gincor Wex
Godspeed Group
Golden Estates Limited
Golden Harvest Cannabis Co.
GoodLife Fitness Centre - Main Street
Goodyear Canada Inc. (Retreading)
Goulard Lumber Ltd
Government of Canada
Grant Thornton LLP
Greco's Pizza and Pasta - Algonquin Ave.
Grounded Electrical
Groupe Optimum Inc.
Guy's Tire Sales Inc
Hands TheFamilyHelpNetwork.ca
- North Bay
Happy Life
Hearing Life Canada
Home Instead Senior Care
Homewood Suites by Hilton North Bay
Hopper Buick GMC
How Convenient
Independent Tire Service
Indigenous Services Canada - First Nations and Inuit Health Branch
Indigo Books & Music
Intelcom Express
J&J Machine Works
J.L. Richards & Associates Limited
Jocko Point Fish and Chips
K & K Automotive
Kal Tire
Karis Disability Services (formerly Christian Horizons)
Kia North Bay
Knight Piesold Ltd.
Knights Inn
KPMG LLP
Kumon of North Bay
La Voyager Inc
Lafarge Canada Inc
LCBO - Mattawa
Le centre de formation du Nipissing
LHD Equipment
LIDS
LifeLabs
Literacy Alliance of West Nipissing
Literacy Nipissing
Loss Prevention Services Limited
Lucenti Orlando Professional Corporation
M. Sullivan & Son Limited

Ma'iingan TH Store LP
Manitoulin Group of Companies
Marina Point Village
Marshall Park Pharmasave
Mattawa River Resort Inc.
McDonald's (North Bay)
McDonald's (West Nipissing)
McIntosh Perry
Metal Fab Ltd.
Metis Nation of Ontario
Michaels
Miller Technology Incorporated
Miller Waste Systems
Ministry of the Solicitor General
Ministry of Transportation
Motion Industries
MP Bookkeeping
Murray Ok Tire
Near North District School Board
Neil Communications
Nijjaansinaanik Child and Family Services - North Bay
Nipissing Chiropractic Clinic
Nipissing Serenity Hospice
Nipissing Transition House
Nipissing University
Nordic Minesteel Technologies Inc.
North Bay Animal Hospital
North Bay Cardiology
North Bay Heritage Gardeners
North Bay Hydro
North Bay Jack Garland Airport
North Bay Museum
North Bay Parry Sound District Health Unit
North Bay Regional Health Centre
Northern Dental Specialty Group
Northern Diversified Limited
Northern Honda
Northern Shores Pharmacy
Northern Smiles Dental
Northwood Window and Door Centre
One Kids Place Children's Medical Treatment
Center of North East Ontario
Ontario Aboriginal Housing Services
Ontario Northland
P&G Auto Parts
P&N Trucking Services
Paramed Home Health Care
Partner's Billiards and Bowling
Paul Davis North Bay
Penningtons
Petro Canada - Algonquin Ave.
PHARA
Phil's Lakeshore Pharmacy
Pilot Diamond Tools Ltd.
Plan A Long Term Care Staffing and Recruitment
Pop's Cannabis Co.
Premier Mining Products
Purulator
QE Home /Quilts Etc
Rahn Plastics Inc.
Rainbow Concrete Industries Ltd.
Redpath
Regis Canada
Reitmans Lte/lt
Reliance Home Comfort
Rideau Supply
Riv Chip Stand
Roots Canada
Ross Contracting
SafeSight Exploration Inc.
Sally Beauty
Sangster Law
Savage Equipment Leasing Inc.
Savage Ford Sales Limited
Scotiabank - North Bay
Scotiabank - Northgate
Shoppers Drug Mart - Josephine St.
Sienna Senior Living
Simcoe Building Centre
Simcoe Northern Supply
Spencer Gifts
Spirit Halloween
Stantec
Staples Canada
Starbucks - North Bay
Structure Spine and Sport

STUDYBUDDY CANADA IMMIGRATION INC.
Sturgeon Falls Chrysler / New Liskeard Chrysler
Sturgeon Falls IDA
Subaru of North Bay
Subway - 22 Wing
Subway - Lakeshore Drive
Subway - Main Street
Subway - Pinewood Park Drive
Subway - Shirreff Ave.
Subway - Sturgeon Falls
Subway - Trout Lake Road
Sword Management
Syl's Neighbourhood Kitchen
T.E. Parolin & Sons
Talize
TC Energy
TD Bank - North Bay
Terry's Place Restaurant
The Children's Aid Society of the District of Nipissing and Parry Sound
The Corporation of the City of North Bay
The Cosmetic Clinic
The Erb Group of Companies
The Home Depot - North Bay
The Shoe Company
The Sisters of St. Joseph of Sault Ste. Marie
The Submarine Place
ThinkOn
Tim Hortons - Sturgeon Falls
Tj's Custom Welding
TJX Companies - Homesense
TJX Companies - Winners
Township of Bonfield
Tranquil Care Inc.
Trans Canada Safety
Transport Training Centres of Canada
Treasure Hunt
Treasury Board Secretariat
Tremblay Chev Buick Gmc
Tremblay Chrysler Dodge Jeep Ram
Trout lake auto
True Centre Auto Service
Tulloch Engineering
Tutor Match
Uniglass Plus
Valin Partners
Value Village
Victoria Order Of Nurses
Victorian Order of Nurses / VON
Virgin Plus
Voyageur Aviation Corp
VS Group
Wacky Wings
Wagg's Petroleum Equipment Ltd.
Walmart - North Bay
Wendy's Restaurants - Lakeshore Drive
Wendy's Restaurants - McKeown Ave
West Ferris Day Nursery
West Nipissing Child Care Corporation
West Nipissing Family Health Team
West Nipissing General Hospital
Wildwoods Brewing
Wolseley Canada Inc.
Workplace Safety and Insurance Board (WSIB)
YMCA of Northeastern Ontario



PARRY SOUND DISTRICT

1886 Lake House Bistro
Advanced Telecommunications & Cabling
Algonquin Basecamp
Almaguin Forest Products
Anchor Rehabilitation Support Services, Inc.
Aramark Canada Ltd.
Arborworks
Bayshore Health Care
Bell
Belvedere Heights
Best Buy Express
Bowes Dental Centre
Bumper to Bumper - H.E. Brown

Callander Public Library
 Canada Post - Parry Sound
 Canadian Addiction Treatment Pharmacy
 Canadian Mental Health Association
 Canadian Mental Health Association
 - Muskoka Parry Sound Branch
 CarePartners
 Clean And Cozy Housekeeping
 Closing the Gap Healthcare
 Cn Railway
 Comfort Inn Parry Sound
 Community Living Parry Sound
 Connor Industries
 Conseil scolaire public du Nord-Est de l'Ontario
 Contact North (Parry Sound)
 Country Haven Acres Residential Services Inc
 Culligan 507ON
 Dawson Dental - Callander Bay Dental
 DayCon Limited
 Di Salvo's Bella Cucina and Family Style Meals
 Dillon Cove Marina & Resort Inc.
 District of Parry Sound Social Services
 Administration Board
 Eastholme Home for the Aged
 Extreme Custom Carpentry
 Fireplace and Leisure Centre
 Georgian Bay RentAll
 GF Preston Ltd
 Gingrich Harris Copeland, Chartered
 Professional Accountants
 Glenn Burney Lodge
 Grand Tappattoo Resort
 Heritage Windows and Doors Inc
 Hospital Alliance Group
 Integrated Solutions

Jolly Roger Restaurant & Bar
 Lakeland Long Term Care Services Corporation
 Lakeside Cottage Care
 Lawson Landscapes
 Lifemark Health
 Log Cabin Inn & Catering
 Lorimer Lake Resort
 M&M Food Market - Parry Sound
 Maid to Perfection
 McDonald's (Parry Sound)
 Miller Paving
 Ministry of Natural Resources and Forestry
 Ministry of the Solicitor General
 Municipality of Powassan
 National Diabetes Trust
 Near North District School Board
 Nijjaansinaanik Child and Family Services
 - Parry Sound Area
 Northridge Inn and Resort
 One Kids Place Children's Medical Treatment
 Center of North East Ontario
 Ontario Clean Water Agency
 Parry Sound Chevrolet Buick GMC
 Parry Sound Family Health Team
 Powassan & Area Family Health Team
 RONA - Parry Sound
 Rose Point Marina
 Royal Canadian Legion - Branch 445
 Royal LePage Team Advantage Realty
 RTP Mechanical Limited
 Scotiabank - Parry Sound
 Serenity Senior Residence
 Service Canada
 Shoppers Drug Mart - Parry Sound
 SMRT Computer Solutions

Sobeys - Parry Sound
 Subway - Parry Sound
 Tailwinds Bar & Grill
 The Children's Aid Society of the District
 of Nipissing and Parry Sound
 The Friends
 The Home Depot - Parry Sound
 The Wagon Wheel
 Tim Hortons - Parry Sound
 Township of Strong
 Trestle Brewing Company Limited
 True North Cannabis Company
 Tulloch Engineering
 Upton Developments
 Value Buds
 Victorian Order of Nurses / VON
 Vista Radio Ltd
 W.S. Morgan Construction Limited
 Walmart - Parry Sound
 West Parry Sound Health Centre
 Westburne
 Wylaw Professional Corporation
 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 :

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The Labour Market Group
 Guiding partners to workforce solutions.