

AGENDA

Thursday, November 9, 2023 at 6:30 PM

Board Meeting Via Zoom Video Conference



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1. **CALL MEETING TO ORDER.**
 2. **TRADITIONAL LAND ACKNOWLEDGMENT.**
 3. **DISCLOSURE OF PECUNIARY INTEREST.**
 4. **APPROVAL OF MINUTES:**
 - 4.1 October 12, 2023
 5. **DEPUTATIONS & PRESENTATIONS.**
 6. **REPORTS:**
 - 6.1 Chair
 - 6.2 Chief Administrative Officer
 - 6.3 Chief Financial Officer
 7. **OUTSTANDING ISSUES.**
 8. **NEW BUSINESS:**
 - 8.1 Appointment of Auditors for 2023
 - 8.2 National Housing Accord
 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:

 - vi) a decision concerning negotiations for an agreement or contract between the Board and a third party
 10. **CORRESPONDENCE:**
 - 10.1 The Labour Market Group Labour Focus – September 2023
 - 10.2 The Labour Market Group Monthly Jobs Report – August 2023
 - 10.3 The Labour Market Group Labour Focus – October 2023
 - 10.4 The Labour Market Group Monthly Jobs Report – September 2023
 - 10.5 North Bay Parry Sound District Health Unit Overdose Report
 11. **ADJOURNMENT.**

MEETING MINUTES

Thursday, October 12, 2023 at 7:00 PM



DSSAB Office, Killbear Room
1 Beechwood Drive
Parry Sound, Ontario

Board Members Present:

Ryan Baptiste	Ted Knight
Jerry Brandt	Tom Lundy
Teri Brandt	Jamie McGarvey
Janice Bray	Peter McIsaac
Ted Collins	Sharon Smith
Joel Constable	Rick Zanussi
Gail Finnson	

Board Members Absent:

Mike Dell
Teresa Hunt

Staff:

Jennifer Harris, Administrative Officer
Shannon Johnson, CFO
Tammy MacKenzie, CAO
Danielle Villeneuve, Director of Human Resources

Guests:

1. CALL MEETING TO ORDER:

The meeting was called to order by the Board Chair, Rick Zanussi at 7:00 PM.

2. TRADITIONAL LAND ACKNOWLEDGMENT.

3. DISCLOSURE OF PECUNIARY INTEREST.

4. APPROVAL OF MINUTES:

4.1 September 14, 2023

Resolution 23 10 01

CARRIED

Moved by Joel Constable

Seconded by Ryan Baptiste

“THAT the Board meeting minutes of Thursday, September 14, 2023 be approved as presented.”

5. DEPUTATIONS & PRESENTATIONS.

6. REPORTS:

6.1 Chair

Acknowledged three longtime staff members who are retiring.
Thanked Ms. MacKenzie and Ms. Blower for their municipal presentations.
Commended our Ontario Works staff for their excellent Employment Outcomes performance.

6.2 Chief Administrative Officer

Ms. MacKenzie was available to take questions regarding the CAO report.

6.3 Chief Financial Officer

7. OUTSTANDING ISSUES.

8. NEW BUSINESS.

9. IN-CAMERA: 2

Resolution 23 10 02

CARRIED

Moved by Jerry Brandt

Seconded by Tom Lundy

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

- iv) a decision in respect of negotiations with employees of the Board;
- vi) a decision concerning negotiations for an agreement or contract between the Board and a third party”

Resolution 23 10 03

CARRIED

Moved by Ted Knight

Seconded by Teri Brandt

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

10. ADJOURNMENT.

The meeting was adjourned to the next regular meeting to be held Thursday, November 9, 2023 via Zoom Video Conference.

Resolution 23 10 04

CARRIED

Moved by Sharon Smith

Seconded by Gail Finnson

“THAT the Board meeting now be adjourned to the next regular meeting to be held Thursday, November 9, 2023 at the hour of 6:30 PM via Zoom Video Conference.”



Chief Administrative Officer's Report

November 2023

Mission Statement

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

A decorative horizontal bar at the bottom of the page, consisting of a solid blue bar with a light blue curved shape on the right side.

With the tragic news coming out of Sault Ste. Marie last week, we find ourselves struggling to find a meaningful way to pay tribute to the women and children who were injured and lost their lives to Intimate Partner Violence (IPV) & Domestic Violence (DV). Finding the words to relay how we're feeling about something so close to home, and about a cause so close to our hearts is impossible. Our job every day is to prevent these situations from occurring, and it's at times like these when we feel defeat and frustrations.

We know more can be done - the conversation about Intimate Partner Violence must continue long after this story leaves the headlines.

We need to continue to educate women, children, and our communities to recognize abuse in its many forms, and to speak out and ask questions.

Survivors of domestic abuse may leave and return several times before permanently separating from their abusive partner. In fact, research shows that it can take approximately 7 attempts before a survivor permanently leaves an abusive partner. Abuse often lives in secrecy. Women who experience violence of any kind should be told that they are not alone and that they do not deserve to live in fear. They should be encouraged to reach out to a professional or someone they trust for support and guidance.

If you or someone you know is experiencing abuse by their partner, please call Esprit Place at 705-746-4800 or 1-800-461-1707 and speak with our frontline staff, who can provide you with the support you need 24/7.



Ontario Health Team

The West Parry Sound Ontario Health Team (in-development) continues to seek Ministry of Health support to begin building an approved OHT. The next application was due back to the Ministry at the end of October. The Ministry application required an updated West Parry Sound OHT membership list. As previously discussed, the DSSAB will be participating as a Collaborative Partner (please see Appendix A). The team indicated that they were thankful to have received past endorsement, at various levels (signatory, collaborative, and supportive), from many of their regional partners. At the WPSHC, they shared they are thankful for the DSSAB's ongoing contribution to supporting the health and resilience of the communities we are mutually privileged to serve.

OMSSA 47 Leads - Leadership Table Meeting

On October 26th, I attended the OMSSA 47 Leads - Leadership table meeting in Toronto. It was a jam-packed agenda and here are a few highlights. We heard from RBC Economist Carrie Freestone who discussed trends in the economy, where things are heading related to employment and housing and the potential impacts to social service clients (please see Appendix B).

We heard from the Canadian Mental Health Association Ontario Division with a presentation and discussion lead by Camille Quenneville, CEO and Joe Kim, COO (please see Appendix C). It was a fulsome discussion regarding the challenges both sectors are having with supporting our current Mental Health and Addiction crisis.

Information was received regarding the "Knowing our Numbers" project (please see Appendix D) and discussion around the labour challenges in the Early Childhood sector took place.

We also had discussions regarding Housing and Homelessness and Special Needs Resourcing for our Children's Services sector.

Facebook Pages

A friendly reminder to follow our Facebook pages!



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

Social Media

Facebook Stats

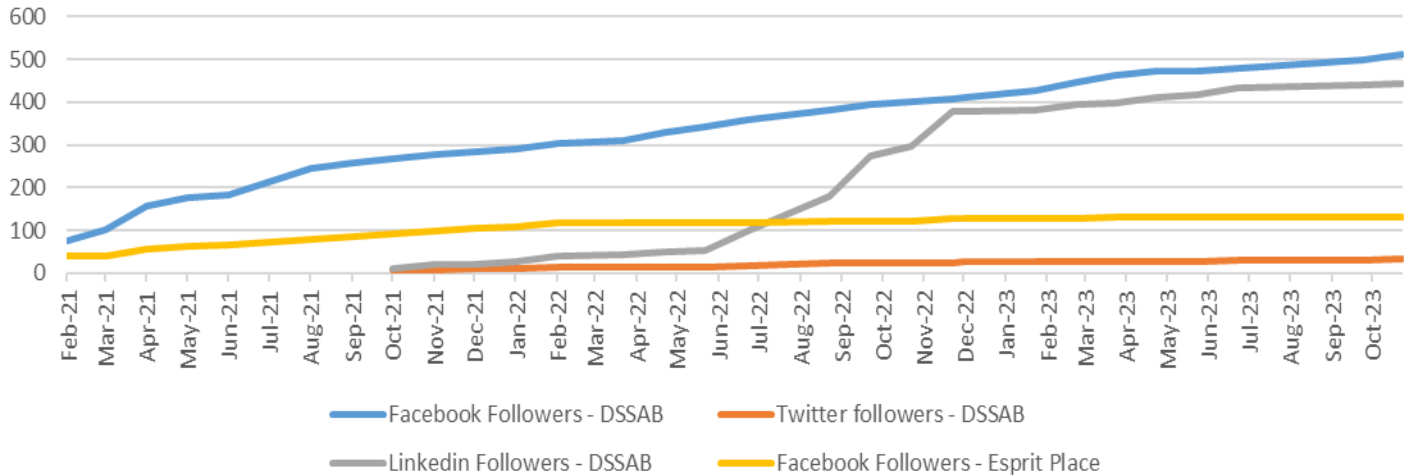
District of Parry Sound Social Services Administration Board	APR 2023	MAY 2023	JUNE 2023	AUG 2023	SEPT 2023	OCT 2023
Total Page Followers	471	474	478	490	500	513
Post Reach this Period (# of people who saw post)	4,460	3,789	4,010	2,249	4,112	2,667
Post Engagement this Period (# of reactions, comments, shares)	505	241	692	234	428	287

Esprit Place Family Resource Centre	APR 2023	MAY 2023	JUNE 2023	AUG 2023	SEPT 2023	OCT 2023
Total Page Followers	131	131	131	132	133	133
Post Reach this Period (# of people who saw post)	116	29	203	62	55	92
Post Engagement this Period (# of reactions, comments, shares)	71	1	2	1	2	16

DSSAB Twitter Stats https://twitter.com/psdssab	APR 2023	MAY 2023	JUNE 2023	AUG 2023	SEPT 2023	OCT 2023
Total Tweets	8	8	10	N/A	19	11
Total Impressions	300	291	301	56	229	206
Total Profile Visits	130	137	128	N/A	135	N/A
Total Followers	27	27	30	31	32	34

DSSAB LinkedIn Stats https://bit.ly/2YyFHIE	APR 2023	MAY 2023	JUNE 2023	AUG 2023	SEPT 2023	OCT 2023
Total Followers	410	416	434	437	441	444
Search Appearances (in last 7 days)	245	228	281	185	115	49
Total Page Views	30	41	56	33	22	49
Post Impressions	697	546	786	182	558	1,036
Total Unique Visitors	11	19	25	19	14	22

Social Media Follower - Trends



Esprit Place

This month we've launched an Instagram Account for Esprit Place Family Resource Centre to try to reach a new demographic. Please follow us on Instagram at <https://www.instagram.com/espritplace/>. We will continue to monitor performance on each social media channel. Should the launch of Instagram prove to be successful for Esprit, we will look into expanding onto Instagram for the DSSAB as well.

Municipal Presentations

This month, myself and our Communications Officer, continued our road trip to the Municipality of Powassan on October 3, 2023, where we outlined the DSSAB's programs and services and explaining to members of Council how we can help members of their community. Council expressed their appreciation for the work done by DSSAB staff. These presentations were part of a series of Municipal presentations taking place over the next year.



Licensed Child Care Programs

Total Children Utilizing Directly Operated Child Care in the District

Age Group	Fairview ELCC	First Steps ELCC	Highlands ELCC	Waubee ELCC	HCCP	Total
Infant	1	0	3	0	20	24
Toddler	10	7	9	17	25	68
Preschool	16	15	16	33	43	123
# of Active	27	22	28	50	88	215

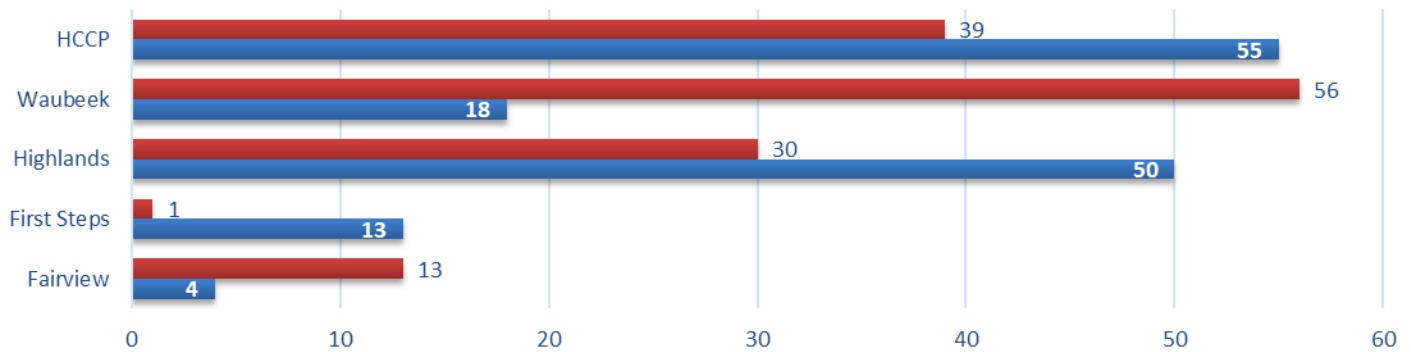
The early learning and child care centres experienced a number of preschool children transition to kindergarten and were able to move eligible toddlers up to the preschool groups and enroll new children in the programs.

School Age Programs September 2023

Location	Enrollment	Primary Waitlist	Secondary Waitlist
Mapleridge After School	26	5	0
Mapleridge Before School	10	0	0
Mapleridge Summer Program	N/A		
St. Gregory's After School	N/A		
Sundridge Centennial After School	13	4	0
Land of Lakes After School	N/A		
Home Child Care	46	19	1
# of Active Children	95	28	1

We were unable to reopen the Land of Lakes After School Program in Burk's Falls this month because of the staffing shortage. We amalgamated St. Gregory's School Age Program with Mapleridge's so we could offer Before and After School care to all the families in Powassan.

Directly Operated Child Care Waitlist by Program September 2023



As shown in the above chart, the blue bar reflects families that are currently seeking care and space is unavailable while the red bar indicates families that have requested a space after December 31, 2023. Programs were able to enroll some children from the waitlists as preschoolers transitioned to school.

Inclusion Support Services September 2023

Age Group	EarlyON	Licensed	Monthly	YTD Total	Waitlist	New	Discharges
Infant	0	0	0	0	0	0	0
Toddler (18-30M)	0	9	9	19	1	1	0
Preschool (30M-4Y)	6	31	37	56	0	3	2
School Age (4Y+)	6	31	37	56	0	3	2
Monthly Total	10	70	81	-	2	5	9
YTD Total	12	79	-	128	31	31	19

The Resource Consultants have been supporting the licensed child care and EarlyON programs with building staff capacity to continue offering high quality inclusive activities as new children transition into the child care sector.

EarlyON Child and Family Programs September 2023

Activity	September	YTD
Number of Children Attending	733	8,387
Number of New Children Attending	61	480
Number of Adults Attending	461	5,144
Number of Virtual Programming Events	3	35
Number of Engagements through Social Media	471	6,314
Number of Views through Social Media	8,756	85,542

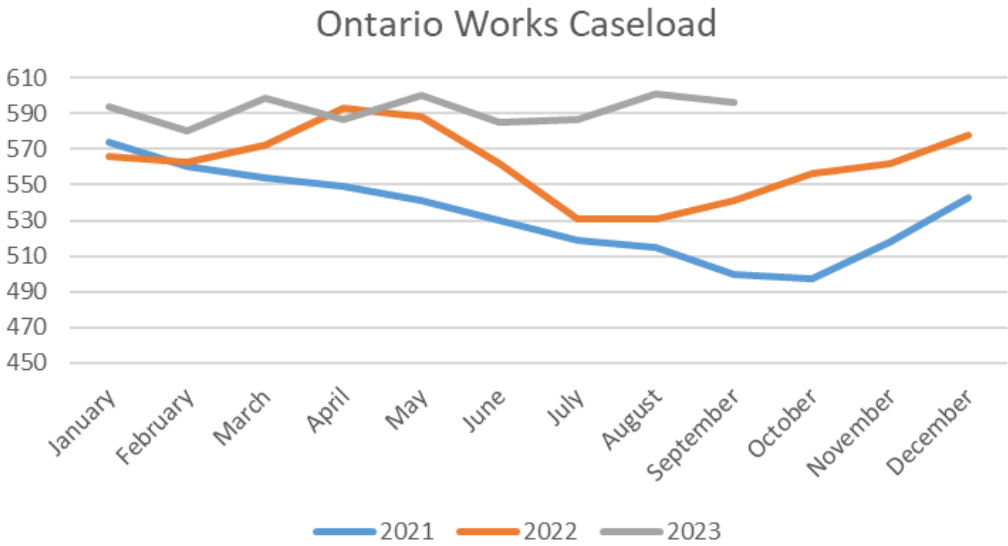
Funding Sources for District Wide Childcare Spaces September 2023

Active	# of Children	# of Families
CWELCC*	103	102
CWELCC Full Fee	228	226
Extended Day Fee Subsidy	1	1
Fee Subsidy	37	29
Full Fee	21	18
Ontario Works	15	12
Total	405	388

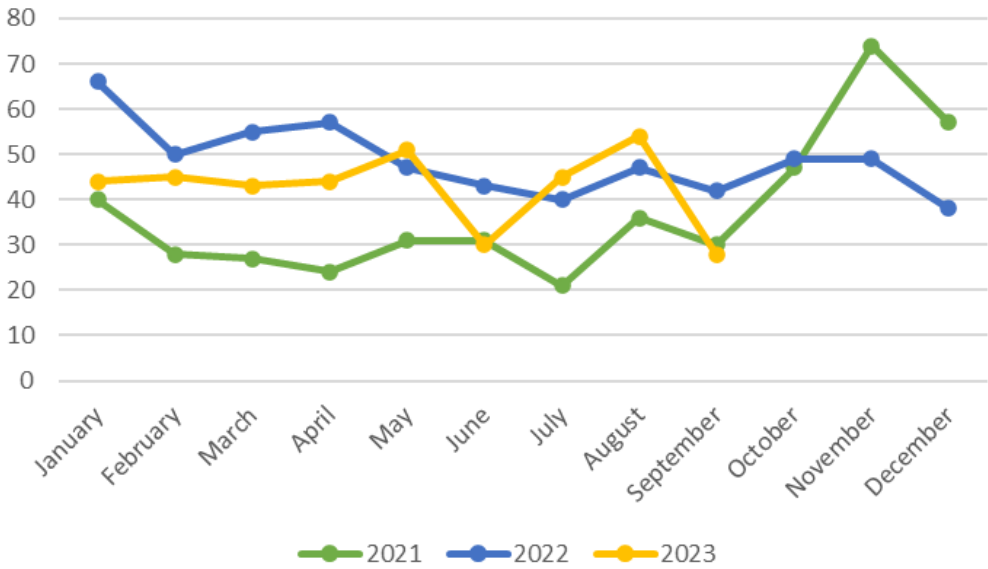
Funding Source - New	# of Children	# of Families
CWELCC	8	8
CWELCC Full Fee	51	49
Fee Subsidy	7	5
Full Fee	11	11
Ontario Works	7	6
Total	84	79

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

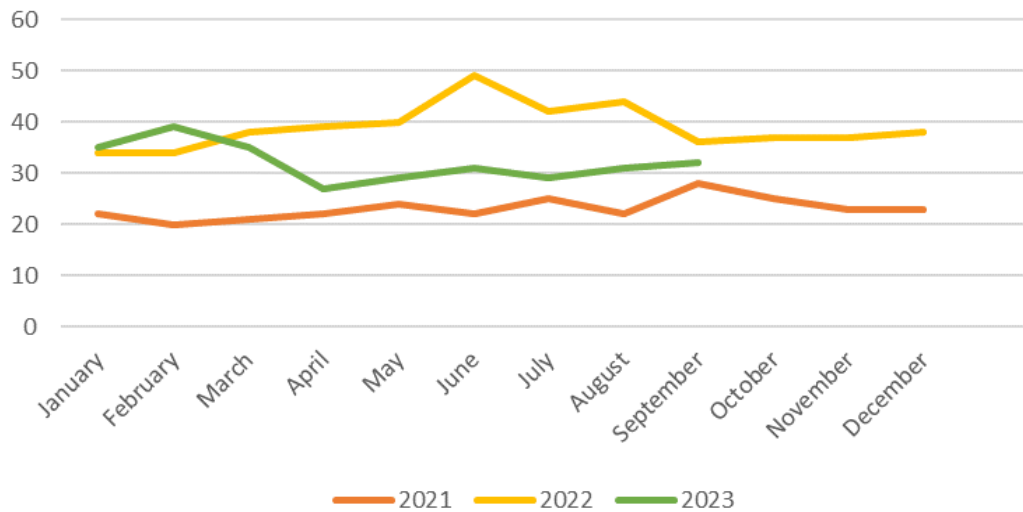
Funding Source - Exits	# of Children	# of Families
CWELCC	4	4
Fee Subsidy	2	2
Full Fee	1	1
Total	7	7



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



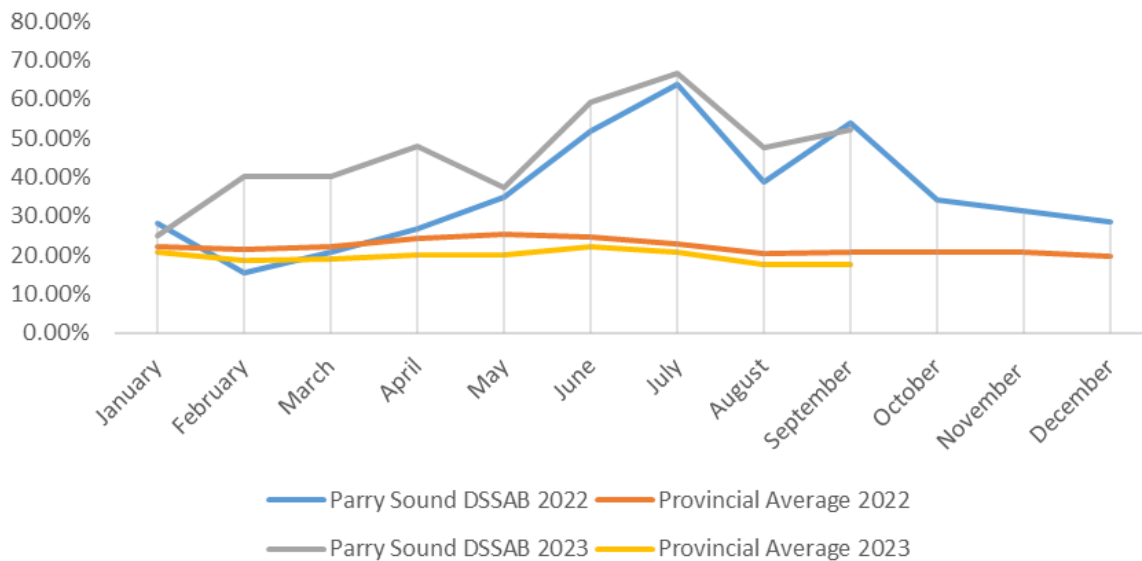
ODSP Participants in Ontario Works Employment Assistance



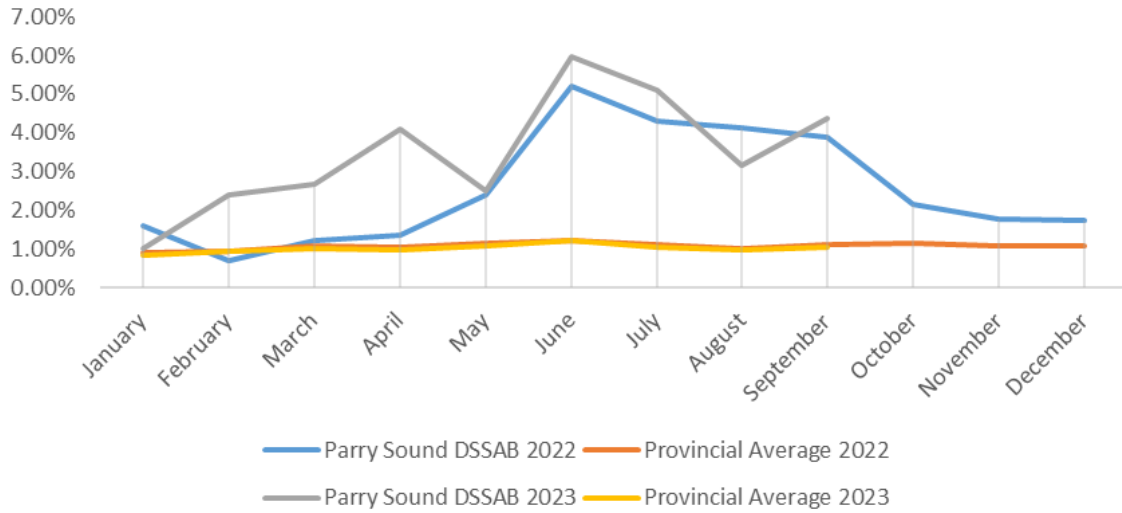
The OW Caseload as of the end of August has crept up to **596** (there are 955 beneficiaries in total). We are supporting **32** ODSP participants in our Employment Assistance program. We also have **58** Temporary Care Assistance cases. Intake also remains steady. We had **28** Ontario Works Applications and **29** applications for Emergency Assistance in August which is trending higher than historical norms.

Employment Assistance & Performance Outcomes

% of Closures Exiting to Employment

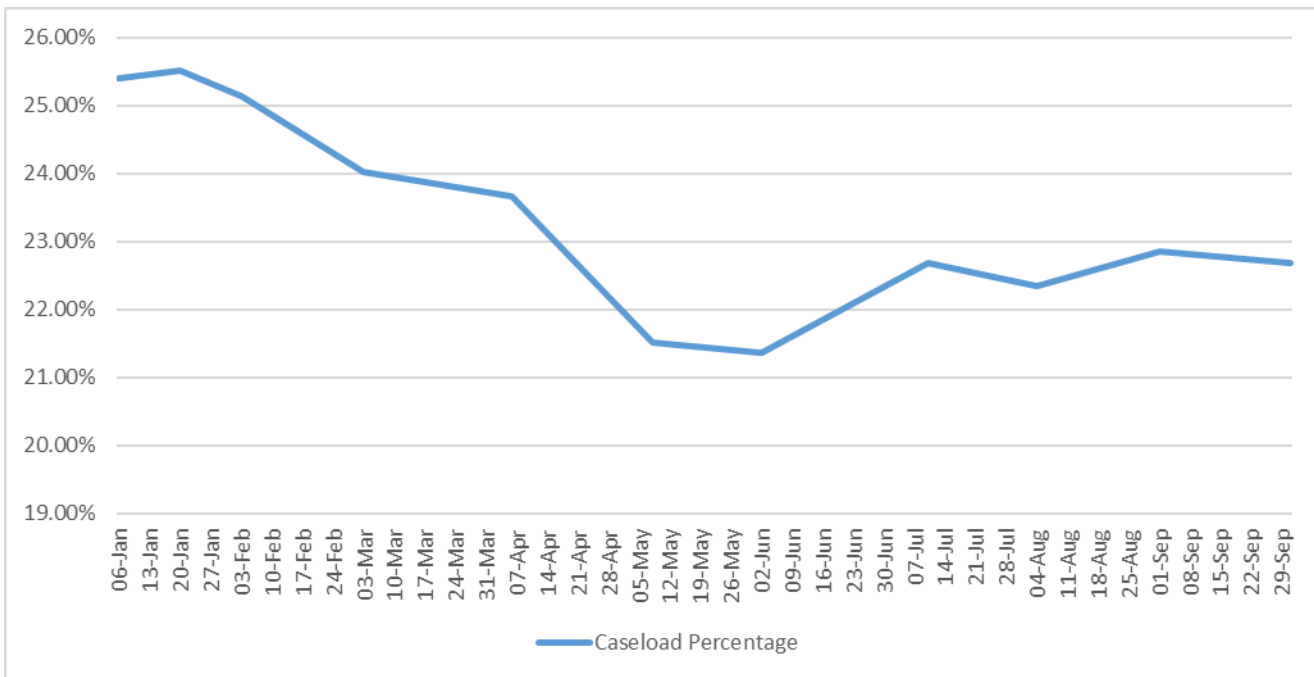


% of Caseload Exiting to Employment



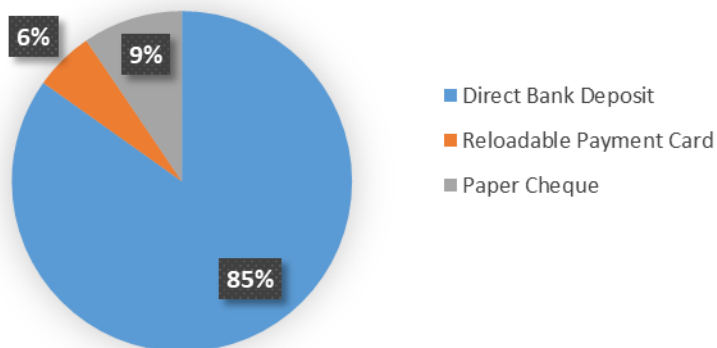
Our Employment Outcomes performance in September remains strong. We also exited 8.39% of the caseload for any reason in September. This is also very strong as we are into the fall season when we see many seasonal jobs ending.

MyBenefits Enrollment 2023



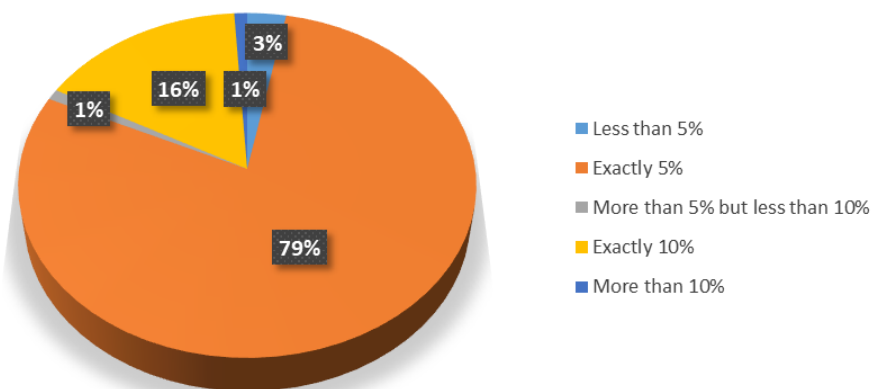
DBD Enrollment

Payment Receipt Method
September 2023



Overpayment Recovery Rate

September 2023



Housing Stability Program - Community Relations Workers

Support

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

Intense Case Management

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

Contact/Referrals

September 2023	East	West	YTD
Homeless	1	9	51
At Risk	0	6	70
Esprit Outreach Homeless	0	0	6
Esprit Outreach at Risk	0	0	10
Program Total			148
Esprit in Shelter clients calculated in Homelessness numbers			
Esprit in Shelter	7		18

September 2023 Income Source	East	West
Senior	6	16
ODSP	10	28
Ontario Works	4	17
Low Income	18	33

September 2023 Income Source	East	West
Senior	13	22
ODSP	6	14
Ontario Works	8	15
Low Income	9	53

Short Term Housing Allowance

	Active	YTD
September 2023	7	39

Housing Stability: Household Income Sources and Issuance from HPP

September 2023 Income Source	Total	HPP
Senior	3	\$938.98
ODSP	6	\$5,036.71
Ontario Works	3	\$1,376.84
Low Income	2	\$750.99

September 2023 Reason for Issue	Total
Utilities/Firewood	\$1,709.99
Food/Household/Misc	\$1,565.54
Emergency Housing	\$4,830.99
Total	\$8,103.52

Ontario Works: Household Income Sources and Issuance from HPP

September 2023 Income Source	Total	HPP
Senior	1	\$271.84
ODSP	8	\$6,239.31
Ontario Works	8	\$8,001.89
Low Income	5	\$1,381.66

September 2023 Reason for Issue	Total
Rental Arrears	\$4,500.00
Utilities/Firewood	\$4,445.94
Transportation	\$308.83
Food/Household/Misc.	\$6,639.93
Total	\$15,894.70

By-Name List Data

September 2021– September 2023



Housing Programs

Social Housing Centralized Waitlist Report September 2023

	East Parry Sound	West Parry Sound	Total
Seniors	47	115	162
Families	129	420	549
Individuals	515	197	712
Total	691	732	1,423
Total Waitlist Unduplicated			458

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

Month 2022	New App.	New SPP	Cancelled	Housed	SPP Housing	Month 2023	New App.	New SPP	Cancelled	Housed	SPP Housing
Jan	5			1		Jan	5	1	13		
Feb	9	1	2			Feb	5	1	10		
Mar	12		5	2	1	Mar	6		35		
Apr	12	1	1			Apr	11		17	6	
May	11	1		3		May	13	2	9	2	
June	15		3	2		June	9	1	2	1	
July	13	2	10	1		July	5	1	5	1	
Aug	5		17	2	1	Aug	14	1	3	1	
Sept	16		10	1	1	Sept	12		4		
Oct	14		12	6		Oct					
Nov	12	1	8	3		Nov					
Dec	1			5		Dec					
Total	125	6	68	26	3	Total	80	7	98	11	0

- Housing Programs added 12 new eligible applications to the centralized waitlist in the month of September
- 2 of the new Rent-Geared-to-Income apps were re-instated applicants
- Of the 4 cancelled applications, one was due to being removed as they were eligible to receive the Canada Ontario Housing Benefit, one refused, one did not provide documentation and lost contact, and one had assets in excess

Parry Sound District Housing Corporation

September 2023

Activity for Tenant and Maintenance Services

	Current	YTD
Move outs	0	26
Move in	0	22
L1/L2 forms	0	5
N4 - notice of eviction for non payment of rent	3	7
N5 - notice of eviction disturbing the quiet enjoyment of the other occupants	0	10
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	4	59
No Trespass Order	0	1
Tenant Home Visits	25	161
Mediation/Negotiation/Referrals	10	98
Tenant Engagements/Education	2	88

Property Maintenance September 2023

Pest Control		2 buildings are currently being inspected monthly for bedbugs; 1 unit has been treated
Vacant Units	10	one-bedroom (7); multiple bedroom (3) (not inclusive of The Meadow View)
Vacant Units - The Meadow View	6	one-bedroom market units available
After Hours Calls	12	Smoke detector beeping, water leaking from upstairs, fire panel “trouble” alarm, Esprit glass break alarm, Bell requiring access into building, OPP requiring access for wellness check, toilet leak, locksmith wishing to do repairs afterhours, loud noise coming from vacant unit, power outage 4 staff participate in the on-call phone tree system
Work Orders	162	Created for maintenance work, and related materials for the month of September
Fire Inspections		12 units inspected within the month of September **as per Fire Code, we will be moving to monthly inspections **

Capital Projects September 2023

- Esprit Renovation project was initiated; quotes are in the process of being collected, along with scheduling Engineers to review ramp, and canopy
- The Duplex Project is well underway; Housing Services Corporation is involved with this project
- Finalizing the contract for roof replacement for daycare located in Parry Sound
- Asbestos removal within 4 homes
- Stair railing repairs/replacement within one of the buildings
- Eavestrough repairs/replacement throughout the district
- Initiated the investigation into a major water leak affecting one of the buildings

Ongoing Challenges

Prices of services and materials are inflated. Wait times on certain items remains a challenge.

Esprit Place Family Resource Centre

September 2023

Emergency Shelter Services	September 2023	YTD
Number of women who stayed in shelter this month	13	90
Number of children who stayed in the shelter this month	8	37
Number of hours of direct service to women (shelter and counselling)	250	1,397
Number of days at capacity	7	80
Number of days over capacity	22	58
Overall capacity %	114%	79%
Resident bed nights (women & children)	341	1,951
Phone interactions (crisis/support)	49	244

Transitional Support	September 2023	YTD
Number of women served this month	18	83
Number of NEW women registered in the program	7	20
Number of public ed/groups offered	0	3

Child Witness Program	September 2023	YTD
Number of children/women served this month	28	132
Number of NEW clients (mothers and children) registered in the program	9	40
Number of public ed/groups offered	1	7

Appendix A

Ontario Health Team (OHT) partnership category

Core signatory	Collaborative partner	Supportive partner
A health and/or social service provider organization supporting the development of the West Parry Sound Ontario Health Team.		
Fully engaged in projects and related committees. Recognizes the provincial expectation that OHTs will be clinically and fiscally responsible for their attributed population.	May engage in specific projects or sit on OHT sub-committees.	OHT resource, providing specialized expertise for community/regional population health projects.
Directly involved in operational decision making.	Provides advice and input to inform OHT decision making.	Receives updates regarding population health projects and overall progress of the OHT.
Signatory on application, and, following approval, other foundational agreements.	Recognized in application as West Parry Sound OHT collaborative partner.	Recognized in application as West Parry Sound OHT supportive partner.
Northeast OHT Regional Collaborative members:	Algoma OHT; Cochrane OHT; Maamwesying OHT; Temiskaming Area OHT; Nipissing Wellness OHT; Sudbury, Espanola, Manitoulin, Elliot Lake OHT	

West Parry Sound Health and Social Services community/regional partner:

As part of our latest Ontario Health Team application, the West Parry Sound OHT (in development) is required to submit an updated description that defines the current state of our team's membership.

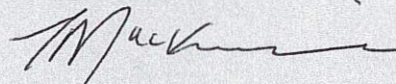
We are thankful to have received your organization's support and endorsement in the past.

On behalf of the West Parry Sound OHT, I ask that you review the partnership continuum diagram above and respond back by providing the information requested below.

By working together, we are improving the health and social resilience of the communities we are collectively privileged to serve. The West Parry Sound OHT is thankful to be your partner.

Name of organization: The District of Parry Sound Social Services Administration Board

Submitted by: Tammy MacKenzie, Chief Administrative Officer



Partnership level: ☐ core signatory

☒ collaborative partner

☐ supportive partner

☐ NE OHT regional collaborative member

To support the West Parry Sound OHT application, please provide a response by Friday 29 September.
Send your completed form to Jim Hanna - jhanna@wpshec.com.

Canadian Economic Update

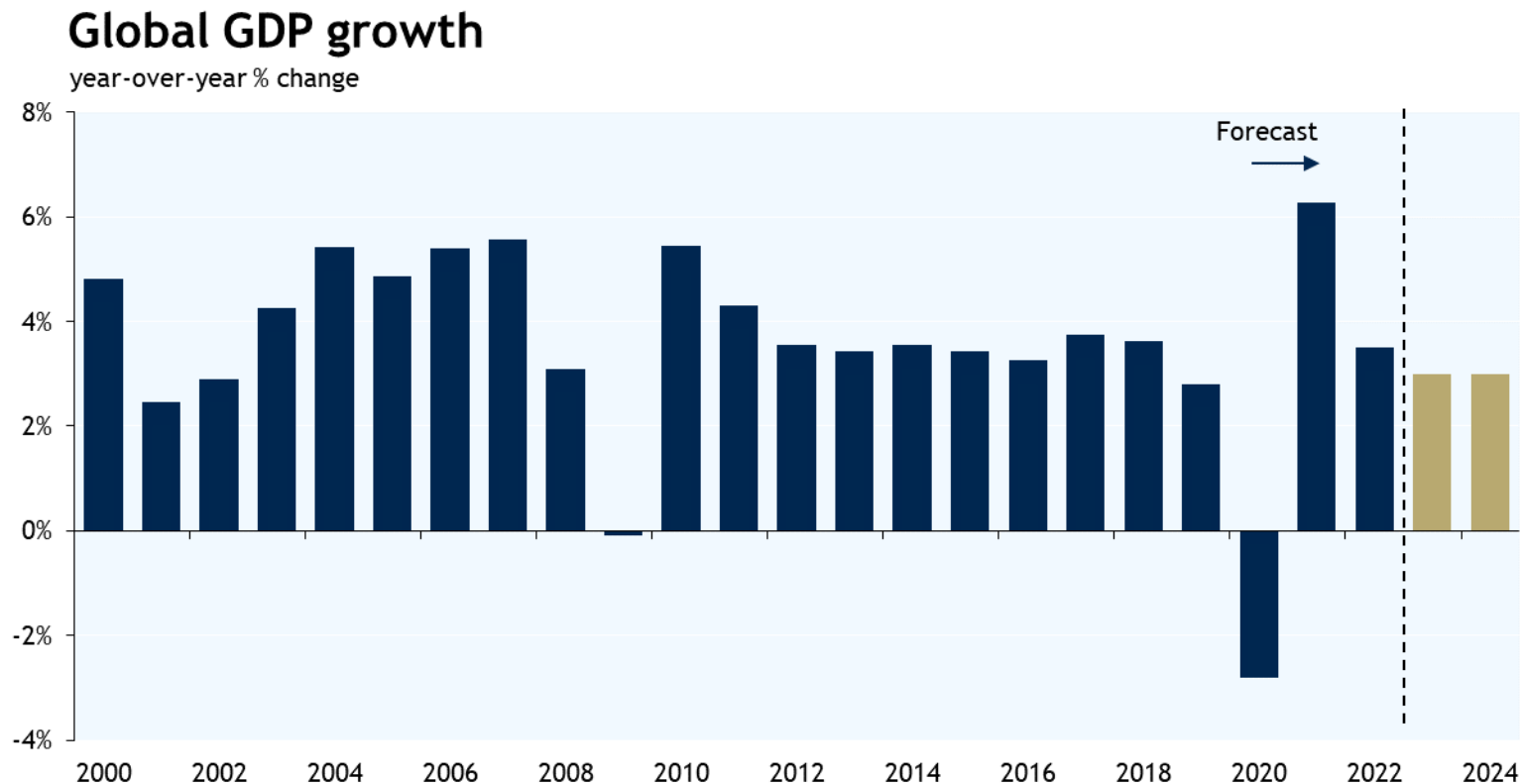
October 2023

Carrie Freestone
Economist

(416) 974-6930
carrie.freestone@rbc.com



Global GDP growth slowing from pandemic highs as momentum fades

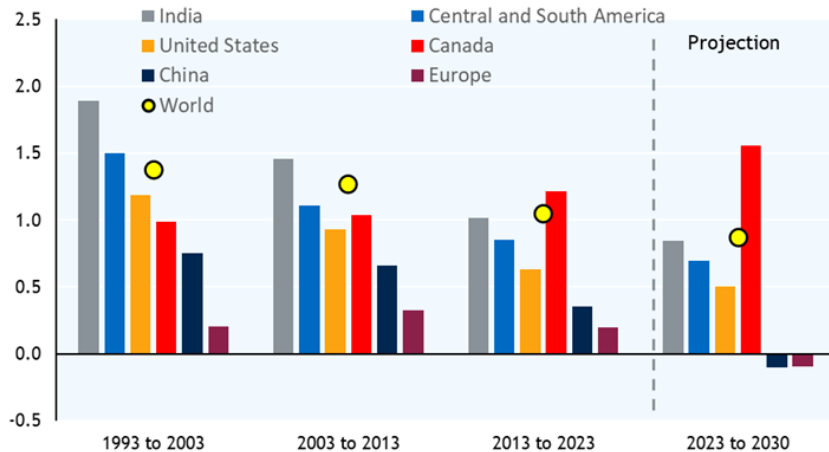


Source: IMF, RBC Economics

Population growth is distorting real GDP growth - households are worse off than they appear

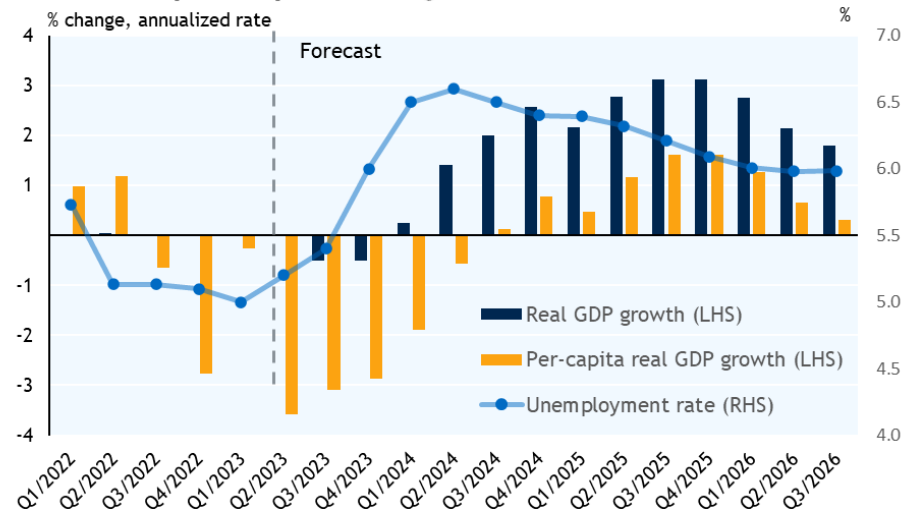
Population growth slowing (everywhere but Canada)

Average percent change per year



Source: UN population projections (Statistics Canada for Canada), RBC Economics Research

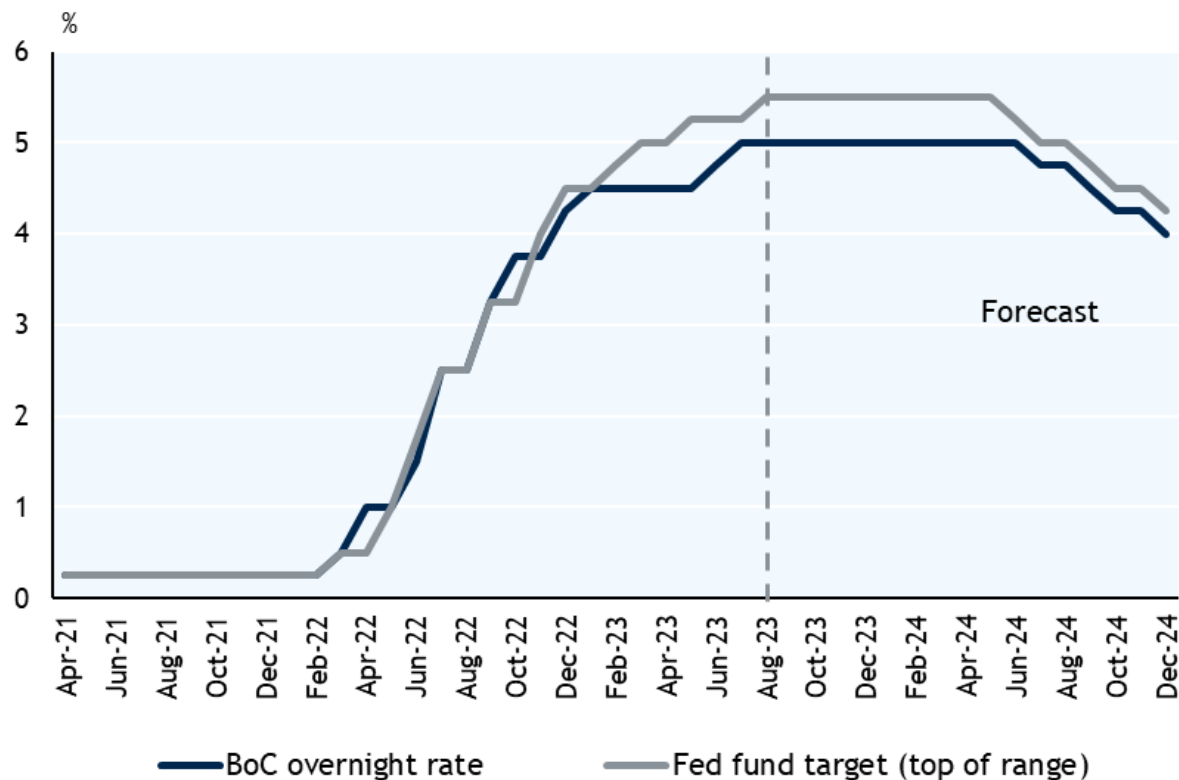
GDP vs. per-capita GDP growth



Source: Statistics Canada, RBC Economics

Further BoC and Fed rate hikes now 'data dependent' but would prefer not to hike again unless necessary

Fed and BoC 'hopeful' additional rate hikes not needed

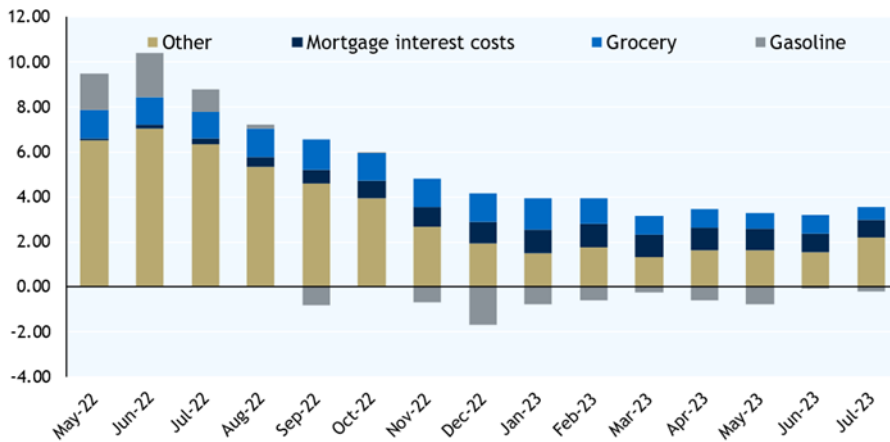


Source: Haver, RBC Economics

Canadian inflation growth has slowed but 'core' measures still running above target

Mortgage interest costs surge as grocery price growth slows

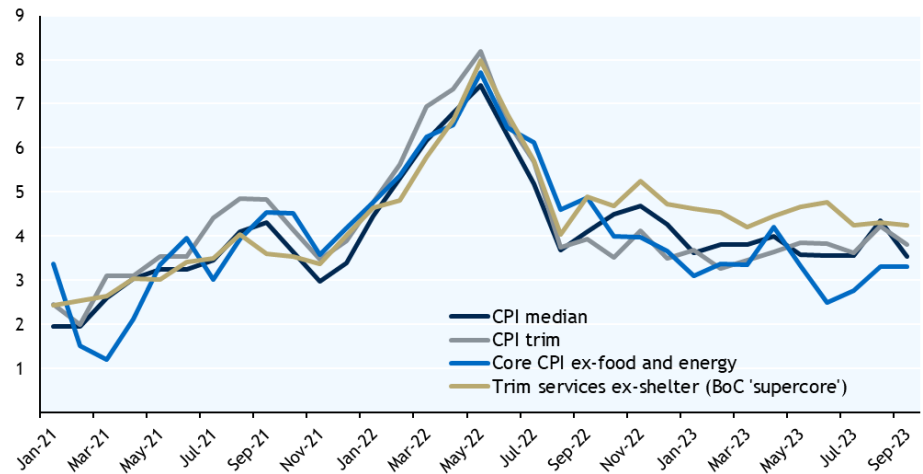
Annualized PPT contribution to 6-month CPI growth, seasonally adjusted



Source: Statistics Canada, RBC Economics

Central bank's preferred core measures stayed well-above 2%

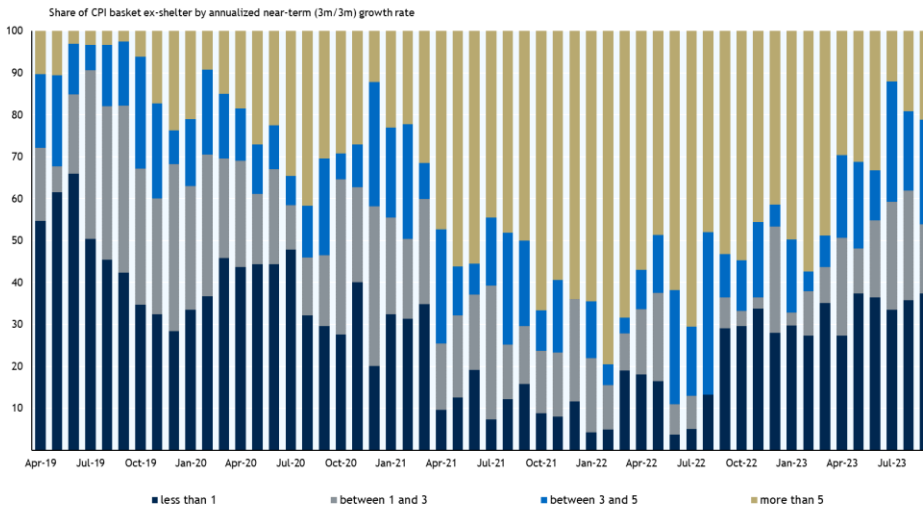
%, annualized 3-month growth, seasonally adjusted



Source: Statistics Canada, RBC Economics

More signs of softening in U.S. price growth, despite resilient consumer spending

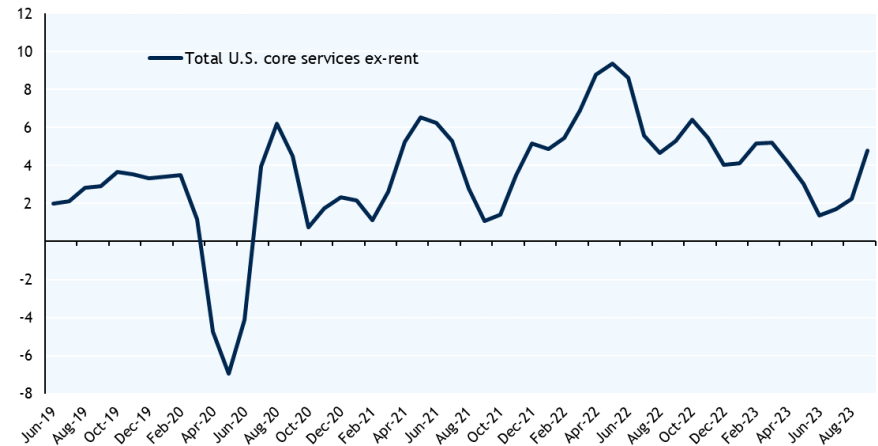
Breadth of inflation pressure still broader than pre-pandemic levels



Source: U.S. Bureau of Labor Statistics, RBC Economics

Fed's 'supercore' bouncing back to 4%-5% range in September

U.S. Core services CPI ex-rent, annualized % change, 3-month rolling average



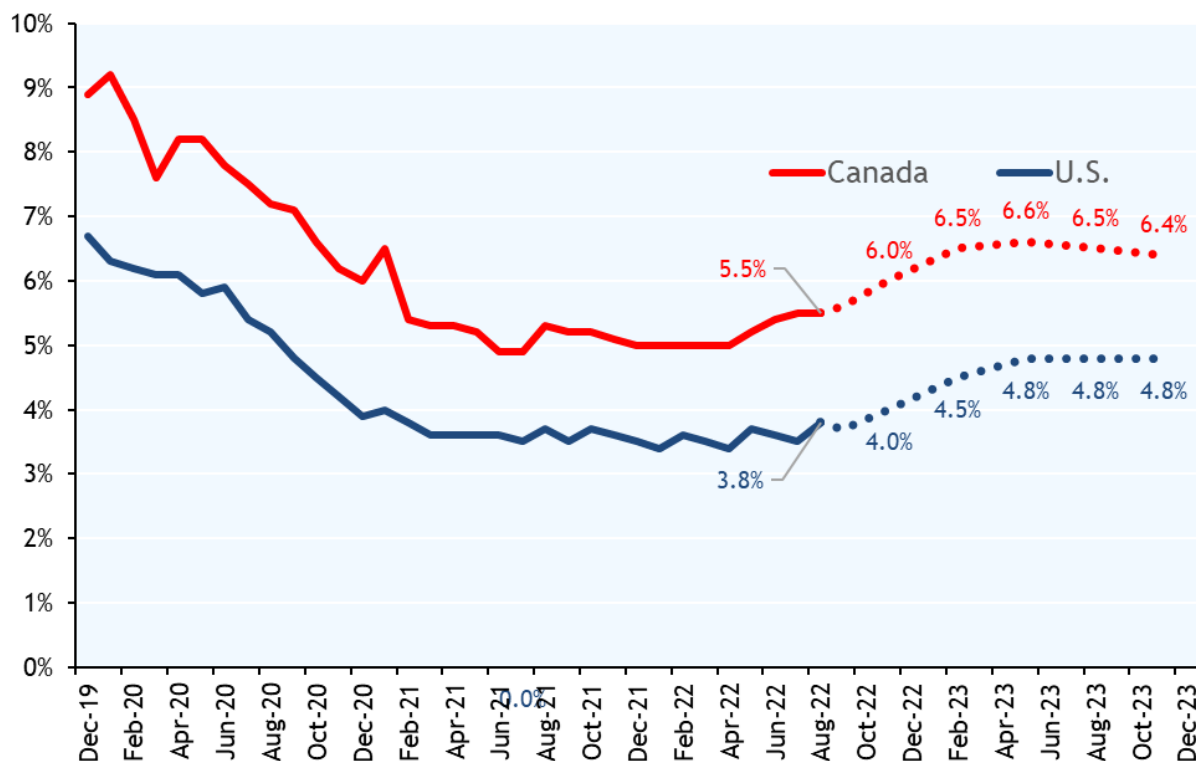
Source: U.S. Bureau of Labor Statistics, RBC Economics

<https://thoughtleadership.rbc.com/rbc-us-inflation-watch/>

Signs of easing in labour market tightness Canada – long-expected Canadian unemployment rate upswing begins

Jobless rate to rise from low level

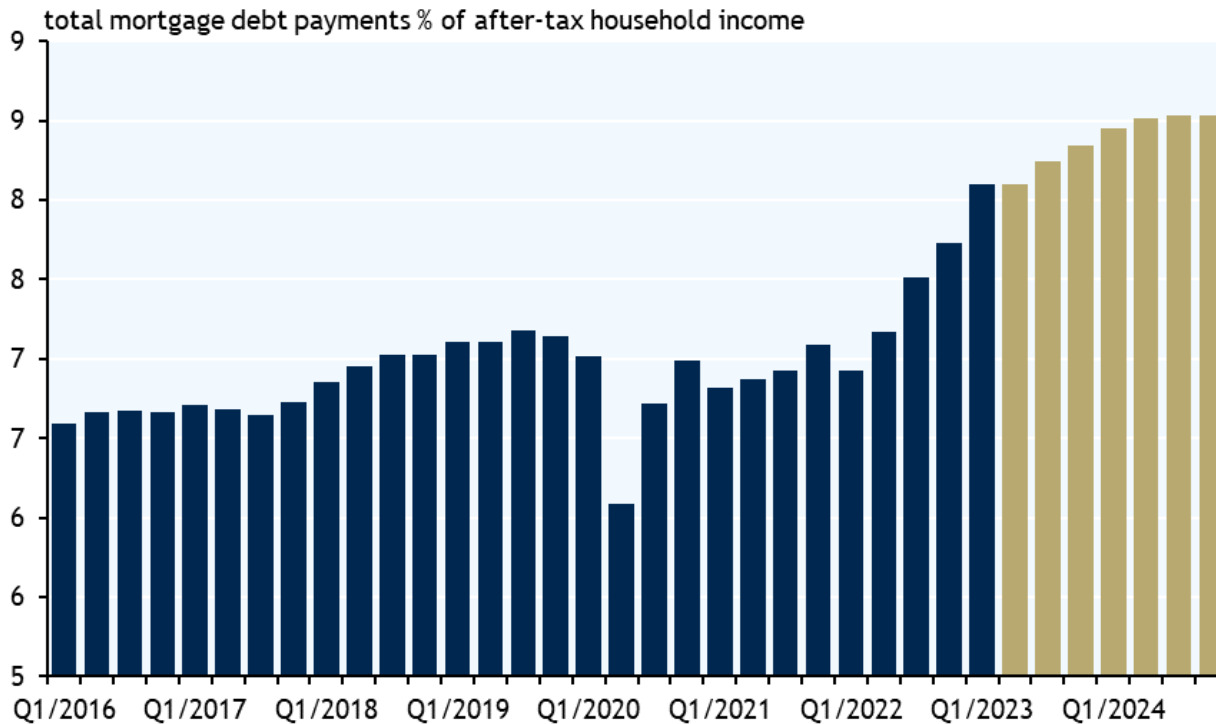
Canadian unemployment rate, percent



Source: Haver, RBC Economics

Canadians spending a record share of take-home pay on mortgage payments

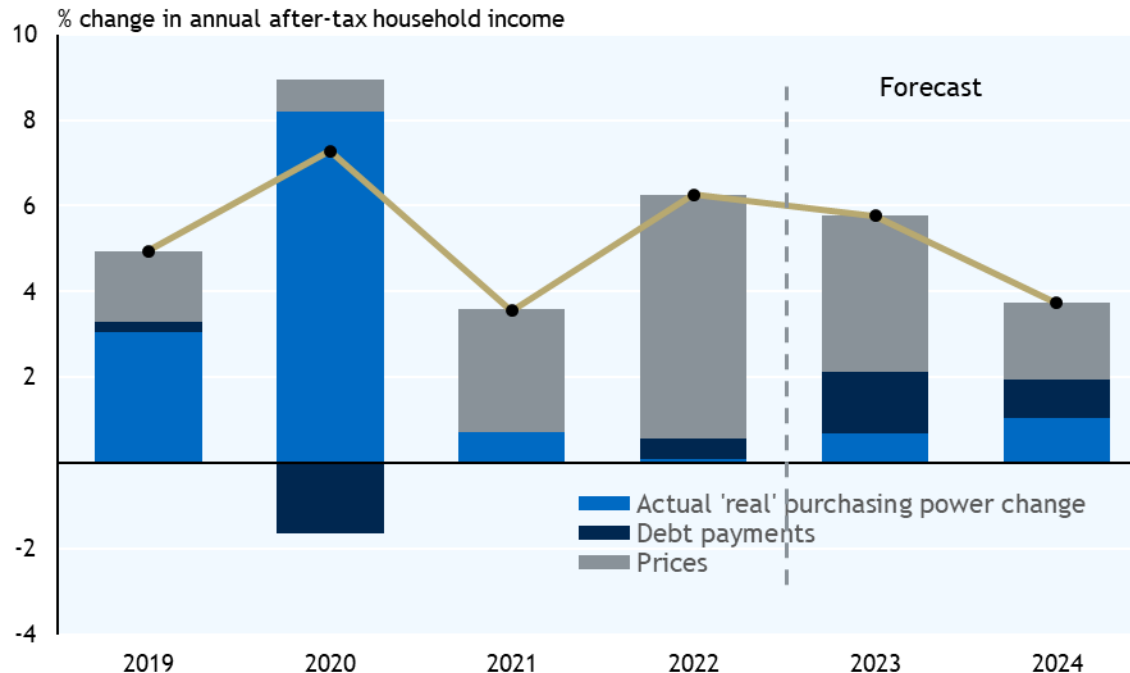
Canada Mortgage Debt Service Ratio



Source: Statistics Canada, RBC Economics Research

Higher debt payments and inflation soaking up Canadian household purchasing power

Debt payments and inflation soaking up household incomes

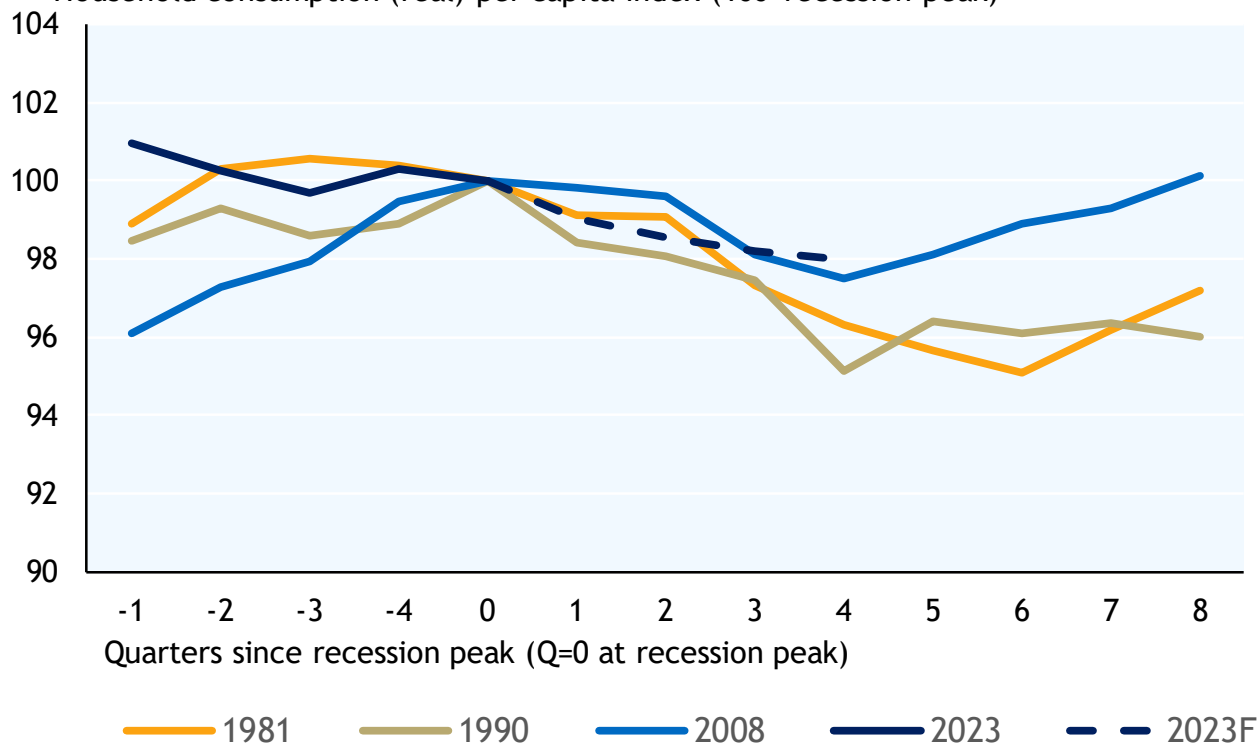


Source: Statistics Canada, RBC Economics Research

Consumption has already flattened on a per capita basis

Canadian per capita consumption trends expected to be in line with prior recessions

Household consumption (real) per capita index (100=recession peak)

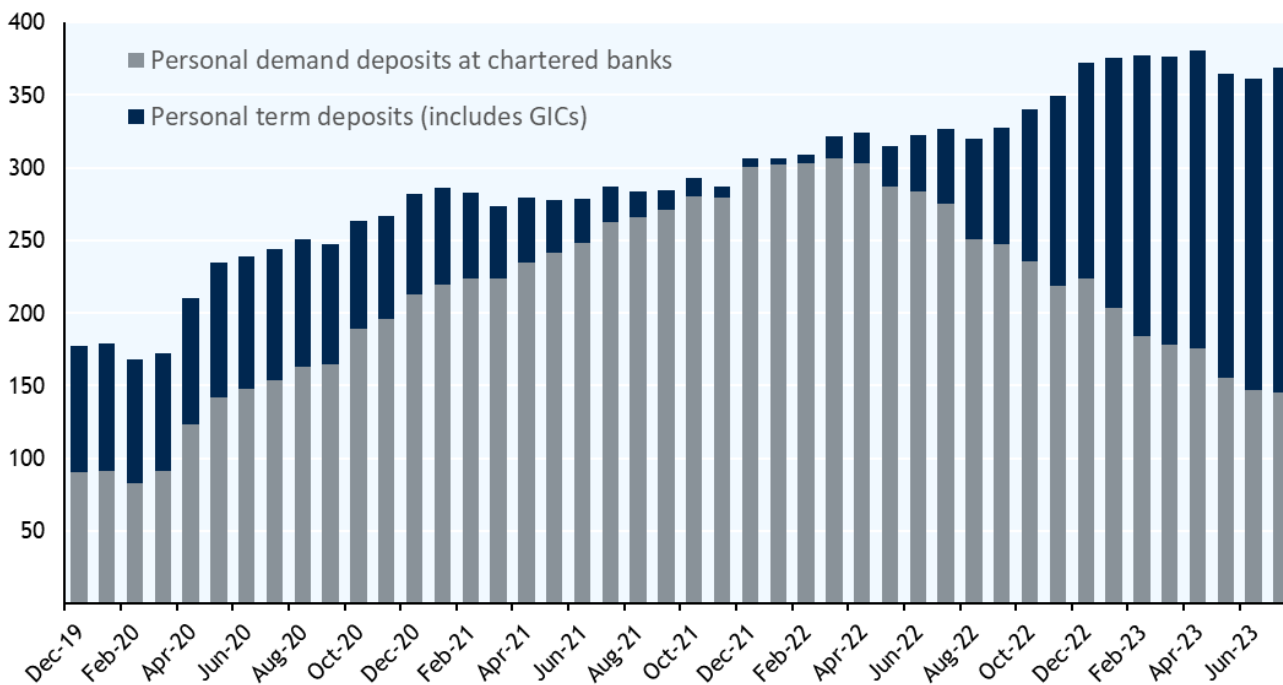


Source: Statistics Canada, RBC Economics

Cash savings are still high, but shifting to term deposits (less likely to be spent)

Canadians still sitting on huge cash stockpile vs. pre-pandemic

41- mth change (latest data shows accumulation from Feb-2020 to Jul-2023 in billions)

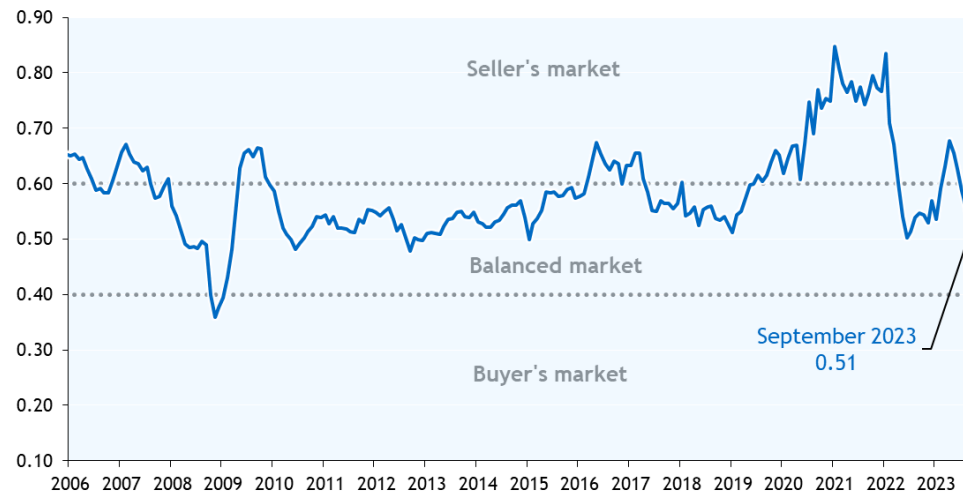


Source: CBA, RBC Economics Research

Housing markets bottomed earlier-than-expected in the spring – population growth underpinning demand

Sales-to-new listings ratio in Canada

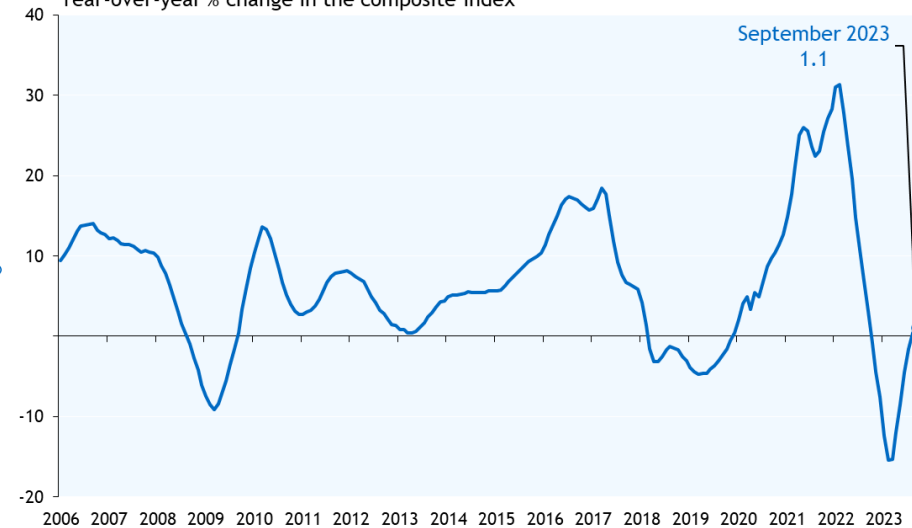
Seasonally adjusted



Source: Canadian Real Estate Association, RBC Economics

MLS Home Price Index - Canada

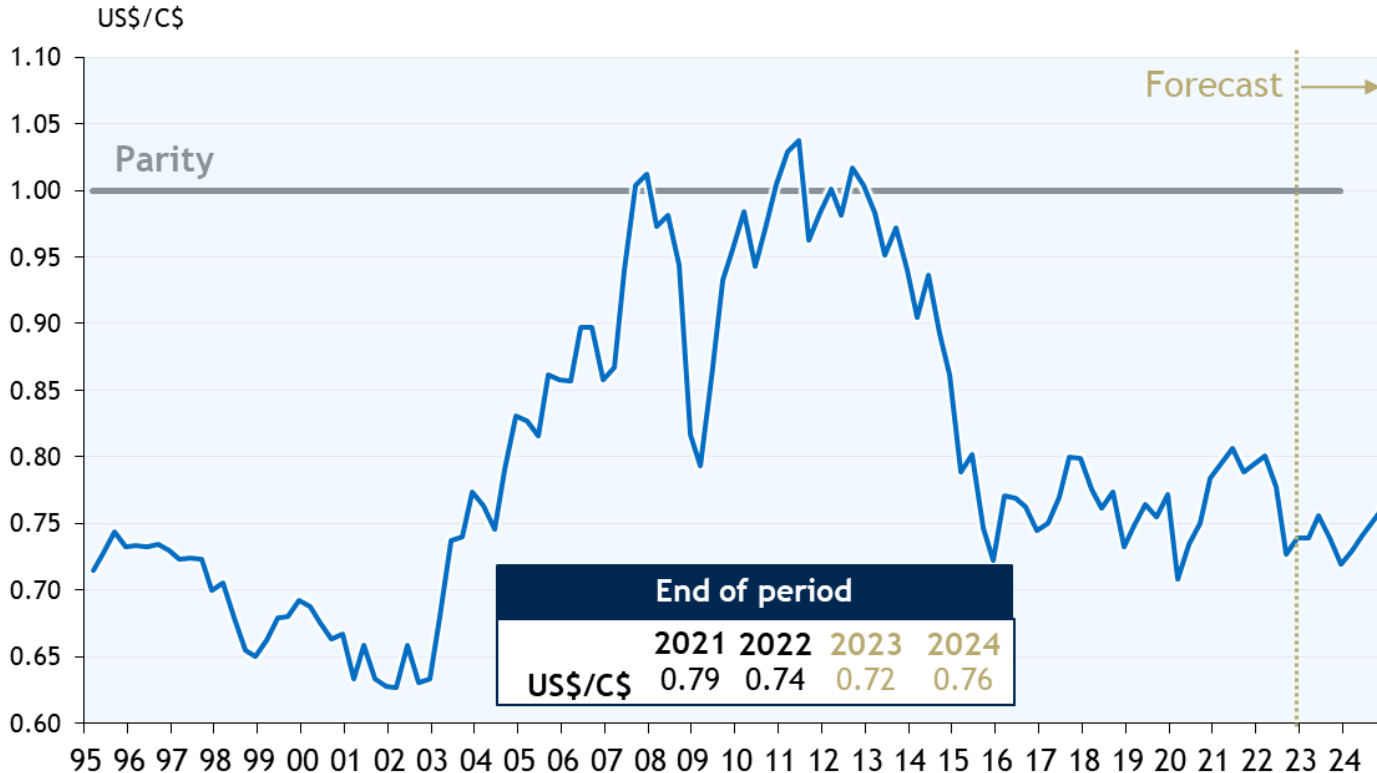
Year-over-year % change in the composite index



Source: Canadian Real Estate Association, RBC Economics

CAD outlook flattish with BoC and Fed moving (mostly) in tandem

USD strengthening against the CAD



Source: Bank of Canada, RBC Economics

For more information please visit:
[rbc.com/economics](https://www.rbc.com/economics)

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**Canadian Mental Health
Association Ontario Division
presentation for Ontario Municipal
Social Service Association
47 Leaders table**

October 26th, 2023



Canadian Mental
Health Association
Ontario

Association canadienne
pour la santé mentale
Ontario

CMHA Ontario Overview

- Founded in 1952 and part of a federated model; partnerships with our colleagues across the country.
- Servant leadership to support 27 CMHA branches across the province.
- Engage with provincial government including reviewing legislation and advocating for better care, treatment and resources.
- Provide support, service and resources to branches to address needs in their local communities.
- Secure funds to support CMHA activities in Ontario.

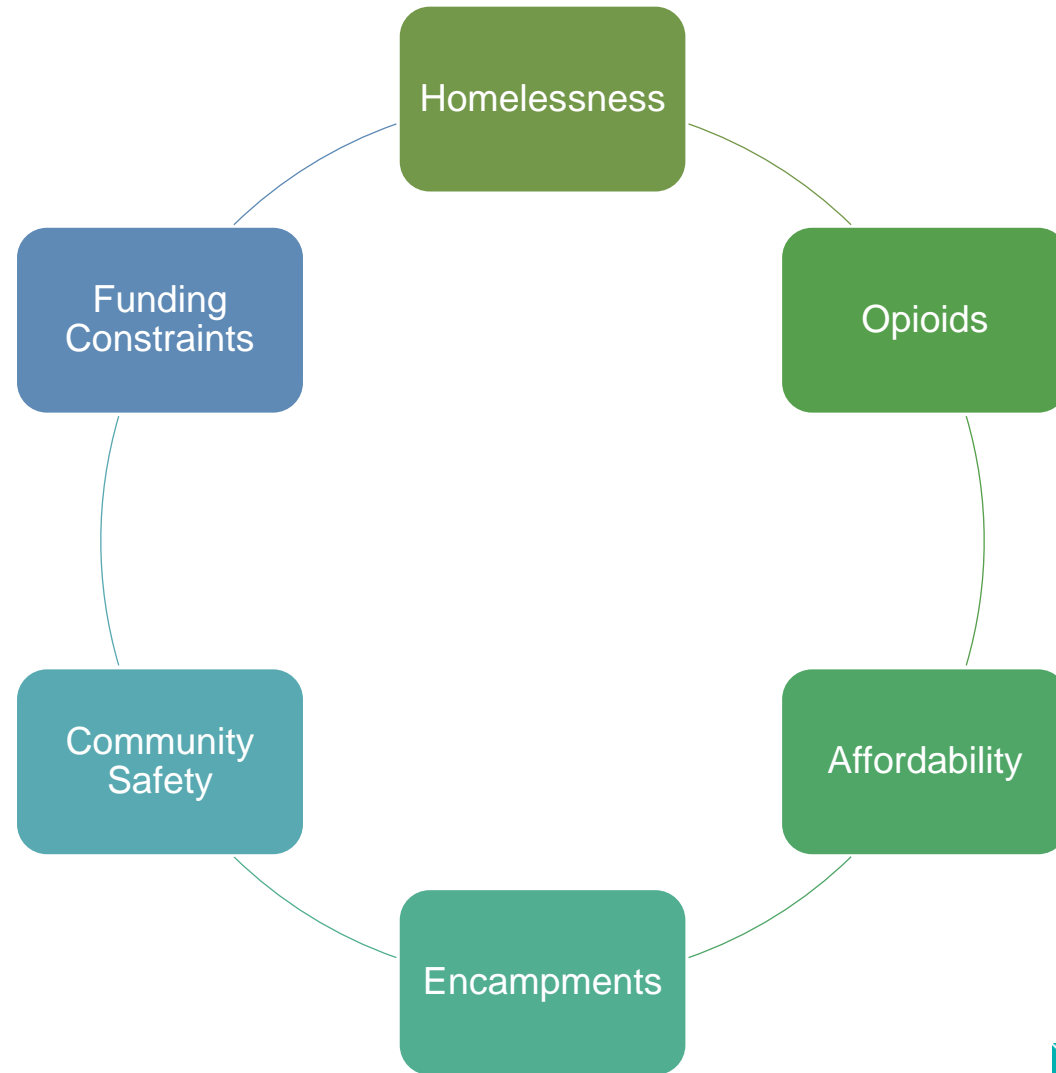


CMHA Ontario – Relationships

- Positive relationships with the provincial government enabling us to advocate for our branches and the wider mental health and addictions sector.
- Aligned with Addictions and Mental Health Ontario, Children's Mental Health Ontario.
- Engages regularly with municipal and social service organizations such as OMSSA, AMO, ROMA, etc.
- Improving mental health and addictions care by fostering collaboration between CMHA branches and Ontario's service managers/municipalities



Shared Landscape



Shared Landscape

- CMHA branches and municipal partners have reported an increase in mental health and addictions related need in their communities following the COVID-19 pandemic
- Service managers are feeling stretched and the end of social service relief funding during the pandemic will see municipalities having to do more with less
- Budget 2023 saw the community mental health sector receive a 5% base budget increase which was the first increase in a decade



Shared Landscape

- CMHA branches serve clients experiencing homelessness by providing rent supplements, supportive housing units and other housing supports.
- CMHA Ontario regularly engages with branches on key policy files: housing, substance use / addictions, justice, and system improvement.
- Supportive housing supply for individuals with mental health and addiction related service needs will be key to ending homelessness which is a shared priority for all levels of government
- Supportive housing will feature in CMHA Ontario's prebudget submission



CMHA Ontario's Programs



The Excellence through Quality Improvement Project (E-QIP) supports mental health and addiction providers to deliver high quality services within an integrated health system by engaging with system stakeholders and planners to advance MHA priorities through directed quality improvement (QI) and measurement supports. They work with the community-based MHA providers and the broader sector, to develop QI culture and capacity and data and measurement skills to enable informed decision-making, organizational planning, and to guide improvement efforts.



Your Health Space is a free workplace mental health program that provides psychoeducational training to Ontario's health care organizations and was developed to respond to the burnout and moral injury affecting Ontario's health care workforce. The program is funded by the Ministry of Health and aims to support organizations in promoting psychological health and safety practices in health care workplaces. The program consists of self-directed eLearning modules, trainer-led live workshops and microlearning huddles.



The Centre for Innovation in Campus Mental Health (CICMH) is a partnership project involving Colleges Ontario, the Council of Ontario Universities, the Ontario Undergraduate Student Alliance, the College Student Alliance and the Canadian Mental Health Association, Ontario Division. Their goal is to build the knowledge and skills in post-secondary institutions to increase their capacity to address the mental health needs of students while fostering innovation in collaboration and developing strategic partnerships that promote systemic responses in the post-secondary system to address the mental health needs of students.



CMHA Ontario's Programs



Evidence-based, peer support for Ontario's firefighters. Resilient Minds provides training to support resilience building for psychological health and safety. Expansion to other first responders on the horizon (e.g., police, paramedics).



Mood Walks is a province-wide initiative that promotes physical activity in nature, or "green exercise," to improve both physical and mental health as a compliment to complex care or alternative support.



With a shared curriculum with BounceBack, Living Life to the Full delivers an eight-week, group-based course based on the principles of Cognitive Behavioural Therapy (CBT) that provides tools to manage life's challenges



Canadian Mental
Health Association

TALK TODAY

Promotes mental health of young athletes, primarily through junior hockey players aged 16-20 and adults who support them. Launched in Ontario and scaled nationally across 50+ branches. Suicide prevention training has been provided to 5,000+ athletes, 800+ adults.



Canadian Mental
Health Association
Ontario

Association canadienne
pour la santé mentale
Ontario

CMHA Ontario's Programs

A reliable partner for the Ontario Public Service, companies, and organizations, Mental Health Works partners to strengthen psychologically healthy and safe workplaces through workshops that promote awareness building, stigma reduction, and collaboration.



Through the Farmer Wellness Initiative, farmers across Ontario and members of their household have access to free counselling sessions with a mental health professional. Accessible 24/7/365: 1-866-267-6255.



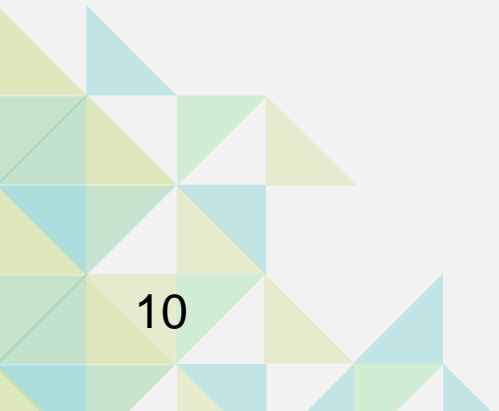
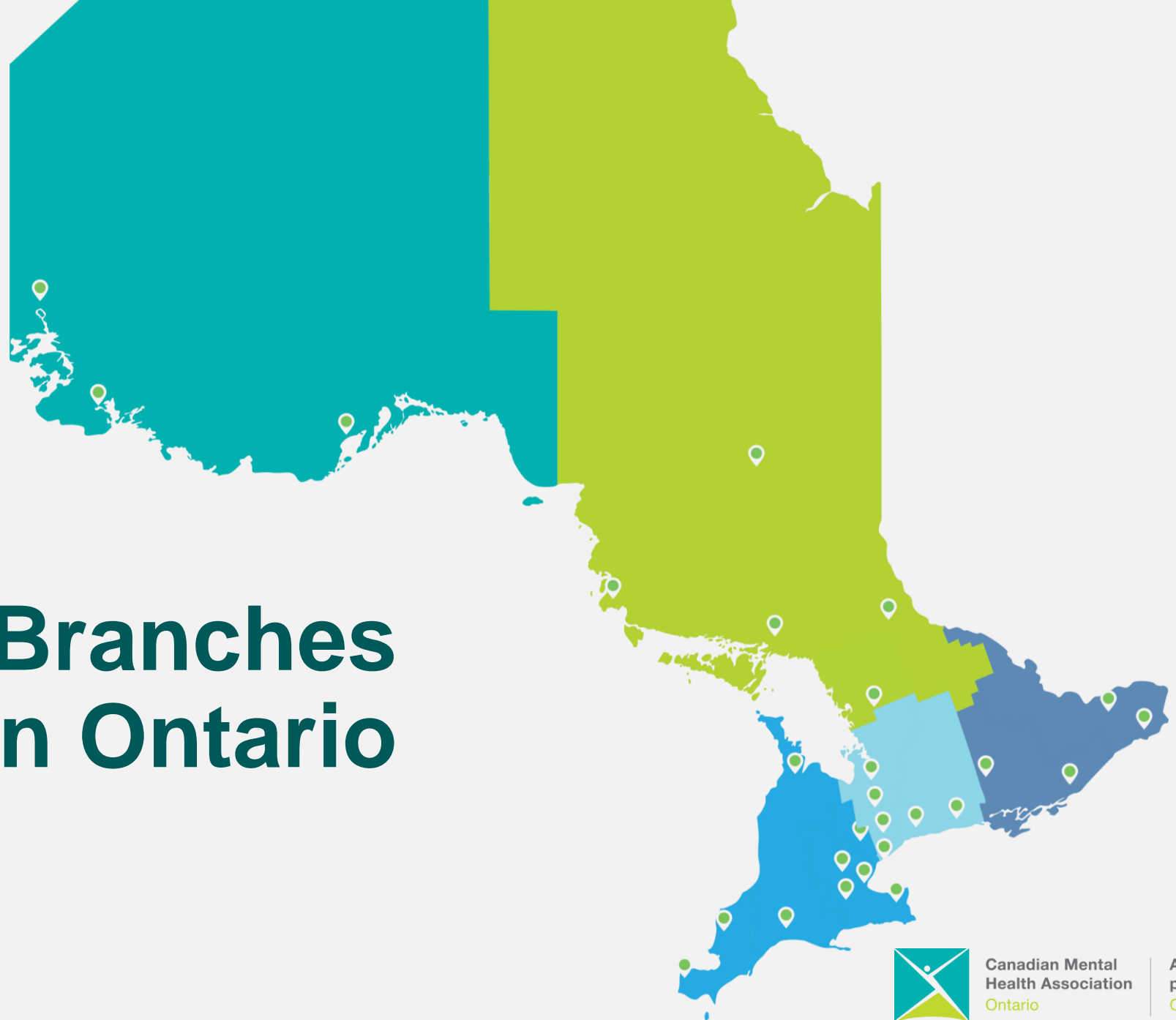
In the Know is a mental health literacy program developed at the Ontario Veterinary College (University of Guelph) created specifically to educate the agricultural community on mental health care.



The Guardian Network is an award-winning volunteer suicide prevention network model. Volunteer 'Guardians' are equipped with strategies and tools to identify the signs of mental distress, react to farmers at-risk, and connect individuals with appropriate mental health and crisis resources.



CMHA Branches in Ontario



CMHA Branches

- Over 5,000 CMHA staff (PT/FT) & 2,000 volunteers across 27 branches in Ontario.
- CMHA branches in Ontario vary – both in terms of size and populations served.
- Branches identify the mental health needs of their community and set priorities for provision of services, resources and programs.
- Branches tailor their programming to suit their local populations, with specialized programs and services in areas such as seniors, youth, homelessness/housing and addiction treatment.



Branch Profiles

- Branches frequently partner with local municipalities to deliver services.
- Partnerships between service providers like branches and local government mean that social service and mental health and addictions support can be integrated.
- Enables “no wrong door” approach.



CMHA Thames Valley Crisis Centre

- Launched in 2018 with support from community partners including City of London.
- For individuals 16+ experiencing a mental health crisis.
- 24/7 walk-in offering crisis assessment and counselling as well as connection to other services such as housing support.
- Crisis stabilization space on site offering 10 beds for individuals in crisis (up to three-day stay).
- 3,415 total visits in 2022/23



CMHA Thames Valley Crisis Centre

- Middlesex-London Paramedic Service implemented a mental health and addiction alternative destination pilot project to allow paramedics to transport low-acuity mental health and addictions patients directly to facilities like the crisis centre.
- The program is now permanent and has demonstrated success in achieving the patient care model objectives.
- Patient safety, reduction in ED presentations, reduction in ambulance offload time delay, and timely access to appropriate care.
- 1,248 ambulance referrals between 2020 and 2022.
- 81% ED diversion rate.



CMHA Algoma

- District of Sault Ste. Marie Social Services Administration Board recent opening of a 44-bed shelter with an integrated community resource centre.
- 22 low-barrier shelter beds and 22 transitional beds.
- Community Resource Centre (CRC) houses a variety of partner agencies where clients can receive counselling and connection to other programs such as OW and ODSP
- CMHA Algoma is providing peer workers at CRC



Canadian Mental
Health Association
Ontario

Association canadienne
pour la santé mentale
Ontario

Thank you. Questions?

Camille Quenneville

Chief Executive Officer

CMHA Ontario

cquenneville@ontario.cmha.ca

Joe Kim

Chief Operating Officer

CMHA Ontario

jkim@ontario.cmha.ca



knowing numbers

Principal Investigators

Dr. Emis Akbari, Ph.D.
Kerry McCuaig

Partnership Liaison

Michelle Schurter

Project Coordinator

Stacey Mudie

Data Analyst and Data Coordinator

Petr Varmuza and Sophia Akbari

connaître chiffres

Appendix D





What We Do

By supporting, connecting, and advocating for our members across Ontario, we help them to achieve their collective mission of delivering the best human services outcomes for Ontario's communities.

This includes critical services that Ontarians rely on every day:

- Employment and income supports
- Housing services
- Homelessness services and prevention
- Child care, children's and early years services

knowing
numbers

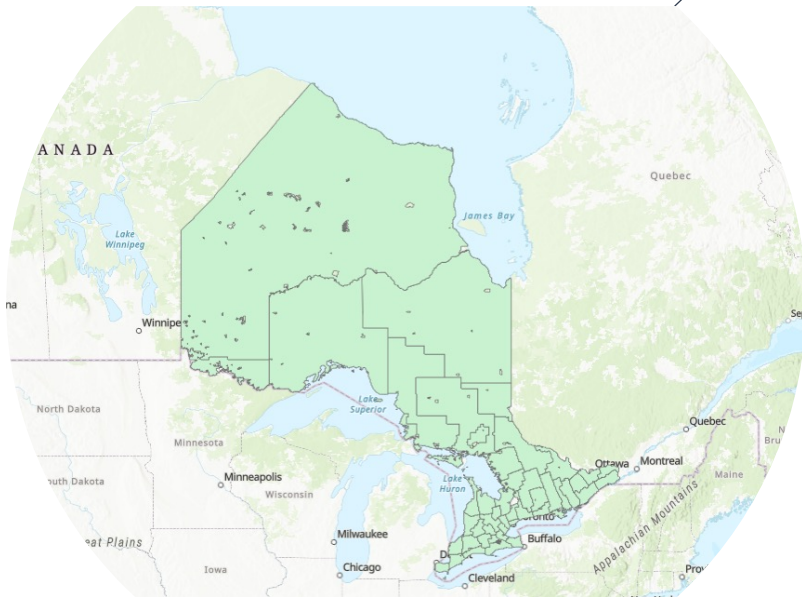
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chiffres

What is Knowing Our Numbers

A province-wide data collection tool developed with the support of 43 of 47 service system managers to support connecting, sharing of best practices, and supporting evidence-based decisions in policy development to support regions to achieve their collective mission of delivering the best human services outcomes for Ontario's communities.



connaître chiffres knowing numbers



Regions that have signed on with KON so far

Chatham-Kent	Ottawa
Simcoe	York
Toronto	Halton
Kawartha Lakes	Lanark
St. Thomas	Oxford
Bruce County	Prescott and Russell
Lambton	Windsor
Waterloo	Kingston
Durham	Algoma
Muskoka	Peel
Wellington	Grey
Sudbury	Sault Ste Marie
Nipissing	Rainy River
Northumberland	
United Counties of Leeds and Grenville	
Cornwall	
County of Lennox and Addington	
Hastings	
Norfolk	
Niagara	
Brantford	
Timiskaming	
Dufferin	
Parry Sound	
Thunder Bay	
Huron	
Renfrew	
Cochrane	
Manitoulin-Sudbury	
York	

Knowing Our Numbers / Connaitre Nos Chiffres



Knowing Our Knowing unites CMSMs/DSSABs and was grass-roots driven. Initiated and built by your members - speaks to OMSSA's commitment to **services continuously improved through innovation, partnership, and collaboration.**



It captures how the ECE workforce and **services meet the different needs of Ontario's unique communities** (Focus groups and regional reports capture the local nuances).



A long-term data system built with **Knowing Our Knowing** supports local government ability to track and report on services with **transparency, quality assurance, and strong outcomes.**



As the CMSMs/DSSABs work to implement CWELCC, Knowing Our Numbers and this type of data system is critical at a local level - more-so than any other province, because that is how ELCC is delivered in Ontario.

We need local data **AND** a provincial snapshot to share best practices and advance the ELCC Workforce - otherwise CWELCC is at risk for failure.

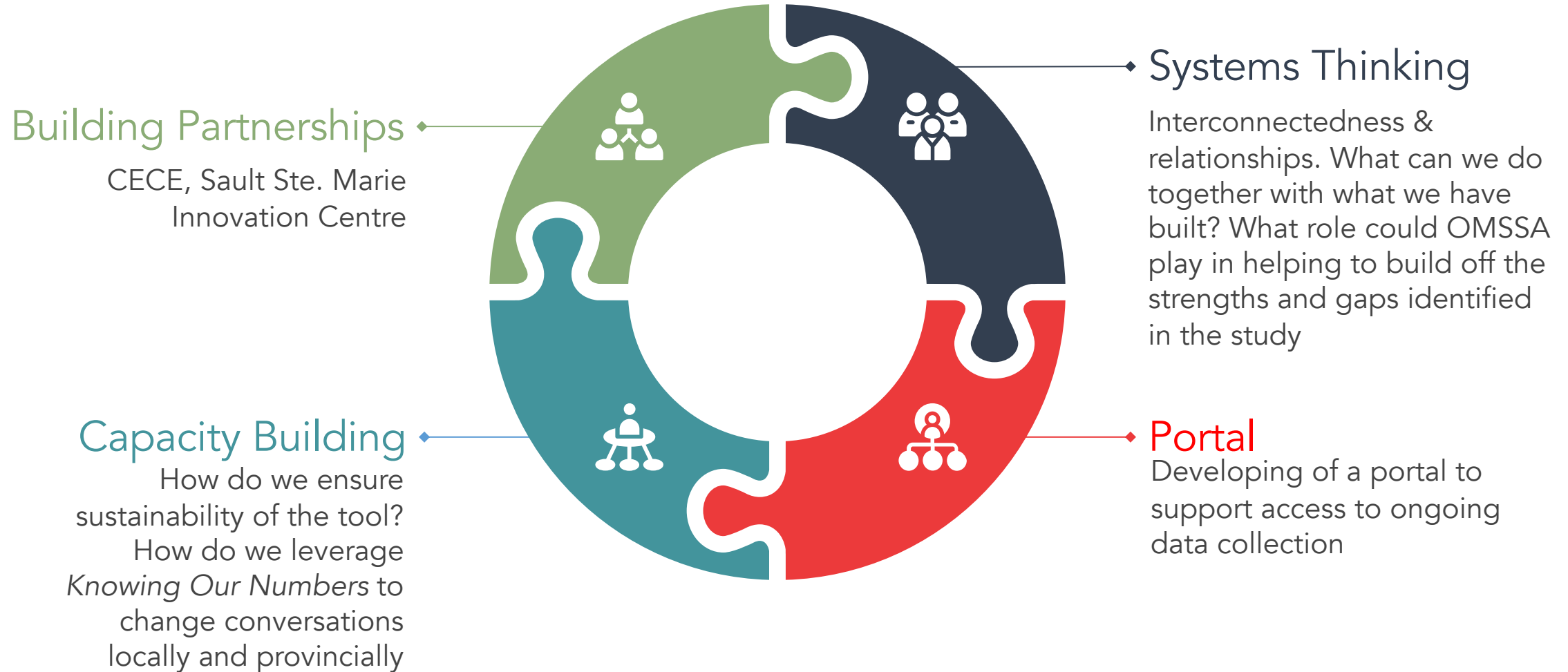
KON has the potential to become a province-wide data program, which supports service system management at the local level.

The foundation has been built - now the opportunity is to build long-term investments around it.

Phase I and II



Phase III: Next Steps



THANK

YOU

emis.abkari@utoronto.ca

michelle@millennialstrategist.com



**DISTRICT OF PARRY SOUND SOCIAL SERVICES ADMINISTRATION BOARD
FINANCIAL REPORT - FOR MANAGEMENT PURPOSES ONLY
FOR THE PERIOD ENDING BUDGET 2023
9 MONTHS 75.0%**

	YEAR TO DATE	2023 BUDGET	% USED	REMAINING
EXPENDITURES - OPERATING				
ONTARIO WORKS	7,416,528	11,874,684	62%	4,458,156
SOCIAL HOUSING PROGRAM	3,223,978	8,554,308	38%	5,330,330
MUNICIPAL SAR PROGRAMS	124,548	154,000	81%	29,452
CHILD CARE RESOURCES	5,481,216	10,835,737	51%	5,354,521
COMMUNITY SERVICE PROGRAMS	1,838,074	2,382,964	77%	544,889
CORPORATE SERVICES	-69,333	330,135	-21%	399,469
INTEREST EARNED	-894,932	-102,582	872%	792,350
TOTAL EXPENDITURES	\$17,120,079	\$34,029,246	50%	16,909,167

MUNICIPAL LEVY - OPERATING

ONTARIO WORKS	1,064,336	1,443,992	74%	379,656
SOCIAL HOUSING PROGRAM	3,102,451	3,821,896	81%	719,445
MUNICIPAL SAR PROGRAMS	124,548	154,000	81%	29,452
CHILD CARE RESOURCES	262,387	449,590	58%	187,203
COMMUNITY SERVICE PROGRAMS	231,957	311,333	75%	79,376
CORPORATE SERVICES	364,773	516,453	71%	151,680
TOTAL MUNICIPAL LEVY	\$5,150,453	\$6,697,264	77%	1,546,812

LOANING OF FUNDS

On October 20, 2023, the CAO and CFO jointly authorized a \$100,000 loan from the DSSAB organization to the The Non-Profit Organization for Almaguin Housing Inc. (N.O.A.H) to support its operational needs. Additional annual/monthly expenditures for N.O.A.H organization have affected the organizations cash flow and it continues to have difficulty meeting daily expenditures without additional funding from the DSSAB.

- N.O.A.H is now required to pay the monthly principal and interest portion of the \$8mm building loan to TD Canada Trust.
- As well, the Municipal Property Assessment Corporation (MPAC) has now assessed the building in Powassan and N.O.A.H is now required to pay annual property taxes to the Municipality of Powassan.

DSSAB Board authorization was given at its Special Meeting on August 9, 2022 per resolution 22 08 04 that the DSSAB support N.O.A.H's operational needs. And that any loaning of funds be reported at the next subsequent DSSAB Board meeting.

Report #: 8.1
Subject: Appointment of Auditor for 2023
To: Board Members
Presented By: Shannon Johnson, CFO
Prepared By: Shannon Johnson, CFO
Date: November 9, 2023

Resolution:

THAT the Board appoints the firm of KPMG LLP as auditors for the District of Parry Sound Social Services Administration Board (DSSAB) for the year ended December 31st, 2023.

Report:

The firm of Gingrich and Harris LLP has given their notification of the firm's inability to submit a proposal to conduct external 2023 audit services for the District of Parry Sound Social Services Administration Board (DSSAB) and The Non-Profit for Almaguin Housing (N.O.A.H.) Inc. due to the audit firm's staffing constraints.

Under the *Public Accounting Act*, the DSSAB must appoint an independent auditor each year who is responsible for annually auditing the accounts and transactions of the organization and expressing an opinion on the financial statements based on the audit.

Over the last two months, staff undertook a request for quotation (RFQ) process for 2023 external audit services. Three audit firms were contacted for their interest in submitting a proposal: KPMG LLP Sudbury Office, BDO Dunwoody LLP Huntsville Office and Baker Tilly LLP Sudbury Office.

BDO Dunwoody LLP Huntsville Office and Baker Tilly LLP Sudbury Office, unfortunately, were not able to submit a proposal due to their firms' staffing constraints. KPMG LLP Sudbury Office did submit a proposal at a cost of \$36,000 and N.O.A.H.'s 2023 audit at a cost of \$10,500 as outlined in Appendix A of the attached proposal. The cost of the annual audit is included in the DSSAB's 2023 operating budget.

Other local public sector clients of KPMG LLP Sudbury Office are the West Parry Sound Health Centre and Sudbury-Manitoulin DSSAB for which they have demonstrated their experience to assess governance, risk management, and controls.

Staff recommend appointing KPMG LLP Sudbury Office as our external auditor for the 2023 fiscal year end.



KPMG LLP
Times Square Mall
1760 Regent Street, Unit 4
Sudbury ON P3E 3Z8
Tel 705-675-8500
Fax 705-675-7586
www.kpmg.ca

PRIVATE AND CONFIDENTIAL

Ms. Shannon Johnson
Chief Financial Officer
District of Parry Sound Social Services Administration Board
1 Beechwood Drive
Parry Sound ON P2A 1J2

October 27, 2023

Dear Ms. Johnson:

Further to our recent conversations, we are pleased to provide our proposal to serve as external auditors for the District of Parry Sound Social Services Administration Board and the Non-Profit Organization for Amalaguin Housing Inc. (collectively the "Board"). We understand the scope of services includes:

- Audit of the financial statements of the District of Parry Sound Social Services Administration Board
- Audit of the financial statements of the Non-Profit Organization for Amalaguin Housing Inc.
- Corporate tax return for the Parry Sound Housing Corporation
- Charitable tax return for the Esprit Women's Shelter
- Corporate tax return for the Non-Profit Organization for Amalaguin Housing Inc.

PROPOSED AUDIT PARTNER

Oscar Poloni will act as lead engagement partner for the Board's audit.

Oscar has 32 years of public accounting experience, including extensive experience in auditing district social service administration boards, municipalities, hospitals and other public sector organizations. Over his career with KPMG, Oscar has provided services to more than 50 municipalities in Ontario, British Columbia and Newfoundland and Labrador and has worked with municipalities at the single, lower and upper tier.

Oscar currently serves as the lead audit engagement partner for the Algoma District Social Services Board, the Sault Ste. Marie District Social Services Administration Board, the Sault Ste. Marie Housing Corporation, Township of Seguin, City of Greater Sudbury, City of Timmins, City of North Bay and City of Sault Ste. Marie. Oscar also acts as the lead audit partner for nine hospitals across Ontario, including West Parry Sound Health Centre, Health Sciences North, Sault Area Hospital, Muskoka-Algonquin Healthcare, Orillia Soldiers' Memorial Hospital and various First Nation and



District of Parry Sound Social Services Administration Board

October 27, 2023

other public organizations. In addition to his audit experience, Oscar has acted as lead engagement partner on more than 40 organizational design, municipal service reviews and LEAN process mapping engagements, including projects for the City of London, Region of Niagara, City of Peterborough, City of Kingston, City of Sault Ste. Marie and Lambton County. Oscar has also led reviews of social housing corporations, including reviews for Greater Sudbury Housing Corporation, City of London/London Housing Corporation, City of Peterborough/Peterborough Housing Corporation and the City of Kingston.

Over the last four years, Oscar has also led engagement teams undertaken reviews of processes for the delivery of human services (Ontario Works, children's services, housing and homeless, long-term care) in responses to changes to Ontario Works program delivery implemented by the Province and other objectives. Selected clients for human services delivery include the City of Kingston, City of Peterborough and Lambton County. As a result of his experience, Oscar brings to his engagements an extensive understanding of the operational, legislative and regulatory environment for social services in Ontario. He has extensive insight into funding models and service delivery for social services, including linkages to Provincial services (SAMS, OCCMS) and changes to the environment for childcare and Ontario Works (financial assistance and employment support services). Ontario municipalities.

In addition to his understanding of social services and municipal operations, Oscar has a proven ability to interact with elected officials, having made numerous successful presentations on complex financial and operational matters. Oscar has been requested to speak on issues affecting municipalities at various conferences, including the Association of Municipalities of Ontario, the Ontario Good Roads Association, the Rural Ontario Municipal Association, the Municipal Finance Officers Association, the Alberta Association of Urban Municipalities, the Federation of Northern Ontario Municipalities and the Northwestern Ontario Municipal Association. Oscar has also presented at treasurers' forums and conferences organized by the Ministry of Municipal Affairs and AMCTO.

Other members of our audit team will be assigned upon our appointment as the Board's auditors.

VALUE ADDED SERVICES

KPMG is committed to being your trusted advisor. In order to accomplish this, we are prepared to invest in our relationship with you, providing you with insight, advice and value that goes above and beyond your financial statement audit. While our value-added services may fluctuate from year-to-year depending on matters of interest to the Board, we have listed below examples of value-added services that have been provided to our clients in the past and which would be available to the Board, **all of which are provided at no cost.**

Financial benchmarking

In May 2009, PSAB released a Statement of Recommended Practice that provided guidance on how public sector bodies should report on indicators of financial condition. As defined in the statement, financial condition is *'a government's financial health as assessed by its ability to meet its existing financial obligations both in respect of its service commitments to the public and financial commitments to creditors, employees and others'*.



District of Parry Sound Social Services Administration Board

October 27, 2023

In reporting on financial condition, PSAB also recommended that three factors, at a minimum, need to be considered:

Sustainability – the ability to continue to delivery services and meet financial commitments under their current situation

Flexibility – the ability to absorb cost increases or revenue losses without adversely impacting services

Vulnerability – the extent of risk exposure as a result of the reliance on revenue sources over which the organization has little to no discretion or control.

As part of our year-end reporting to the Board, we will provide financial benchmarking for a range of financial indicators, using comparator organizations, in order to provide perspective on the relative strengths and areas of potential focus from a financial statement perspective.

Risk assessment screening

KPMG routinely deploys risk assessment screens that are completed as part of our audit process. Past examples have included:

- A high-level questionnaire that assesses the extent to which an organization has implemented common strategies for protecting against a cyber-attack and potential courses of action that can be undertaken with respect to cyber security oversight.
- A high-level questionnaire that assesses potential risks and recovery opportunities with respect to HST.
- A high-level screening of potential risk exposures and best practices with respect to changing banking information.
- A high-level screening of potential risk exposures and best practices relating to conflict-of-interest policy wording.
- A high-level screening questionnaire for internal enterprise risk management approaches.

Quarterly webinar series

KPMG has established a quarterly webinar series for our clients during which KPMG subject matter experts provide insight into best practices and potential strategies that can be used by our clients to enhance their business practices and address specific issues. In addition to an annual accounting and taxation update, our webinars during the past year have included the following:

- Enterprise risk management
- Cyber security
- Asset management and infrastructure planning
- Fraud prevention, detection, and response
- Large project implementation
- Strategies for assisting vulnerable groups in crisis situations.
- Effective use of digital technologies to connect your people remotely through COVID-19



District of Parry Sound Social Services Administration Board

October 27, 2023

Lean in Audit

KPMG's proprietary Lean in Audit methodology provides our clients with an insight into their processes that goes beyond the typical review by auditors. Through the use of Lean process mapping, KPMG is able to identify areas where the City can address different types of waste and process inefficiencies.

Reputational risk procedures

As a public sector entity, the Board faces reputational risk exposures from items that may not be material to the financial statements but could expose organizations to criticism from ratepayers or customers. KPMG will extend our audit testing to address areas of potential reputational risk that would not otherwise be subject to audit procedures due to the nature of these items or their relative size. Potential items that could be selected for testing include:

- Compliance with established procurement policies
- Internal controls over revenue streams that would not be subject to audit due to their small dollar value
- Employee and Board expense reports and credit card purchases

Publications

We maintain a mailing list for our clients to receive regularly issued publications and reports to keep them informed. This includes changes in accounting principles or legislation that may impact annual financial statements.

Public Sector Accounting Minute publication provides regular updates on what may be implemented and the impact to organizations.

TaxNewsFlash focuses on important changes to tax legislation and opportunities.

Budget Releases are issued following the release of each federal and provincial budget.

Focus on Financial Reporting is an annual summary of changes and developments in financial reporting.

Canadian Audit Committee Update is a semi-annual publication covering issues of corporate governance. Recent topics include:

- IT Governance
- "Expectations gap" regarding fraud detection.
- These are just a few examples of the numerous activities that we carry out to ensure our clients are kept on the leading edge of Public Sector developments.

APPENDIX A



District of Parry Sound Social Services Administration Board

October 27, 2023

Advice and assistance, when you need it

We want you to be completely comfortable in calling us at any time on matters without feeling that “the meter is running.” At KPMG, our goal is to be your trusted advisor. It is important that you call us when you need help and remember that we are your auditors 12 months of the year. We welcome phone calls requesting advice or information, and we will not bill you for this convenience. Unless we agree that the issue is other than incidental, the meter isn’t running, and we will let you know before we start it. We will also pick up the phone and bring our ideas to you on a proactive basis.

PROPOSED FEES

Our fees for the scope of services outlined in our proposal will be \$46,500 (excluding applicable sales taxes but inclusive of out-of-pocket costs), as follows:

- | | |
|---|----------|
| • Audit of the financial statements of the District of Parry Sound Social Services Administration Board | \$35,000 |
| • Audit of the financial statements of the Non-Profit Organization for Amalaguin Housing Inc. | \$10,000 |
| • Corporate tax return for the Parry Sound Housing Corporation | \$500 |
| • Charitable tax return for the Esprit Women’s Shelter | \$500 |
| • Corporate tax return for the Non-Profit Organization for Amalaguin Housing Inc. | \$500 |

TERMS AND CONDITIONS

Acceptance of this engagement is conditional upon (i) the satisfactory completion of KPMG’s client and engagement acceptance processes, including the resolution of any potential independence or conflict of interest matters; and (ii) the execution of a formal engagement contract with the Board.

We trust the above is satisfactory for your purposes and appreciate the opportunity to be of service to the Board. Please feel free to contact the undersigned if you require anything further.

Yours very truly

A handwritten signature in black ink that reads "KPMG LLP" with a stylized flourish underneath.

Per Oscar A. Poloni, CPA, CA, CBV
Partner

/lb

Report #: 8.2
Subject: National Housing Accord
To: Board Members
Presented By: Tammy MacKenzie, CAO
Prepared By: Tammy MacKenzie, CAO
Date: November 9, 2023

Resolution:

THAT the District of Parry Sound Social Services Administration Board supports the National Housing Accord's multi-sector approach to ending Canada's rental housing crisis, including their 10 recommendations;

AND THAT the District of Parry Sound Social Services Administration Board supports the attached letter from NOSDA;

THEREFORE BE IT RESOLVED THAT a copy of this resolution be forwarded to the two Members of Parliament representing the District of Parry Sound, the Federal Minister of Finance, and the Federal Minister of Housing;

AND FURTHER BE IT RESOLVED THAT a copy of this resolution be shared with Municipalities within the District of Parry Sound requesting their support of this resolution.

Report:

The Canadian Alliance to End Homelessness (CAEH) has joined REALPAC (Real Property Association of Canada) and the Smart Prosperity Institute, to create "The National Housing Accord: A Multi-Sector Approach to Ending Canada's Rental Housing Crisis."

The report offers a plan that addresses housing affordability, the needs of the growing population, job creation and ending homelessness. The authors were invited to make a delegation to the Federal Liberal Caucus Retreat this past summer and a follow-up lobbying campaign is currently underway under the leadership of the CAEH. The campaign calls for support of the report and its recommendations and those resolutions of support be forwarded to the Member of Parliament, the Federal Minister of Finance, and the Federal Minister of Housing.

The National Housing Accord (NHA) makes 10 recommendations that address the rental housing market, including the creation of a coordinated plan with all three levels of government, a blueprint to fund affordable housing, low-cost, long-term fixed-rate financing for constructing purpose-built and rental housing.

The report further suggests that the Federal Government reform Canada's building code, streamline Canada Mortgage and Housing (CMHC) approval processes, create property acquisition programs,

create a homelessness prevention and housing benefit, and reform and replace the Canada Housing Benefit with a portable housing benefit.

The authors assert that the National Housing Accord is a roadmap out of Canada's rental housing crisis, that is neither partisan or ideological – "it's a plan grounded in evidence and supported by the private and non-profit housing sector, and a growing community of endorsers".

The 10 recommendations are as follows:

Recommendation 01

Create a coordinated plan with all three orders of government and create an Industrial Strategy led by a roundtable of public and private builders, the non-profit housing sector, Indigenous housing experts, investors and labour. The federal plan should include targets and accountability measures. The plan should include enhanced data collection, more robust and frequent population forecasts and better research to understand Canada's housing system. The plan should also include a blueprint to fund deeply affordable housing, co-operative housing and supportive housing, along with seniors housing and student residences and double the relative share of non-market community housing.

Recommendation 02

The federal government should help create a national workforce and immigration strategy on housing, including construction trades and other employment classes related to housing production.

Recommendation 03

The federal government should help reform CMHC fees and the federal tax system, including changes to capital cost provisions and eliminating the GST/HST on purpose-built rental housing to incentivize the construction of purpose-built rental housing.

Recommendation 04

Provide low-cost, long-term fixed-rate financing for constructing purpose built rental housing, as well as financing to upgrade existing purpose-built rentals to make them more accessible, climate-friendly and energy efficient.

Recommendation 05

To ensure innovations achieve scale, the federal government should help develop a robust innovation strategy for housing, including procurement policy and innovation centres for housing construction.

Recommendation 06

The federal government should help reform the National Building Code to drive innovation in the homebuilding sector.

Recommendation 07

Streamline the CMHC approvals process, which can include a Code of Conduct for Builders and a catalogue of pre-approved designs to allow for the fast-tracking of purpose-built rental housing.

Recommendation 08

Create property acquisition programs for non-profit housing providers to help purchase existing rental housing projects and hotels and facilitate office-to residential conversions. These programs could include capital grants, provision of pre-approved debt financing, funds that provide secondary debt and

equity financing, or other innovative levers that help with the initial costs without saddling the providers with operating and significant debt servicing costs.

Recommendation 09

Create a Homelessness Prevention and Housing Benefit (HPHB), which would provide immediate rental relief to up to 385,000 households at imminent risk of homelessness, help over 50,000 people leave homelessness and reduce pressure on Canada's overwhelmed homeless systems.

Recommendation 10

Reform the Canada Housing Benefit to better target individuals and families with the greatest housing needs by replacing it with a Portable Housing Benefit (PHB).



October 31, 2023

Sent by Email: tmackenzie@psdssab.org

Tammy MacKenzie, CAO
Parry Sound DSSAB
1 Beechwood Drive,
Parry Sound, Ontario
P2A 1J2

Dear: Mrs. MacKenzie

RE: National Housing Accord

The Northern Ontario Service Deliverers Association (NOSDA) discussed the [National Housing Accord](#) and the effects on NOSDA members.

As Canada's housing crisis worsens, a group of housing sector organizations – non-profit and for-profit housing providers, developers and investors – have put forward a plan to restore affordability, protect Canada's most vulnerable, and build at least two million new affordable and market rental units by 2030.

The National Housing Accord's recommendations provide the blueprint for millions of people to have a safe, secure and affordable place to live. If implemented, it will address housing affordability, meet the needs of our growing population, create jobs and play a significant role in ending homelessness. We are ready to step up and address this crisis, but we need the federal government to join us and step into their vital housing leadership role.

After some discussion NOSDA approved the following resolution:

WHEREAS the housing crisis in Canada has reached a critical level, with rapidly rising rents and a shortage of affordable rental units, disproportionately affecting vulnerable populations; and

WHEREAS the National Housing Accord presents a realistic plan with ten key recommendations to address the housing crisis, improve affordability, and reduce homelessness; and

WHEREAS NOSDA recognizes the importance of affordable housing for the well-being of people in Northern Ontario; and

WHEREAS NOSDA also recognizes the recommendations within the National Housing Accord cannot be fully successful without capital grants for the construction of new affordable and rent geared to income housing.

BE IT RESOLVED, that NOSDA supports the National Housing Accord and its ten recommendations as outlined in the document; and

BE IT FURTHER RESOLVED, that NOSDA calls upon the federal government to take a leadership role in implementing the National Housing Accord and working collaboratively with all levels of government and stakeholders to address the housing crisis in Canada; and

BE IT FURTHER RESOLVED, that NOSDA calls on the federal and provincial government to make capital grants available for the construction of new affordable and rent geared to income housing to all 10 DSSAB's and the City for Greater Sudbury in Northern Ontario; and

BE IT FURTHER RESOLVED, that NOSDA recommends that its members review the National Housing Accord with their boards and consider supporting same.

We are asking that you share this resolution with your board and consider passing a similar resolution at your next board meeting as well as sharing same with your member municipalities where appropriate.

If you require any further details, please reach out to me at 705-7665-2944 or fern.dominelli@nosda.net.

Respectfully,



Fern Dominelli
NOSDA Executive Director

THE NATIONAL HOUSING ACCORD

A Multi-Sector Approach to Ending Canada's Rental Housing Crisis



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Thank you to the following participants:

Tim Richter

President & CEO,
Canadian Alliance to
End Homelessness

Dr. Mike P. Moffatt

Founding Director,
PLACE Centre at the
Smart Prosperity Institute

Michael Brooks

CEO,
REALPAC

Tim Blair

CEO,
Kindred Works

Dan Dixon

SVP, Corporate Affairs,
The Minto Group

Colin Lynch

Managing Director and
Head of Global Real Estate
Investments,
TD Asset Management

Nick Macrae

SVP, Head of Investments,
Woodbourne Capital
Management

Naheed K. Nenshi

Managing Director,
The Ascend Group,
former Mayor of Calgary

Ray Sullivan

Executive Director,
Canadian Housing and
Renewal Association

Heather Tremain

CEO,
Options for Homes
Limited

Carolyn Whitzman

Expert Advisor, Housing
Assessment Resource Tools
(HART) Project,
Adjunct Professor,
University of Ottawa

Ottawa Community
Foundation

Foreword by the Authors

August 15, 2023

Canada's housing crisis is worsening dramatically. Millions of people – particularly those with the lowest incomes – are facing rapidly rising housing costs, driven significantly by an extreme lack of supply of the right types of rental housing. This is driving a wave of new homelessness, eating up increasing percentages of workers' incomes and causing untold stress and suffering. The Government of Canada has set a range of ambitious targets to realize the Right to Housing, address housing affordability and end homelessness, but we are currently sliding backwards.

Meanwhile many new market-based rental projects are stalled as a result of dramatically increased interest rates, high government taxes fees and charges, insurance premiums, and higher production input costs.

This comes within the context of record population growth. Population growth and immigration are essential to our country's economic and cultural prosperity, but our housing system is failing people who have a right to housing, no matter how long they have been here.

Adding substantial new supply to address rental affordability is key to solving the housing crisis. One third of Canadians rent, with a higher proportion renting in our urban centres which experience the most significant challenges with affordability. Having sufficient affordable, secure and accessible rental housing is essential for young people, seniors, Indigenous peoples, women-led single parent households, newcomers, students, people on low-incomes and those exiting homelessness. Right now, we are failing to provide these groups with affordable housing and too many are suffering. When there is a shortage of supply, rents get bid up by those most able to afford higher rents.

We must urgently build a healthy rental housing system to ensure affordability for all, meet the federal government's commitment to the progressive realization of the Right to Housing, support economic growth and end homelessness. We require practical solutions to dramatically increase the supply of rental housing. We need rental housing of all kinds: market-rate, affordable, co-operative, non-profit, supportive, and otherwise, to house our growing population today and in the years to come.

We recently brought together a group of housing experts from the private and non-profit sectors, including investors, developers, owners and policy experts for a Roundtable to brainstorm solutions to address this crisis and restore rental housing affordability. The outcome of the Roundtable is summarized in this Accord - Ten Recommendations - a series of rapidly actionable recommendations for the 2023 Fall Economic Statement and Budget 2024.

The Ten Recommendations recognize that no one actor in the system can achieve Canada's housing targets single handed. The federal government must lead the way through a coordinated effort with key stakeholders – including not-for-profits and the private sector – while accounting for resources, the financial viability of building supply, the productivity and innovation to reach targets, and the will to create conducive regulatory environments, all while closing the gap for affordable housing.

This is a significant task, for which our Ten Recommendations are a starting point.

Together, these recommendations will help millions of people have a safe, secure and affordable place to live, create jobs and raise incomes, meet the needs of our growing population and play a major role in ending homelessness.

The housing sector is ready to step up and address this crisis, but we need the federal government to join us and step into their vital housing leadership role.

Tim Richter

President & CEO,
Canadian Alliance to
End Homelessness

Dr. Mike P. Moffatt

Founding Director,
PLACE Centre at the
Smart Prosperity Institute

Michael Brooks

CEO,
REALPAC

Summary

Canada needs an Industrial Strategy to end its housing crisis. To address the rental housing shortage, a cross-sector gathering of private and non-profit sector experts collaborated to chart a way forward.

Rents have been increasing rapidly in many parts of the country, primarily caused by a lack of accessible, climate-friendly, affordable and market-rate purpose-built rental units to house a growing population. Increasing rents inflict the most significant harm on the lowest-income Canadians, including seniors, people on fixed incomes, single-parent led households, students, newcomers to Canada and Indigenous peoples. Rising rents are also contributing to a wave of new homelessness - the number of people losing their housing from unaffordability nationally is on the same scale as people losing their housing from Canada's largest natural disasters. Further, our housing crisis threatens economic growth, pricing workers out of the communities where their skills are needed most.

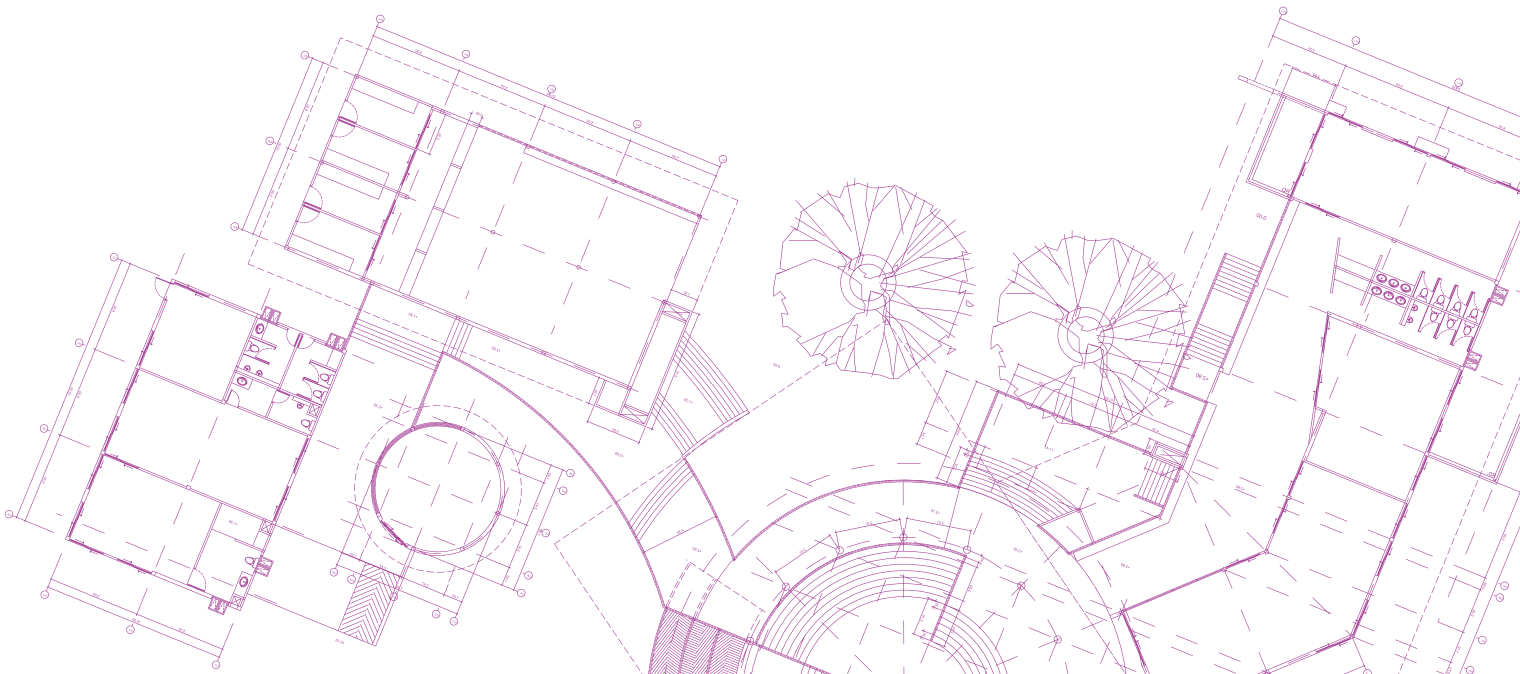
Restoring affordability will require tripling home building over the next seven years. For this to happen, the federal government must work with all orders of government, along with builders, developers and the higher education sector and address the bottlenecks preventing purpose-built rental housing from being built.

In the National Housing Strategy Act of 2019, the federal government made the progressive realization of the right to housing a cornerstone of its housing policy. Under the current conditions, this commitment will not be achieved.

To build more purpose-built rental housing, the federal government must invest directly in affordability while also taking steps to restructure Canada's rental housing industry for private, non-profit and public builders and operators.

This report provides ten recommendations focused on how the government can increase the supply of non-market housing, create the conditions for more market housing to be built and provide financial assistance to families precariously housed and at risk of falling into homelessness. This report and its recommendations act as a blueprint for an Industrial Strategy that would bring together public and private builders, the non-profit housing sector, investors and labour to build two million purpose-built rental units in seven years.

The report's key messages have been summarized into eight points on the next page for convenience.



Eight Key Points

1. To restore affordability to Canada's housing market, 5.8 million homes must be built by 2030,¹ roughly two million being purpose-built rental units needing to be built in the seven years between the start of 2024 and the end of 2030.² A goal this ambitious requires a robust Industrial Strategy.
2. The federal government must work to meet the obligations of the National Housing Strategy Act and the progressive realization of the right to housing. This obligation means that federal policy must prioritize those in greatest need, set targets and timelines for eliminating homelessness and deploy the maximum available resources to achieve their housing policy.
3. Building two million rental units in seven years will require the federal government to co-develop a coordinated plan with all orders of government, including a set of targets and accountability measures.
4. The plan must address six bottlenecks to building more housing: a lack of coordination, a shortage of inputs from labour to materials, high costs, low productivity, inability to get timely approvals and the insufficient construction of non-market housing.
5. The federal government must create the conditions for the market to build more housing by using the policy levers they control to address those six bottlenecks. These include tax reform, innovation policy and Canadian Mortgage and Housing Corporation (CMHC) reform.
6. The federal government must also recognize that more substantial investments in non-market housing are needed. This recognition should include a blueprint to fund deeply affordable and supportive housing, along with seniors housing, Indigenous-led housing and student residences, and support for non-profits to purchase existing affordable rental properties. Canada must double the existing social housing stock of 655,000 units to bring the country up to OECD and G7 averages.
7. The federal government must prioritize innovation in homebuilding, as existing resource constraints and costs will make it impossible to build homes in sufficient quantities without significant changes to how and what we build.
8. The federal government must also provide immediate financial supports to aid with affordability. These supports should include a Homelessness Prevention and Housing Benefit (HPHB), which would provide immediate rental relief to up to 385,000 households at imminent risk of homelessness, and a Portable Housing Benefit (PHB).

¹ The 5.8 million number comes from the CMHC report [Canada's Housing Supply Shortages: Estimating what is needed to solve Canada's housing affordability crisis by 2030](#). The 5.8 million figure covers the nine-year period from the beginning of 2022 to the end of 2030. There were 219,942 housing completions in 2022, according to the [CMHC data portal](#), and Canada should roughly match that figure in 2023. This suggests that Canada will need over 5.3 million housing completions in seven years (2024-30 inclusive) to achieve this target.

² Roughly 37.8 per cent of all housing completions in Census Metropolitan Areas and Census Agglomerations with at least 50,000 people were purpose-built rentals, according to the [CMHC data portal](#). Maintaining that ratio would require that 2.2 million of that 5.8 million be purpose-built rental units. In 2022, 68,254 purpose-built rental units were completed, a figure 2023 should roughly match. Subtracting that from our 2.2 million, leaves a need for two million rental completions in seven years (2024-30 inclusive) to achieve the target.

This report makes the following ten recommendations to the federal government designed to accelerate the completion of purpose-built rental units and to provide income support for renters.

Ten Recommendations

01

Recommendation 01:

Create a coordinated plan with all three orders of government and create an Industrial Strategy led by a roundtable of public and private builders, the non-profit housing sector, Indigenous housing experts, investors and labour. The federal plan should include targets and accountability measures. The plan should include enhanced data collection, more robust and frequent population forecasts and better research to understand Canada's housing system. The plan should also include a blueprint to fund deeply affordable housing, co-operative housing and supportive housing, along with seniors housing and student residences and double the relative share of non-market community housing.

05

Recommendation 05:

To ensure innovations achieve scale, the federal government should help develop a robust innovation strategy for housing, including procurement policy and innovation centres for housing construction.

02

Recommendation 02:

The federal government should help create a national workforce and immigration strategy on housing, including construction trades and other employment classes related to housing production.

04

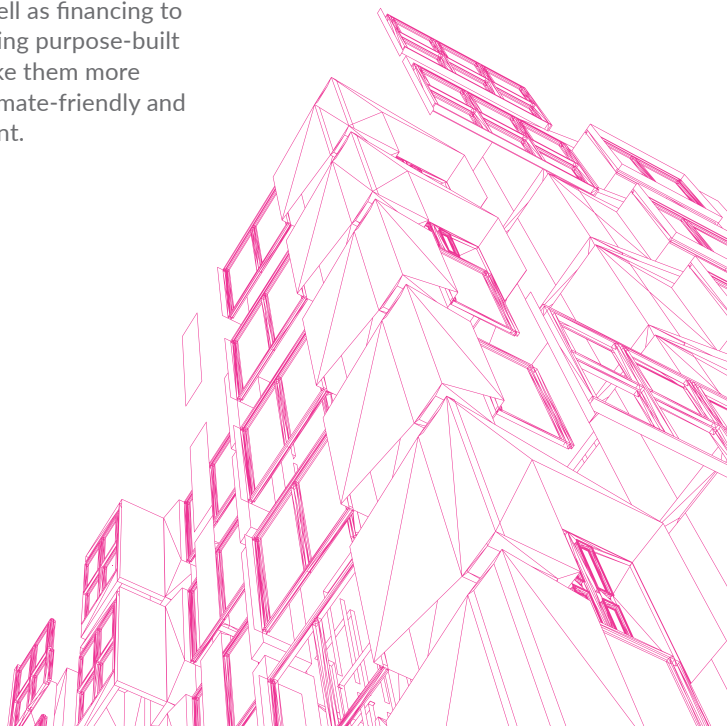
Recommendation 04:

Provide low-cost, long-term fixed-rate financing for constructing purpose-built rental housing, as well as financing to upgrade existing purpose-built rentals to make them more accessible, climate-friendly and energy efficient.

03

Recommendation 03:

The federal government should help reform CMHC fees and the federal tax system, including changes to capital cost provisions and eliminating the GST/HST on purpose-built rental housing to incentivize the construction of purpose-built rental housing.



06

Recommendation 06:

The federal government should help reform the National Building Code to drive innovation in the homebuilding sector.

07

Recommendation 07:

Streamline the CMHC approvals process, which can include a Code of Conduct for Builders and a catalogue of pre-approved designs to allow for the fast-tracking of purpose-built rental housing.

08

Recommendation 08:

Create property acquisition programs for non-profit housing providers to help purchase existing rental housing projects and hotels and facilitate office-to-residential conversions. These programs could include capital grants, provision of pre-approved debt financing, funds that provide secondary debt and equity financing, or other innovative levers that help with the initial costs without saddling the providers with operating and significant debt servicing costs.

09

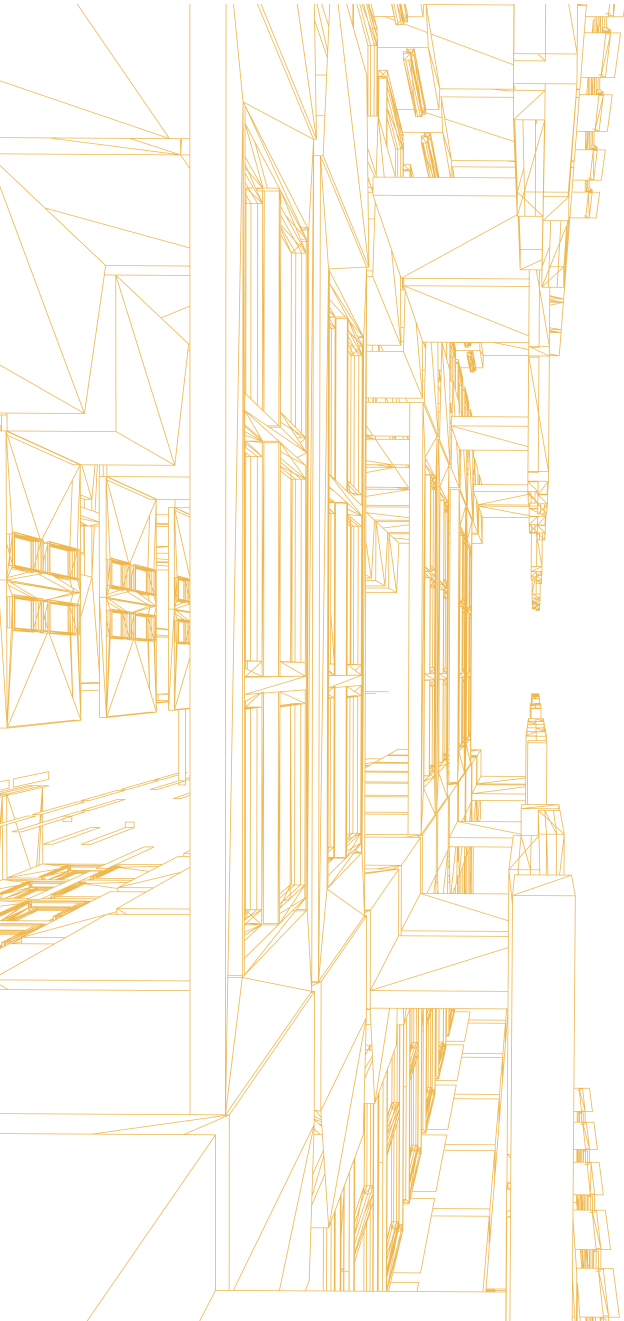
Recommendation 09:

Create a Homelessness Prevention and Housing Benefit (HPHB), which would provide immediate rental relief to up to 385,000 households at imminent risk of homelessness, help over 50,000 people leave homelessness and reduce pressure on Canada's overwhelmed homeless systems.

10

Recommendation 10:

Reform the Canada Housing Benefit to better target individuals and families with the greatest housing needs by replacing it with a Portable Housing Benefit (PHB).



Practical Solutions to Canada's Rental Affordability Crisis

Rents have been increasing rapidly in many parts of the country and, in the words of the CMHC, “affordable units for low-income renters are extremely rare outside of Québec.” The causes are numerous but include a lack of accessible, climate-friendly, affordable and market-rate purpose-built rental units to house a growing population. The CMHC estimates that Canada will need to build 5.8 million homes, of all types, between 2022 and 2030, which is triple Canada's historic homebuilding rate, to restore affordability. In 2022, 37.8 per cent of all housing starts were purpose-built rental units.³ Just under 2.2 million of the 5.8 million target would need to be purpose-built rental units to maintain this ratio, with just over two million needing to be built in just seven years.⁴ We propose a ten-point plan the federal government can implement to increase Canada's supply of purpose-built rental housing substantially, increase the supply of non-market community housing and financially support low-income renters.

A multi-tiered approach is needed. Over the past few decades, the construction of purpose-built rental units has not kept up with population growth, affecting affordability. This approach requires broad-based measures to address the bottlenecks preventing the market from building more of these units. However, we must also recognize that the market is unlikely to build sufficient affordable units, particularly those in the lowest income quintiles, so non-market housing solutions are needed. Finally, we must also recognize that “forever” affordability is critical, so this report provides several recommendations to support non-profit housing.

Canada's Rental Affordability Crisis

Rising rents are creating affordability challenges for many renters. For each of the past 13 years, the average monthly rent on a 1-bedroom apartment has increased at or above Canada's two per cent inflation target, according to data from the CMHC, as shown in Figure 1. Over the past seven years, the rent on a one-bedroom apartment has increased by 32 per cent, while average weekly earnings have risen by less than 23 per cent.⁵ Such rapid rent increases can devastate those on a fixed income or experiencing precarious employment.

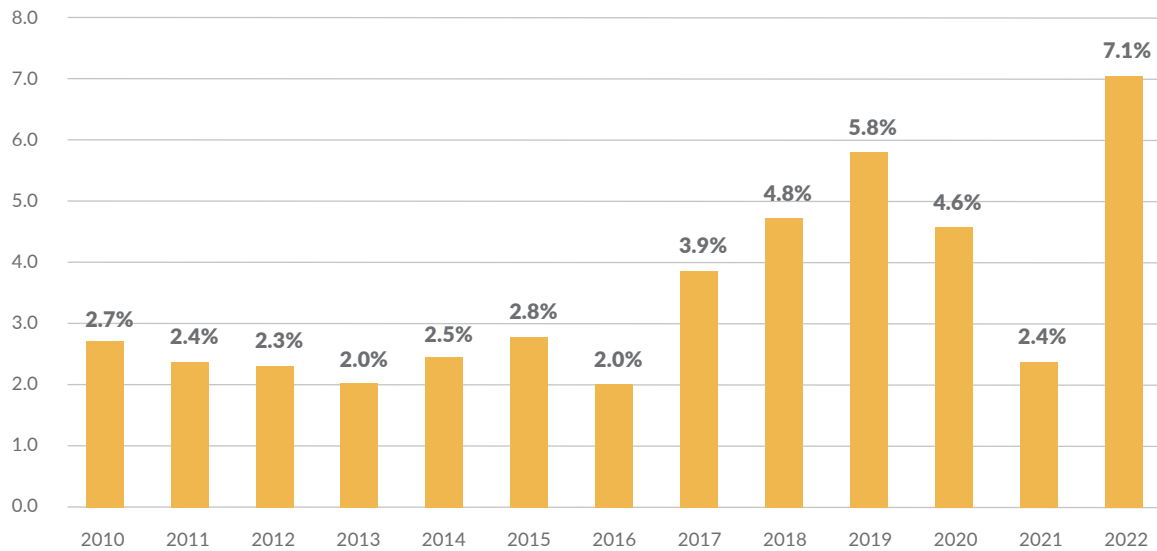
³ Source: Starts by Dwelling Type by Provinces (In Census Metropolitan Areas and Census Agglomerations with at least 50,000 people), [CMHC Housing Market Information Portal](#). Note that this estimate excludes areas outside a Census Metropolitan Areas and Census Agglomerations with at least 50,000 people. In 2022, 85 per cent (180,656 of 212,942) housing completions were outside in a Census Metropolitan Areas and Census Agglomerations with at least 50,000 people. Of the 180,656 completions, 68,254 were purpose-built rentals, constituting 37.78 per cent of all completions in Census Metropolitan Areas and Census Agglomerations with at least 50,000 people.

⁴ Roughly 37.8 per cent of all housing completions in Census Metropolitan Areas and Census Agglomerations with at least 50,000 people were purpose-built rentals, according to the [CMHC data portal](#). Maintaining that ratio would require that 2.2 million of that 5.8 million be purpose-built rental units. In 2022, 68,254 purpose-built rental units were completed, a figure 2023 should roughly match. Subtracting that from our 2.2 million, leaves a need for two million rental completions in seven years (2024-30 inclusive) to achieve the target.

⁵ Source: Employment, average hourly and weekly earnings (including overtime) and average weekly hours for the industrial aggregate excluding unclassified businesses, monthly, seasonally adjusted, [Statistics Canada Table 14-10-0222-01](#).

Figure 1

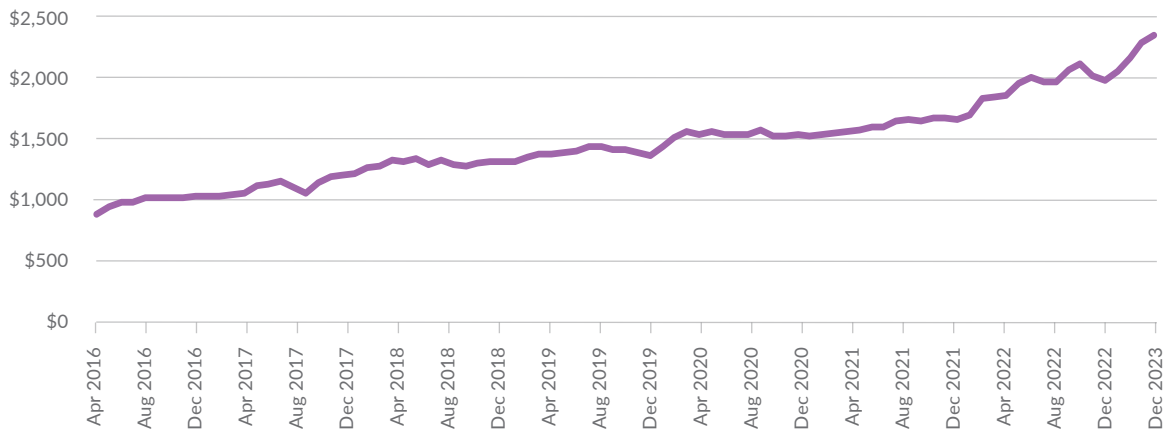
Increase in Average Rents for a 1-Bedroom Apartment, Canada⁶



Rent increases have been remarkably rapid for rents on new leases in many parts of the country. One example is Guelph, Ontario: Figure 2 shows rents on new leases for one-bedroom apartments in the city. In just six years, from June 2017 to June 2023, rents on newly leased one-bedroom apartments had doubled in Guelph, reaching \$2,300.

Figure 2

Average Rents on New Leases, 1-Bedroom Apartments, Guelph, Ontario⁷



The [January 2023 CMHC Rental Market Report](#) finds that the share of apartment units that are affordable to the lowest 20 per cent of income is effectively zero in most Ontario metros, including Belleville, Toronto, Kingston, Peterborough, Kitchener-Cambridge-Waterloo, Hamilton, Sudbury, Ottawa, St. Catharines and Windsor. This group can afford less than five per cent of Winnipeg, London, Halifax, Victoria and Vancouver units. In the words of the CMHC, “affordable units for low-income renters are extremely rare outside of Québec.”

⁶ Source: Average Rent by Bedroom Type by Provinces, [CMHC Housing Market Information Portal](#). Data for October of each given year.

⁷ Source: [Zumper Research – Guelph, ON Rent Prices](#)

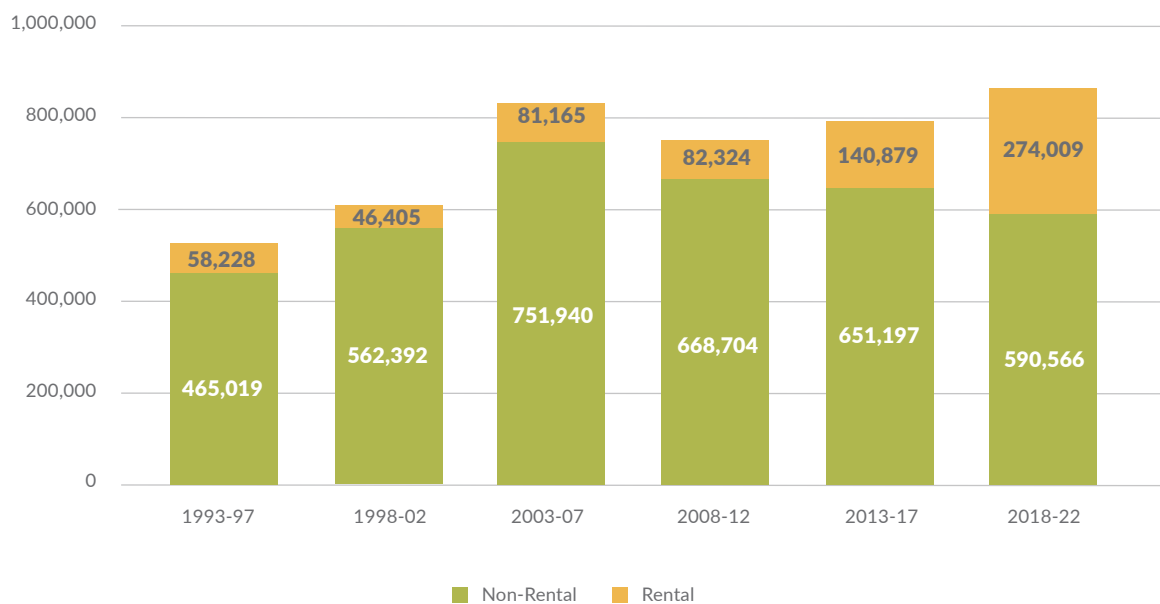
There is no single cause for the spike in rents in Canada. Still, one contributing factor is the population of renters growing faster than that of purpose-built rental properties. In the five years from July 1, 2017, to June 30, 2022, the population of 20–44-year-olds in Canada grew by over one million, thanks in part to an increase in the number of international students. It grew by less than 425,000 in the five years before that.⁸ Canada's population grew by 2.4 million in the last five years, compared to 1.8 million in the five years prior. But despite this population growth, particularly in the number of young adults, Canada built very few purpose-built rental units to house this population.

A Lack of Purpose-Built Rentals is Contributing to Canada's Rental Affordability Crisis

The construction of purpose-built rental units has increased in recent years. Figure 3 shows that in the previous five years, the number of purpose-built rental units constructed has increased by over 130,000 units relative to the five years prior (274,009 in 2018-22 vs. 140,879 in 2013-17), offset by a 60,000 unit decrease in the number of other forms units constructed (590,566 in 2018-22 vs. 651,197 in 2013-17). While the overall number of units constructed is in the right direction, it is essential to note that while the number of units completed is up 72,500 in 2018-22 relative to 2013-17, the growth in the young adult population is up nearly 600,000 persons in 2018-22 relative to the prior period. In short, housing completions are not keeping up with population growth.

Figure 3

Housing Completions by Five-Year Period, CMAs and CAs with at Least 50,000 People, Canada⁹



⁸ Source: Population estimates on July 1st, by age and sex, [Statistics Canada Table 17-10-0005-01](#).

⁹ Source: Completions by Dwelling Type by Provinces (In Census Metropolitan Areas and Census Agglomerations with at least 50,000 people), [CMHC Housing Market Information Portal](#).

Much of the increase in purpose-built rental construction can be attributed to a single province: Québec. In the last five years, Québec has built over 100,000 purpose-built rental units, as shown in Figure 4. Although less than 17 per cent of Canada's population growth occurred in the province of Québec from 2018-22, the province was responsible for 39 per cent of all new purpose-built rental units, nearly as many as Ontario and British Columbia combined. Not coincidentally, Québec is the one province that CMHC identifies as still having available, affordable units for low-income renters.

Figure 4

Purpose-Built Rental Completions 2018-22, CMAs and CAs with at Least 50,000 People, Canada¹¹

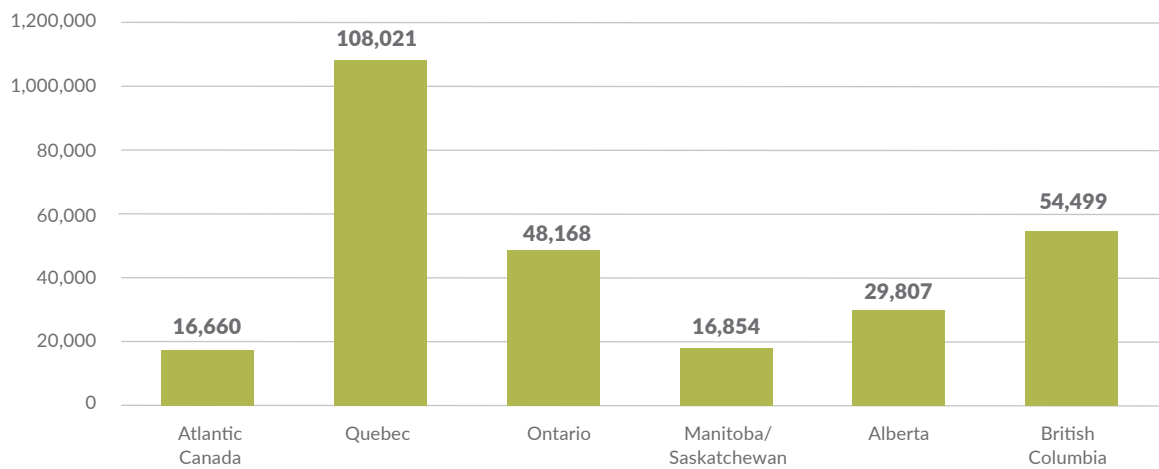
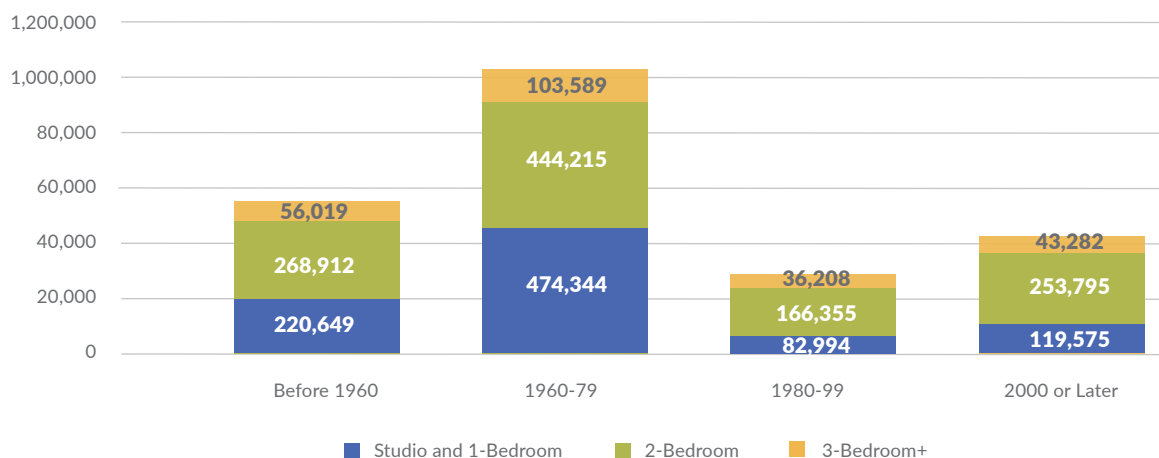


Figure 5

Canada's Purpose-Built Rental Stock by Year of Construction and Number of Bedrooms in October 2022¹²



¹⁰ Between July 1, 2017 and June 30, 2022, Canada's population grew by 2,384,666 persons, with Québec's population growing by 393,596, contributing 16.5 per cent to Canada's total. Source: Population estimates on July 1st, by age and sex, [Statistics Canada Table 17-10-0005-01](#).

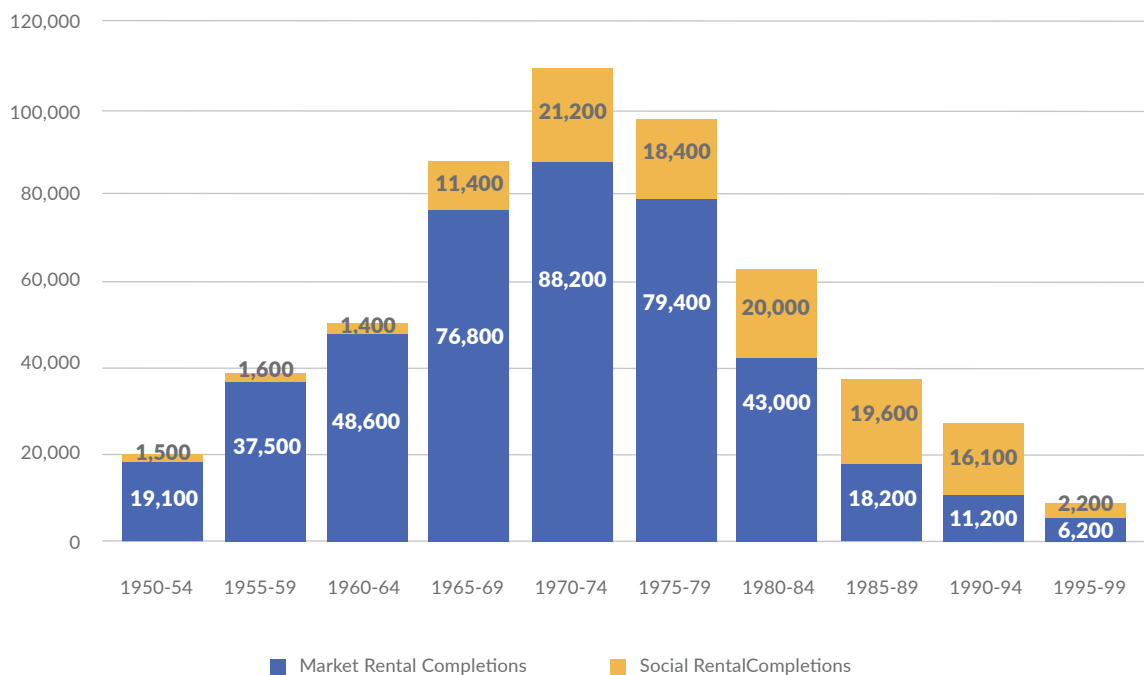
¹¹ Source: Completions by Dwelling Type by Provinces (In Census Metropolitan Areas and Census Agglomerations with at least 50,000 people), [CMHC Housing Market Information Portal](#).

¹² Source: Canada's Purpose-Built Rental Stock by Year of Construction and Number of Bedrooms in October 2022, [CMHC Housing Market Information Portal](#).

Despite the increase in purpose-built rental properties, most of Canada's purpose-built rental stock is over forty years old. Figure 5 shows Canada's purpose-built rental stock, as of October 2022, by date of construction and number of bedrooms. It shows that in the last 42 years, fewer purpose-built rental units were built than in the twenty years from 1960-79. It also shows a relative lack of housing units containing three or more bedrooms. In each of the four periods of the chart, 3-bedroom units comprise just over 10 per cent of the housing stock.

Figure 6

Average Annual Purpose-Built Rental Completions by 5-Year Period, Canada¹³



The decline in purpose-built rental construction occurred in both market and social rental components. Greg Suttor's report [Rental Paths from Postwar to Present: Canada Compared](#), published by the University of Toronto's Cities Centre, details the decline in purpose-built rental construction, which began in the mid-1970s. Figure 6, using data from the report, shows the scaling up of purpose-built rental construction in Canada from the 1950s to the early 1970s, then the substantial decline in completions during the 1980s and 1990s.

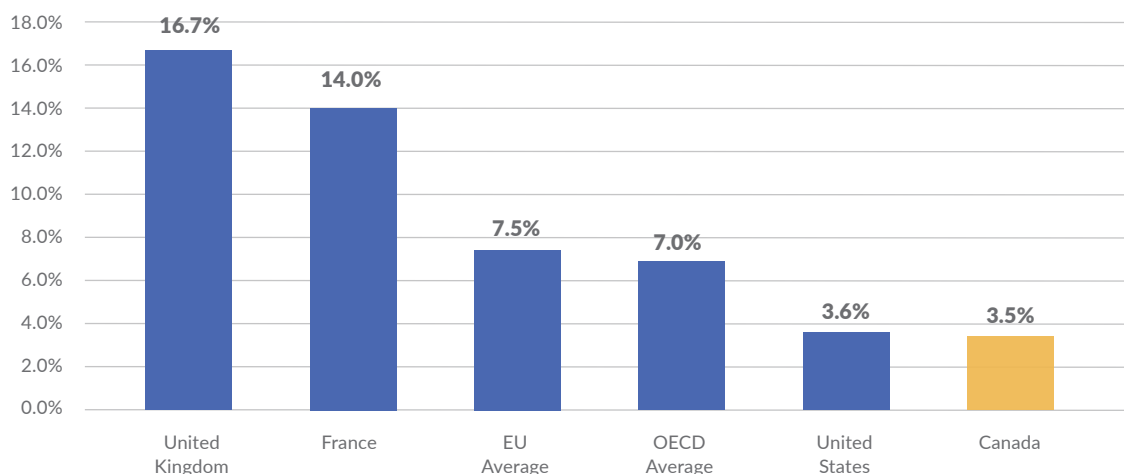
¹³ Data Source: [Rental Paths from Postwar to Present: Canada Compared](#), University of Toronto's Cities Centre

Canada's Social Housing Stock is Half of the OECD and G7 Average

The decline in social housing construction has caused Canada to fall behind many of our OECD and G7 partners and has helped contribute to a lack of affordability. A January 2023 [Scotiabank report](#) finds that there are roughly 655,000 social housing units in Canada, with 58 per cent owned by governments, 26 per cent owned by non-profits and 10 per cent with a co-op ownership model. Canada's social housing stock represents 3.5 per cent of all Canadian housing, half of the OECD average, as shown in Figure 7. The Scotiabank report calls for more social housing to be built, stating, "Canada needs a more ambitious, urgent and well-resourced strategy to expand its social housing infrastructure. Aims to double the stock of social housing across the country could be a start." The Canadian Housing and Renewal Association's 2022 [Blueprint for Housing](#) has made a similar recommendation, calling on the federal government to "double the proportion of housing in Canada considered community housing by the year 2035."

Figure 7

Number of Social Rental Dwellings as a Share of the Total Number of Dwellings, 2020 or Latest Year Available¹⁴



Governments across Canada recognize the need to build more housing of all forms. The federal government has set a target for [3.5 million homes](#) to be built between 2022 and 2031, with the Ontario government pledging to build [1.5 million homes](#) during that period. These goals represent a doubling of housing completions over the previous decade but may be too modest, according to research from the CMHC. Instead of doubling housing completions, in [Housing Shortages in Canada: Solving the Affordability Crisis](#), the CMHC finds that Canada will need to triple housing completions. Specifically, the report finds the country will need to build 5.8 million housing units, of all types, in the nine years between 2022 and 2031, with 2.6 million of those needing to be in Ontario if Canada is genuinely going to tackle our housing affordability crisis. While the CMHC did not estimate the number of purpose-built rental units needed, approximately two million of the 5.8 million would need to be purpose-built rental units to maintain current housing start ratios.

Tripling home building in such a short time presents a monumental challenge. To do so, all orders of government, along with builders, developers and the higher education sector, must understand their roles in the system, along with the bottlenecks that prevent housing construction from being increased. The PLACE Centre report *Working Together to Build 1.5 Million Homes* has identified six core challenges to achieving our housing supply targets. The federal government has a role to play in each.

¹⁴ Data Source: [Public policies towards affordable housing](#), OECD.

Addressing the Bottlenecks that Prevent the Construction of Accessible, Climate-Friendly and Affordable Purpose-Built Rental Housing

All orders of government must begin identifying and breaking down the barriers preventing rental housing construction. The PLACE Centre has identified six core challenges to achieving our housing supply targets:

- A. **Coordination:** No one actor in the system can ensure that housing completions keep pace with population growth. All levels of government, the higher education sector, builders, developers and the non-profit sector all play vital roles. This requires actors in the system to share data, coordinate their actions and keep each other accountable.
- B. **Ability:** Building homes requires sufficient labour, materials, equipment, land and capital. Not having enough plumbers, to enough bathtubs, to enough money to pay for plumbers or bathtubs, will prevent the necessary quantities of homes from being built.
- C. **Viability:** Or, as developers ask, “will it pencil?” For-profit builders and developers will not build unless it makes economic sense for them to do so. Revenue from building homes must sufficiently exceed the costs, which is particularly challenging when we also need homes to be affordable to families across the income spectrum.
- D. **Productivity:** There may be some inputs to homebuilding where we cannot double or triple them in such a short time. Homebuilding needs to be more productive and innovative. By being more productive and innovative, we can build more housing with fewer inputs, increasing the ability and viability of building homes.
- E. **Permission:** The regulatory environment needs to allow housing to be built, with minimal delays, while producing them safely, protecting the environment and creating great communities for all ages.
- F. **Non-Market Housing:** There are housing needs that the market cannot meet. These gaps create the need for governments and not-for-profit actors to build everything from supportive living housing units to student residences and do so in sufficient quantities.

The federal government plays a role in each of these six core challenges. This paper recommends steps the federal government can take on each challenge to accelerate housing completions.

We should also recognize, however, that it will take time to build these homes and that affordability challenges will persist. As such, we have added a seventh set of policy recommendations to provide financial support for low-income renters.

Across these seven areas, we provide a total of ten recommendations to the federal government, some with subparts, designed to accelerate the completion of accessible, climate-friendly and affordable purpose-built rental units and to provide income support for renters.

A. Coordination

No one actor in the system can ensure that housing completions keep pace with population growth. All levels of government, the higher education sector, builders, developers and the non-profit sector all play vital roles. This requires actors in the system to share data, coordinate their actions and keep each other accountable.

01

Recommendation 01: Create a coordinated plan with all three orders of government and create an Industrial Strategy led by a roundtable of public and private builders, the non-profit housing sector, investors and labour. The federal plan should include targets and accountability measures. The plan should include enhanced data collection, more robust and frequent population forecasts and better research to understand Canada's housing system. The plan should also include a blueprint to fund deeply affordable housing, co-operative housing and supportive housing, along with seniors housing and student residences and double the relative share of non-market community housing.

This recommendation contains several components, including:

- a. **Create and mandate a supply-side roundtable on housing.** The roundtable would include all three orders of governments, along with investors, funders, owners, operators, developers, labour, builders and non-profit stakeholders, including urban, rural and northern Indigenous housing experts. The table would propose, test and review housing policy for achieving federal, provincial and municipal supply targets. It would create a standard set of definitions for terms such as "affordability" to ensure alignment across programs. The body would be able to propose adjustments to labour, immigration, funding models, industrial regulations and government programs, from all orders of government, in real-time to innovate and fine-tune housing programs across Canada. The roundtable should also examine the role the tax system, both as a whole and at the individual tax level, plays in discouraging, or encouraging, housing development, as taxes compromise a substantial portion of development costs. The recommendation for a roundtable is aligned with Recommendation 166 from the March 2023 [Responding to the Challenges of Our Time](#) report by the Standing Committee on Finance, which states "[c]ommit to building up the affordable housing stock and to bring together provincial and municipal business and non-profit partners at the table to find innovative solutions and to expedite zoning, permitting and development processes."
- b. **Work collaboratively to craft a set of housing targets for each level of government.** These can include housing completions (or starts) targets for the federal government, provinces and major municipalities aligned with the CMHC's Affordability Crisis report figures. However, these targets must go beyond mere units and incorporate targets for the mix of housing and approval speed for each order of government. The targets should also include targets and timelines for substantially increasing non-market community housing in Canada.
- c. **Tie federal funding to municipalities on their progress towards hitting their targets, with additional funding for those that exceed it.** The targets should not just include unit and cost targets, which municipalities have limited control over, but also include targets on approval times. Additional financial support could be given to communities undertaking zoning reforms to allow for more as-of-right construction.

- d. **Promote evidence-based policymaking through additional research, data and forecasts.** This plan should include more granular and frequent population forecasts by the federal government. Monthly CMHC data releases should include additional information on smaller communities. Additional research on the impact of population growth through immigration and non-permanent residents on the supply and demand of housing is needed, along with work on a better understanding of housing as a system and better data on homelessness. This research will require increased funding to Statistics Canada, the CMHC and non-governmental research institutes.
- e. **Jointly create a plan designed to reduce the inflow into the homeless service system and accelerate the outflow in the form of permanent housing move-ins from the homeless system. This plan should include, at a minimum, significant funding for building rent geared to income and supportive housing.** There is a significant need for these units. The Canadian Alliance to End Homelessness report [Recovery for All](#), from June 2020, advocated for a plan “to assist a total of 350,000 families or individuals: including 245,000 affordable units, with a blend of new build and preserving existing [Naturally Occurring Affordable Housing] stock through non-profit acquisition [as well as] 50,000 Permanent Supportive Housing spaces to end chronic homelessness.” The plan should set rent geared to income and supportive housing targets incorporating recent population growth. The plan should align with the social housing target set in recommendation 1b and consider individuals with diverse needs, from seniors to refugees to persons experiencing mental health issues. Finally, the plan should also jointly craft for the financing of those units.
- f. **Co-create a plan and a fund to build additional student residences across Canada.** Canada is experiencing an international student boom, straining housing markets in communities with high enrollments relative to the population. This drives up rents and the price of family-friendly housing, as those homes are purchased by investors and converted into student rentals. Building more student residences at our colleges and universities would ease these pressures.
- g. **Co-create a plan and share best practices on building housing for seniors in the neighbourhoods where they wish to live.** Seniors living on fixed incomes can be particularly vulnerable to increasing rents. Creating more housing options for seniors can create more options and reduce upward rent pressures. It can also incentivize seniors to sell their current family-sized homes, allowing the next generation of families with young children to move into existing neighbourhoods with schools, parks and other amenities.
- h. **Immediately launch and implement the federally funded Co-operative Housing Development Program, committed to in the 2022 Federal Budget and work with other levels of government to scale up co-op housing development across the country.**
- i. **Support a For-Indigenous, By-Indigenous Urban, Rural and Northern housing strategy, and deliver the initial \$4BN over 7 years allocated in the 2023 Federal Budget through NICHI, the National Indigenous Housing Collaborative Inc.**

B. Ability

Building homes requires sufficient labour, materials, equipment, land and capital. Not having enough plumbers, to enough bathtubs, to enough money to pay for plumbers or bathtubs, will prevent the necessary quantities of homes from being built.

02

Recommendation 02: The federal government should help create a national workforce and immigration strategy on housing, including construction trades and other employment classes related to housing production.

A lack of skilled labour will substantially limit Canada's ability to build enough housing. The October 2022 CMHC report, [Labour Capacity Constraints and Supply Across Large Provinces in Canada](#) projects that while Ontario, Québec and British Columbia will need to double housing starts over the next decade to reach the CMHC's 2030 affordability supply target, labour constraints will limit these provinces to increases of 36 per cent, 41 per cent and 29 per cent respectively, under the best case scenario.

The federal government should work with the other two orders of government, the higher education sector trades unions and builders to co-develop a detailed workforce and immigration strategy on housing. It should provide labour market projections by province and trade, identify the most significant shortages and create a plan to address those imbalances. That plan should include a combination of training for those in Canada, targeted immigration programs to encourage skilled, temporary and permanent foreign workers, along with productivity enhancements to ensure we are getting the most out of every skilled tradesperson.

A wide array of potential reforms could be enacted as part of a national workforce and immigration strategy on housing. The Ontario Road Builders' Association has [recommended](#) a three-point plan, including "[removing] bias in the immigration point system that favours better-educated prospects over less-educated workers who might have skills in construction labour," and "[enhancing] the ability to match construction skills where needed and more immediately." Ensuring portability between employers of skilled tradespeople is critical, to allow these important workers to use their skills where they are most needed. Pathways to permanent residency and greater protections for Temporary Foreign Workers must also be considered. Canada's need for skilled tradespeople extends beyond the limits of existing Temporary Foreign Worker programs.

C. Viability

Or, as developers ask, "will it pencil?" For-profit builders and developers will not build unless it makes economic sense for them to do so. Revenue from building homes must sufficiently exceed the costs, which is particularly challenging when we also need homes to be affordable to families across the income spectrum.

Unfortunately, many much-needed purpose-built rental projects are not viable, given the costs and the existing tax structure.

In December 2021, the CMHC published the Research Insight [Purpose-Built Rentals Facing Financial Feasibility Challenges](#). The CMHC commissioned the Altus Group [to conduct a study](#) examining the financial viability of creating market-rate purpose-built rental housing in six cities: Vancouver, Calgary, Winnipeg, Toronto, Montreal and Halifax. Not surprisingly, the research found that project economics made the construction of purpose-built rentals unviable in most (but far from all) cases:¹⁵

Market rents are consistently below economic rents (i.e., rents required to make a project financially viable). In other words, market rents are rarely sufficient to cover the development and construction costs of projects, regardless of the project size, location and quality of the finishes.

The federal government has several levers to increase the after-tax rate of return on rental housing and increase access to financing, allowing more projects to pencil. They include the following two recommendations.

03

Recommendation 03: The federal government should help reform CMHC fees and the federal tax system, including changes to capital cost provisions and eliminating the GST/HST on purpose-built rental housing to incentivize the construction of purpose-built rental housing.

¹⁵ We should note that construction costs are up substantially since 2021, harming viability further beyond what is suggested in the Altus report.

This recommendation contains several components, including:

- a. **The federal government should remove GST/HST from new capital investments in purpose-built rental housing.** Removing the GST/HST has been recommended by several groups, including the [Canadian Rental Housing Providers for Affordable Housing](#). Removing both the federal and provincial components of the HST would reduce the development cost of new purpose-built rental housing in Canada, according to the report [Encouraging Construction and Retention of Purpose-Built Rental Housing in Canada](#). The [2015 mandate letter](#) to Finance Minister Bill Morneau also included “[r]emove the GST on new capital investments in rental housing” as a top priority.
- b. **Defer capital gains tax and recaptured depreciation due upon the sale of an existing purpose-built rental housing project, providing that the proceeds are reinvested in the development of new purpose-built rental housing.** This recommendation is from the report [Encouraging Construction and Retention of Purpose-Built Rental Housing in Canada](#). Owners of rental properties under the existing tax system are disincentivized from selling older projects and redeploying the capital to new builds. This reform would remove that disincentive and encourage building new purpose-built rentals.
- c. **Increase the Capital Cost Allowance (CCA) on newly constructed purpose-built rental buildings.** Increasing the current 4 per cent CCA on newly constructed purpose-built rental projects and provisions to defer capital gains taxes would provide strong incentives to create new purpose-built rental housing. Even higher rates could be given to projects that meet accessibility, affordability and energy efficiency/GHG reduction targets, similar to CMHC’s MLI Select financing program, to provide additional incentives for projects with these qualities to get built. This reform is an idea explored in the piece [How Canada can create more rental housing](#).
- d. **The CMHC should examine the point system in the MLI Select program for new construction to increase the number of purpose-built rentals that are affordable.** MLI Select provides enhanced loan terms for landlords that can demonstrate affordability, sustainability and accessibility. MLI Select is a vitally important program. However, very few projects have met the affordability criteria due to the onerous eligibility requirements. The affordability criteria should be adjusted to allow for the building of more affordable units. Affordability criteria for existing buildings under MLI Select should also be re-examined to help preserve existing affordable units and incentivize landlords to adjust rents on some units to affordable levels.
- e. **When selling to a non-profit operator, land trust, or non-profit acquisition fund, provide a capital gains tax break to private owners of multi-purpose rental.** This initiative would incentivize selling to non-profits and protect affordable purpose-built rental housing.
- f. **Create an affordable housing tax credit for developers that invest equity in community purpose-built rental housing projects.** The U.S. Low Income Housing Tax Credit could provide a template for such a tax credit.

04

Recommendation 04: Provide low-cost, long-term fixed-rate financing for constructing purpose-built rental housing, as well as financing to upgrade existing purpose-built rentals to make them more accessible, climate-friendly and energy efficient.

Despite Canada’s affordability crisis and housing shortages, [housing starts are falling due to rapidly rising interest rates](#). Existing financing mechanisms have been [criticized](#) for having unclear underwriting criteria, lengthy approval times and inconsistent market rate evaluation methods. In a period of rising and volatile interest rates, developers face significant risks when building new affordable purpose-built rentals or upgrading existing units for energy efficiency and their interest payments will rise in the future. These problems can be solved if the CMHC or the Canada Infrastructure Bank were to provide 25-year, fixed-rate financing for projects, including both new builds and upgrades, that meet certain accessibility, affordability

and climate-friendly criteria. The CMHC should also be provided with additional funding to increase the underwriting resources to expedite approvals or to outsource the approval process based on defined criteria, as currently, developers often have to obtain interim financing while waiting for approval on a CMHC loan.

D. Productivity

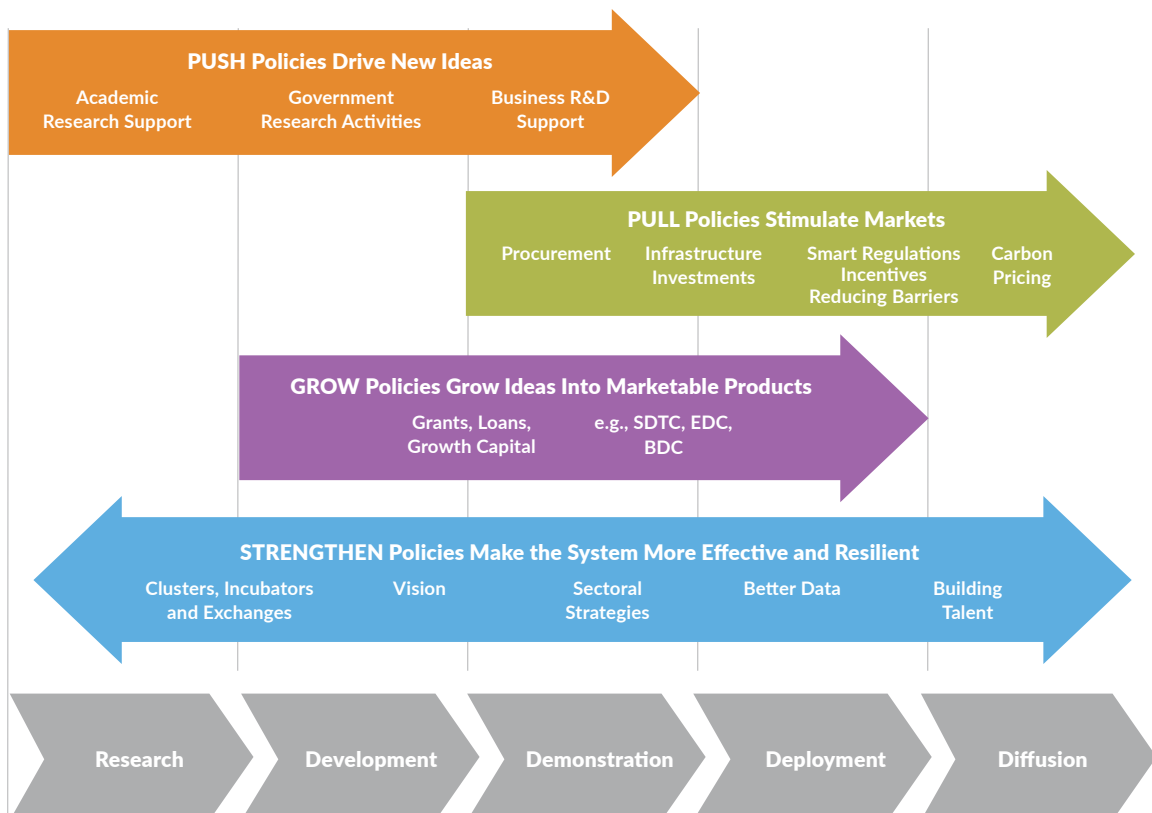
There may be some inputs to homebuilding where we cannot double or triple them in such a short time. Homebuilding needs to be more productive and innovative. By being more productive and innovative, we can build more housing with fewer inputs, increasing the ability and viability of building homes.

05

Recommendation 05: To ensure innovations achieve scale, the federal government should help develop a robust innovation strategy for housing, including procurement policy and innovation centres for housing construction.

The same policy tools used to drive innovation in sectors from electric vehicle manufacturing to agrifood to aerospace can be used to drive innovation in the homebuilding sector. For example, the March 2023 [Responding to the Challenges of Our Time](#) report by the Standing Committee on Finance recommended that the federal government “[p]rovide funding to demonstrate and scale a diverse set of innovative, near-zero emission building materials.” The potential areas for innovation are countless, including modular and off-site construction, panelization and low-carbon concrete. An innovation policy is essentially in ensuring these technologies and companies achieve scale.

As outlined by the Smart Prosperity Institute report [Accelerating Clean Innovation in Canada](#), an innovation strategy should contain push, pull, grow and strength components:



Permissions act as a critical pull component in innovation. For purpose-built rental construction, these permissions reforms would include reforming the National Building Code (see Recommendation 6) and a catalogue of pre-approved designs (Recommendation 7).

E. Permission

The regulatory environment needs to allow housing to be built, with minimal delays, while producing them safely, protecting the environment and creating great communities for all ages.

06

Recommendation 06: The federal government should help reform the National Building Code to drive innovation in the homebuilding sector.

Changes to the building code can drive productivity in the building sector and allow for more accessible, climate-friendly and affordable purpose-built rental projects, which can be less labour-intensive to build. These can include modular housing construction, mass timber and [single egress for multi-unit residential buildings up to 6 storeys](#). These reforms can be coupled with incentives to ensure these innovations are adopted at the provincial level. The federal government could also develop a National Zoning Code, incorporating global best practices in creating density, particularly around transit lines. Like the National Building Code, the federal government cannot mandate provinces and municipalities to adopt its provisions; however, it can encourage them through incentives.

07

Recommendation 07: Streamline the CMHC approvals process, which can include a Code of Conduct for Builders and a catalogue of pre-approved designs to allow for the fast-tracking of purpose-built rental housing.

A [recent review](#) of purpose-built rental projects in the City of Toronto found that “the average length of time between application submission and project completion was 100 months, with the time to reach approval averaging 29 months, the average time from approval to construction averaging 32 months and the construction process averaging 39 months.” Some of the time between approval to construction can be attributed to the approvals process for lending or insurance. While due diligence must occur, these processes can be streamlined by not duplicating efforts on projects with similar features or the same developer. There are several ways of doing so, including:

- a. **Create a code of Conduct for Developers and Builders.** To qualify for government programs, borrowing agreements and other supports, builders and operators must sign on to a code of conduct. This Code should be co-developed by governments and the supply-side roundtable on housing (Recommendation 1) and be aligned with how the Right-to-Housing is framed within the National Housing Strategy Act.
- b. **Create a catalogue of pre-approved housing designs, including mid-rise purpose-built rentals, that are energy-efficient, using innovative methods such as mass-timber and require less skilled labour than traditional forms. Developments that use these designs should be fast-tracked for CMHC and other approvals.** T catalogue of pre-approved designs would speed up approvals processes and create economies-of-scale for new building methods such as modular housing, lower costs through learning by doing and act as a “pull” mechanism to stimulate innovation in the homebuilding sector.

F. Non-Market Housing

There are housing needs that the market cannot meet. These gaps create the need for governments and not-for-profit actors to build everything from supportive living housing units to student residences and do so in sufficient quantities.

Four components from Recommendation 1, in the section on collaboration, have a non-market housing component:

Recommendation 1e: Jointly create a plan designed to reduce the inflow into the homeless service system and accelerate the outflow in the form of permanent housing move-ins from the homeless system. This plan should include, at a minimum, significant funding for building rent geared to income and supportive housing.

Recommendation 1f: Co-create a plan and a fund to build additional student residences across Canada.

Recommendation 1g: Co-create a plan and share best practices on building housing for seniors in the neighbourhoods in which they wish to live.

Recommendation 1h: Immediately launch and implement the federally funded Co-operative Housing Development Program, committed to in the 2022 Federal Budget and work with other levels of government to scale up co-op housing development across the country.

We would add to these another recommendation, which lives outside of the collaboration section, as it can be done solely by the federal government:

08

Recommendation 08: Create property acquisition programs for non-profit housing providers to help purchase existing rental housing projects and hotels and facilitate office-to-residential conversions. These programs could include capital grants, provision of pre-approved debt financing, funds that provide secondary debt and equity financing, or other innovative levers that help with the initial costs without saddling the providers with operating and significant debt servicing costs.

This approach was recommended in the March 2023 [Responding to the Challenges of Our Time](#) report by the Standing Committee on Finance. This recommendation is also aligned with a recommendation from the [Canadian Rental Housing Providers for Affordable Housing](#), which states, “that the government create a fund and financing program to allow non-profits, cooperatives and community land trusts to cost-effectively acquire existing rental housing properties, making them permanently affordable.” [The Co-operative Housing Federation of Canada](#), [Canadian Housing and Renewal Association](#) and the Federation of Canadian Municipalities have also advocated for such an approach. This approach should also include mechanisms to facilitate charitable endowment impact investment in affordable housing. Charitable endowments could help bring additional capital into the system; according to [Philanthropic Foundations Canada](#), public and private foundations in Canada “collectively steward over \$120 billion in assets”.

G. Supports for Low-Income Renters

There are two separate challenges the federal government should address when it comes to ensuring low-income individuals and families can afford suitable housing. The first is mitigating rent inflation's impact and protecting the lowest-income families from homelessness and food insecurity. Our first recommendation addresses that issue:

09

Recommendation 09: Create a Homelessness Prevention and Housing Benefit (HPHB), which would provide immediate rental relief to up to 385,000 households at imminent risk of homelessness, help over 50,000 people leave homelessness and reduce pressure on Canada's overwhelmed homeless systems.

This recommendation is from the Canadian Alliance to End Homelessness' report [Responding to a New Wave of Homelessness](#). The benefit would take a two-stream approach: the first stream would "reduce the flow into chronic homelessness and accelerate exits from chronic homelessness." This stream would up provide financial support of an average of \$600-\$700 per month, to 50,000 persons, for an annual fiscal cost of \$360 million to \$420 million. The second stream would prevent "at risk" populations from becoming homeless. This stream would provide financial support to those paying 40 per cent or more of their income and rent and could cost between \$1 billion and \$3 billion a year, depending on how it was designed. This idea is similar to one the [National Housing Collaborative](#) designed in 2016.

10

Recommendation 10: Ceform the Canada Housing Benefit to better target individuals and families with the greatest housing needs by replacing it with a Portable Housing Benefit (PHB).

Although helpful, the current Canada Housing Benefit poorly targets those in core housing need. The federal government should consider replacing it with a [Portable Housing Benefit](#) (PHB). One such model for a PHB comes from the [National Housing Collaborative](#). This model would provide a top-up to families paying more than 30 per cent of their income in housing. Unlike the Canada Housing Benefit, the PHB would ensure that households "are subsidized on the basis of their actual rent, which allows the amount of benefit to respond very specifically to each household's level of need."





IN THIS EDITION

AI IS CHANGING THE
WORKFORCE

THE ERA OF THE AUGMENTED
WORKFORCE

MASSIVE OPPORTUNITY FOR
HR LEADERS AS CANADIAN
BUSINESSES EMBRACE AI

JOBS REPORT AUGUST 2023

TOTAL NUMBER OF JOB POSTINGS

523

NIPISSING

151

PARRY SOUND

83

from
July

20

from
July

TOP INDUSTRY WITH VACANCIES

NIPISSING

Health Care & Social
Assistance (24.9%)

PARRY SOUND

Educational Services (19.9%)

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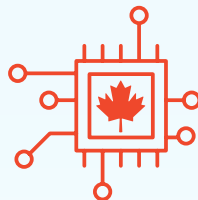
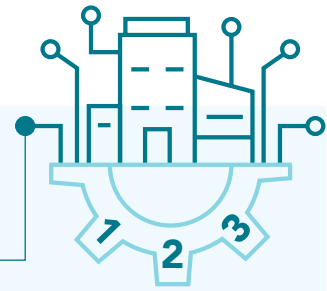
Ontario



AI IS CHANGING THE WORKFORCE

Canadian executives estimation (%) of their workforce **WILL NEED TO RESKILL** as a result of implementing artificial intelligence (AI) and automation over the next **THREE YEARS**.

42%



CANADIAN BUSINESS LEADERS KEEN TO PREPARE FOR AI IN BUSINESS

Canadian executives surveyed ranked **technology illiteracy** as a **top talent issue**. This was ranked second among global executives.

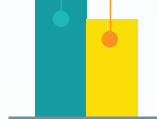


Canadian executives surveyed confirmed **building new skills for existing talent** is another **important challenge** to organizations, (this closely aligned with the top global challenges).



58%

are investing
in reskilling
internally.

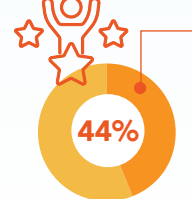


43%

are opposed
to hiring from
outside.



Canadian executives report
what's most important today:



1. People skills like time management and the ability to prioritize, (44%)
2. analytics skills with business acumen, (41%)
3. and ethics and integrity. (39%)

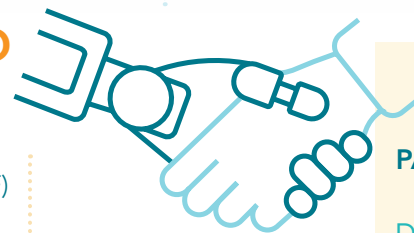
THE ERA OF THE AUGMENTED WORKFORCE

The World Economic Forum (WEF) predicts globally, between 2020 and 2025, new technologies will:



Disrupt
85 MILLION jobs

Create **97 MILLION**
new job roles



—AN ERA WHEN
**HUMAN-MACHINE
PARTNERSHIPS BOOST
PRODUCTIVITY AND
DELIVER EXPONENTIAL
BUSINESS VALUE.**

44% of workers' skills will be disrupted between 2023 and 2028.

**LOWER-LEVEL
EMPLOYEES**
are expected to see the
biggest shift.

4 IN 5
executives say
generative AI
will change
employee roles
and skills.



Source: IBM (NYSE: IBM) Institute for Business Value. The study, Augmented work for an automated, AI-driven world

MORE FROM THE AUGUST JOBS REPORT:



TOP OCCUPATIONS

NIPISSING

Sales & Services (25.6%)

Education, Law & Social,
Community & Gov (23.9%)

Business, Finance &
Administration (15.3%)

PARRY SOUND

Sales & Services (35.1%)

Education, Law & Social,
Community & Gov (27.8%)

Trades, Transportation &
Equipment Operators (16.6%)

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MASSIVE OPPORTUNITY FOR HR LEADERS AS CANADIAN BUSINESSES EMBRACE AI



A.

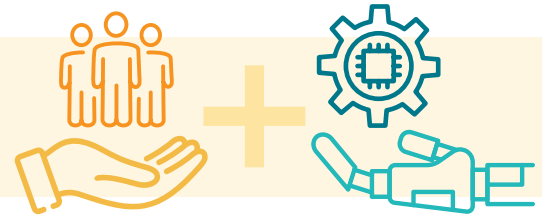
**PUT SKILLS AT THE
CENTER of workforce
strategy—for today
and for tomorrow.**

The study provided recommendations for leaders to address talent challenges in the era of AI and help their organizations transform for the future, including a focus on skills and operating models. *Top recommendations included:*

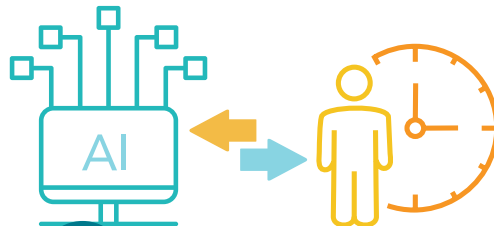
Leaders should be thinking about how to increase the overall technical acumen of the workforce. That can serve as a broad foundation upon which employees build new skills, such as how to work creatively and responsibly with AI. It's very important for employees to have a basic understanding of AI and its capabilities so they can be both critical thinkers and users of the technology. The future pipeline of talent is an important consideration too. The global AI skills gap is an urgent need facing many companies today across industries, and this will require strategic investments.

B.

**INVEST IN TALENT AS MUCH AS
TECHNOLOGY, preparing the workforce
for AI and other technology disruption.**



HR leaders will drive workforce planning, design, and strategy, like defining higher-value work, identifying the critical roles and skills of the future, and managing hiring, shifting people into new roles, retention and more. Including reviewing roles, identifying, and eliminating repetitive tasks that can be handled by AI. Merging roles to create new roles, expanding roles to include tasks like applying or managing AI tools, and creating targeted skill development for the higher-level tasks driven by people.



C.

**REDESIGN THE WORK,
leading with the operating model.**

Re-think and re-engineer how work gets done, identifying tasks where AI or automation can be applied to free up employee time for higher value tasks where their touch is critical. For example, IBM's HR team re-examined the highly manual and data-intensive quarterly promotions process, applying a custom Watson Orchestrate solution to automate data gathering and thereby empowering human staff to devote more time to high-value tasks.

D.

**Give jobs more meaning by putting the
EMPLOYEE IN THE DRIVER'S SEAT.**

AI has the potential to transform the employee experience. It can automate repetitive tasks, letting people focus on what they are passionate about, freeing up their time for skills development or work-life balance, and potentially create exciting new job roles and career paths. It's important to engage employees in this process.



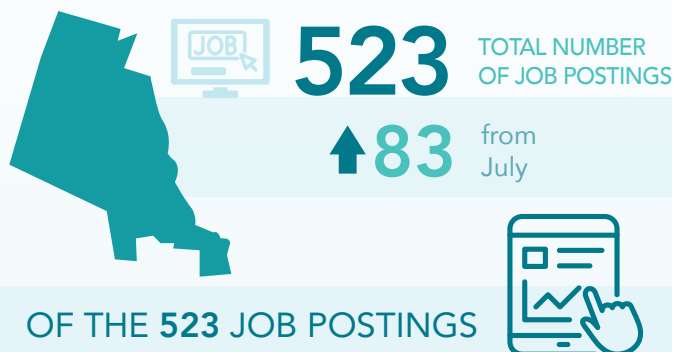
MONTHLY JOBS REPORT

AUGUST 2023

The Labour Market Group
Guiding partners to workforce solutions.

NIPISSING DISTRICT

There were 523 job postings recorded for Nipissing district in the month of August. For the sixth consecutive month this figure represented a notable-to-significant year-over-year decrease; -25.1% (-175) in job postings with August 2022 seeing 698 recorded job postings. Inversely there was a significant month-over-month increase from July of +18.9% (+83). 241 Unique employers posted jobs in August; a slight decrease; -4.7% (-12) from the July figure of 253. Similar to the job posting total mentioned above the employer figure is significantly below; -28.3% (-95), the year-over-year August total which was 336 in 2022.



100%

Collected from online sources.



16.6%

(87) Requiring a bilingual individual.



22.8%

(119) Criminal Record Check



For postings that listed an annual salary.



\$69,053.87/year
AVERAGE



\$22.11
HOURLY WAGE

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

Of the 179 postings which listed an hourly wage 12.3% (22) were listed at the provincial minimum wage of \$15.50/hour.

PARRY SOUND DISTRICT

There were 151 job postings recorded for the Parry Sound district in the month of August. This figure is an increase; +15.3% (+20) from the previous month's figure of 131 but for the sixth consecutive month there was a significant decrease; -35.2% (-82), in the year-over-year comparison with August 2022 seeing 283 recorded job postings. This continues to add to the indication of a possible economic downturn. 90 Unique employers posted jobs in August which is notably below; -25.6% (-31) the August 2022 total of 121.



100%

Collected from online sources.



9%

(6) Requiring a bilingual individual.



13.2%

(20) Criminal Record Check



For postings that listed an annual salary.



\$52,948.83/year
AVERAGE



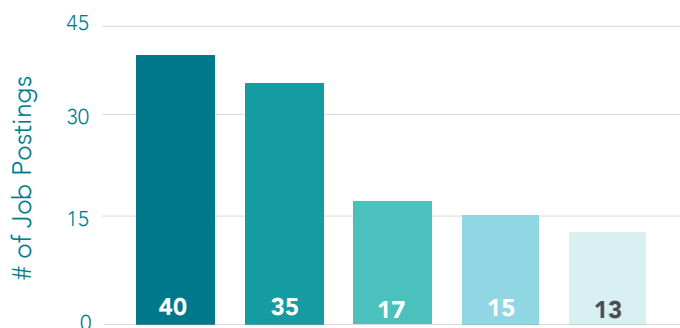
\$23.25
HOURLY WAGE

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

Of the 84 postings which listed an hourly wage 7.1% (6) were listed at the provincial minimum wage of \$15.50/hour.

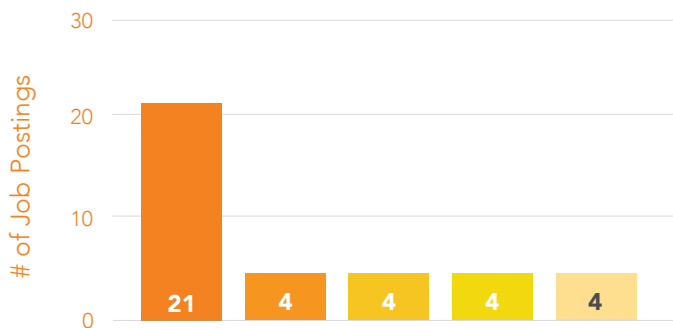
TOP 5 EMPLOYERS POSTING JOBS

- Near North District School Board
- North Bay Regional Health Centre
- Canadore College
- Ontario Northland
- Nipissing University

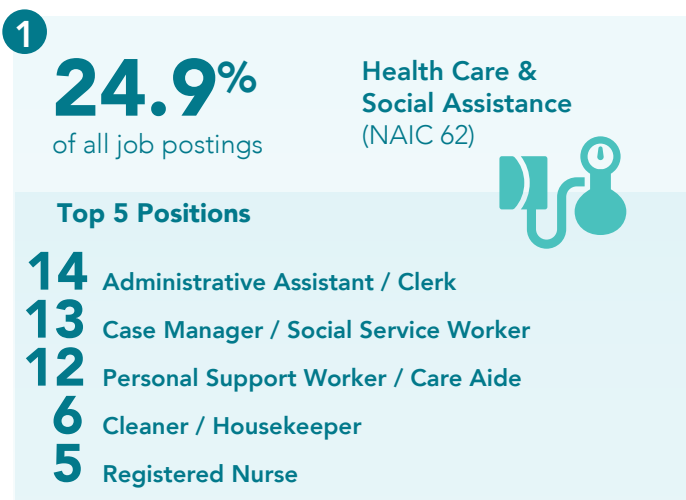


TOP 5 EMPLOYERS POSTING JOBS

- Near North District School Board
- Northridge Inn and Resort
- Turtle Jacks
- Walmart - Parry Sound
- West Parry Sound Health Centre



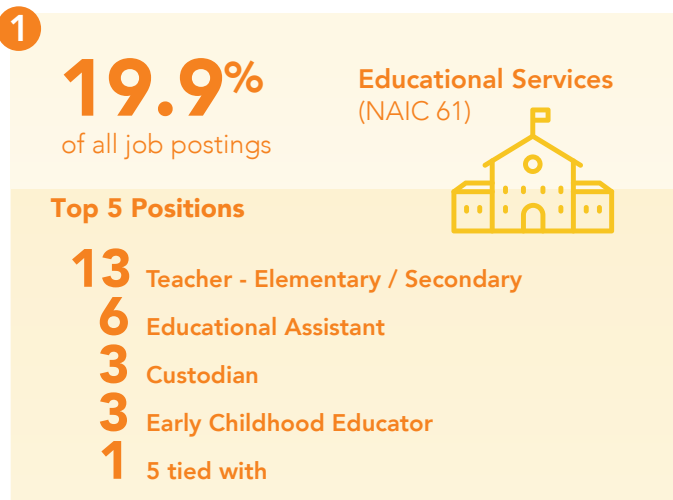
TOP 5 INDUSTRIES HIRING (NAICS)



- 2** 14.1% : Educational Services (NAICS 61)
- 3** 10.5% : Retail Trade (NAICS 44-45)
- 4** 8% : Accommodation & Food Services (NAICS 72)
- 5** 6.8% : Transportation & Warehousing (NAICS 48-49)

The Health Care and Social Assistance (NAICS-62) industry saw the greatest number of job postings in August with 24.9% (130) of the overall share each amongst all major industry classifications. The largest month-over-month increase in posting share of +7.1% occurred within the Educational Services (NAICS-61) industry; representing 17.6% (92) of the August postings. Inversely the largest month-over-month decrease of -3.6% was seen for jobs within the Public Administration (NAICS-91) industry which made up 2.3% (12) of the August recorded postings.

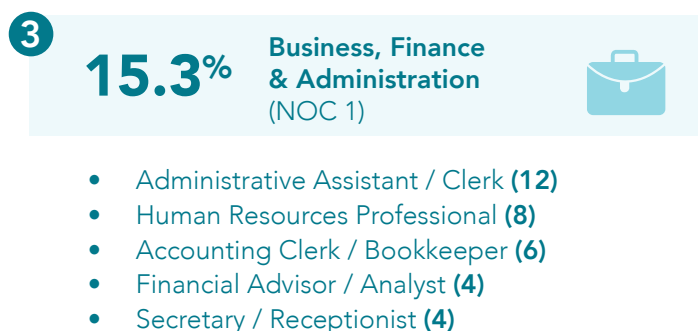
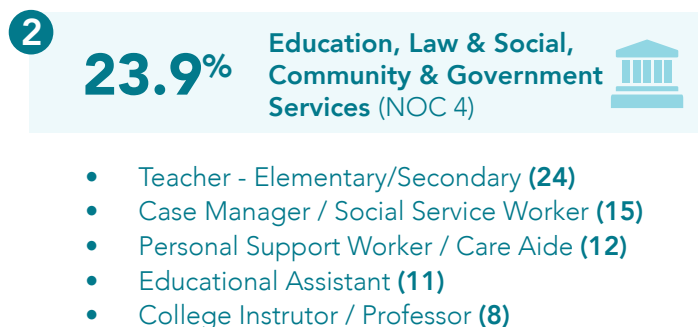
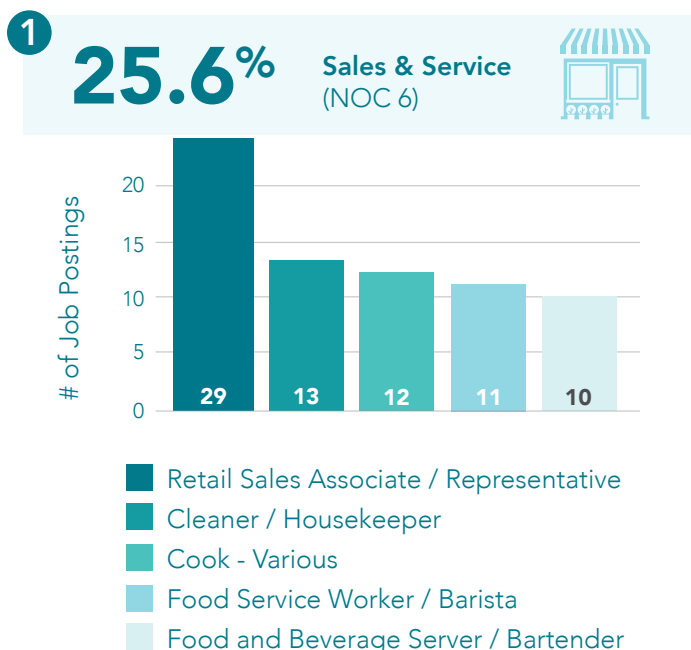
TOP 5 INDUSTRIES HIRING (NAICS)



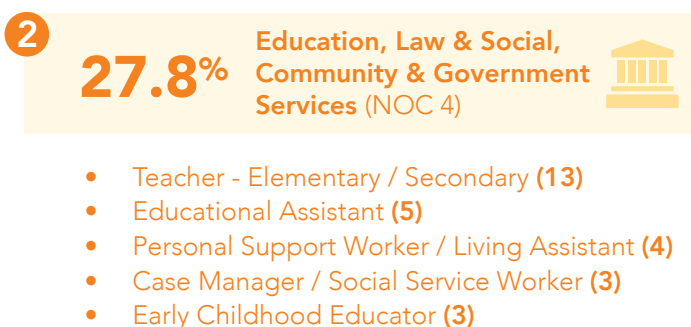
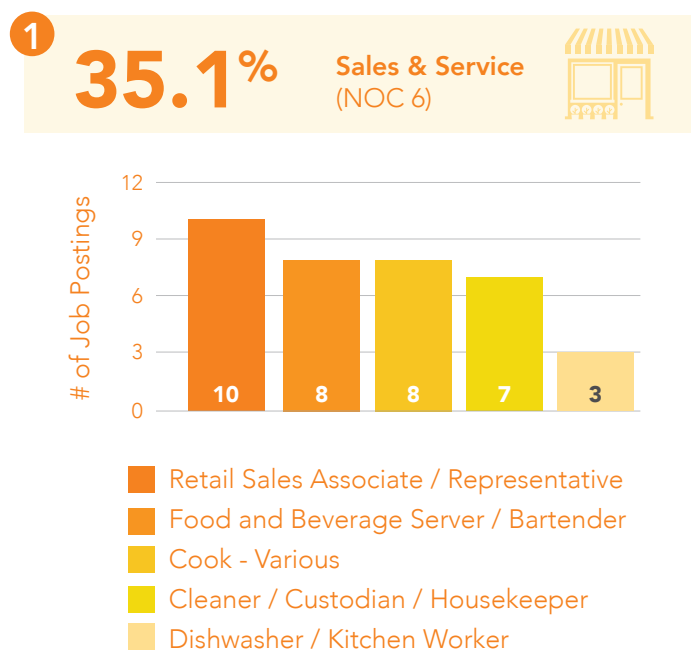
- 2** 15.9% : Accommodation & Food Services (NAICS 72)
- 3** 14.6% : Retail Trade (NAICS 44-45)
- 4** 14.6% : Health Care & Social Assistance (NAICS 62)
- 5** 12.6% : Manufacturing (NAICS 31-33)

The Educational Services (NAICS-61) industry saw the greatest number of job postings in August with 19.9% (30) of the overall share amongst all major industry classifications; with this industry also accounting for the largest month-over-month increase of +14.5%. The Retail Services (NAICS-44-45) industry saw the largest month-over-month decrease of -16% to make up 14.6% (22) of the job postings in 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 25.6% (134) of all postings in August when compared to the major occupational classifications. Education, Law and Social, Community and Government Services (NOC-4) based occupations saw the largest month-over-month increase of +7.5% with 23.9% (125) of the August postings. The largest month-over-month decrease in posting share of -3.1% was seen amongst Trades, Transportation and Equipment Operator (NOC-7) based positions which accounted for 12.8% (67) job postings in the month.

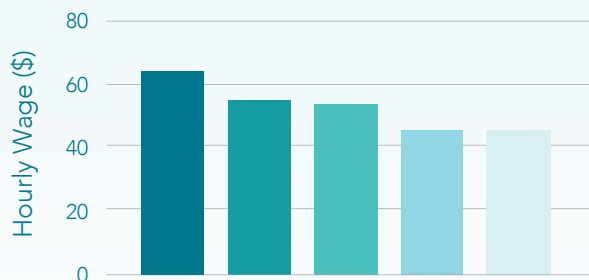
Sales and Service (NOC-6) based occupations represented the largest number of job postings in August with 35.1% (53) of all postings when compared to the major occupational classifications. Education, Law and Social, Community and Government Services (NOC-4) occupations accounted for the largest month-over-month increase of +9.5% to represent 27.8% of the recorded August postings. The largest month-over-month decrease in job posting share was for Sales and Service based occupations which changed -7.6% from the previous month.

TOP 5 HOURLY WAGE VACANCIES



\$63.00

Manager - Inpatient Medicine
@ North Bay Regional Health Centre



\$56.00 **Physician Assistant**
@ North Bay Regional Health Centre

\$55.00 **Orthophoniste**
@ Conseil scolaire public du Nord-Est de l'Ontario

\$46.00 **Manager - Clinical Services**
@ One Kids Place

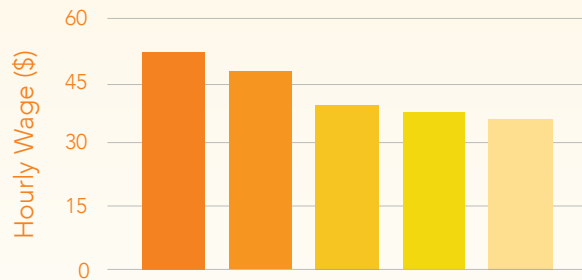
\$46.00 **Team Supervisor - Live-In Treatment Services**
@ Hands TheFamilyHelpNetwork.ca - North Bay

TOP 5 HOURLY WAGE VACANCIES



\$55.00

Flight Instructor
@ Near North Flight Training Academy



\$48.00 **Team Leader - Crisis Team**
@ Canadian Mental Health Association - Muskoka Parry Sound Branch

\$40.00 **Deputy Clerk**
@ Township of Ryerson

\$38.00 **Case Manager - Housing**
@ Canadian Mental Health Association - Muskoka Parry Sound Branch

\$36.00 **Psychometrist**
@ Hands TheFamilyHelpNetwork.ca

TOP 3 ANNUAL SALARY VACANCIES

\$126,000

Chair and Person Responsible for Training
@ Canadore College - Aviation Campus

\$114,130

Human Resources Manager
@ Near North District School Board

\$108,898

Traffic Engineer
@ Ministry of Transportation



Lowest Annual Salary **\$25,000**
Installer - Blind and Shutter
@ The Home Depot - North Bay

TOP ANNUAL SALARY VACANCY

\$83,880

Child Protection Worker
@ Nijjaansinaanik Child and Family Services - Parry Sound Area

\$60,000

Front of House and Events Manager
@ Trestle Brewing Company Limited

\$46,303

Custodian
@ Nipissing-Parry Sound Catholic District School Board



Lowest Annual Salary **\$40,000**
Site Manager
@ Raven's Forest

The average hourly wage in August for those postings which listed (34.2%) an hourly wage was \$22.11/hour. This is slightly below; -4.2% (-\$0.98/hour), the current 12-month average of \$23.09/hour. Of the 179 postings which listed an hourly wage 12.3% (22) were listed at the provincial minimum wage of \$15.50/hour. For postings that listed an annual salary the average was \$69,053.87/year. This is in-line; +1.4% (+\$931.65/year), with the current 12-month average of \$68,122.22/year.

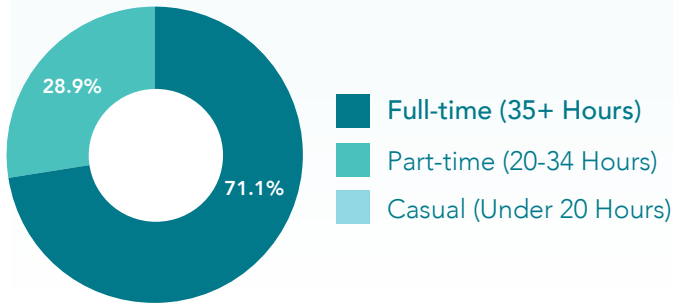
The average hourly wage in August for those postings which listed (55.6%) an hourly wage was \$23.25/hour. This figure is slightly below; -1.5% (-\$0.35/hour), the current 12-month average of \$23.60/hour. Of the 84 postings which listed an hourly wage 7.1% (6) were listed at the provincial minimum wage of \$15.50/hour. The average annual salary listed in the month of August was \$52,948.83; significantly below; -17.3% (-\$11,108.04/year), the current 12-month average annual salary of \$64,056.87/year.

FULL-TIME / PART-TIME BREAKDOWN

71.1% of listings in August

↓ **1.6%**
from July

71.1% (372) of the listings in August indicated that the employment offered would be classified as full-time. This figure is slightly below; -1.6%, the previous month when 72.7% of the job postings were classified as full-time.



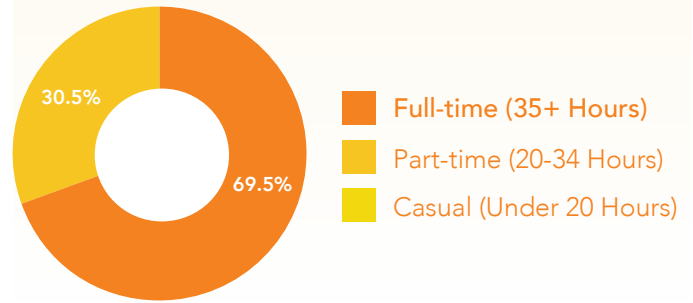
523 Postings listed hours offered (100%)

FULL-TIME / PART-TIME BREAKDOWN

69.5% of listings in August

↓ **2.3%**
from July

69.5% (105) of the listings in August indicated that the employment offered would be classified as full-time. This figure is a slight decrease; -2.3%, from the previous month where 71.8% of the job postings were classified as full-time.



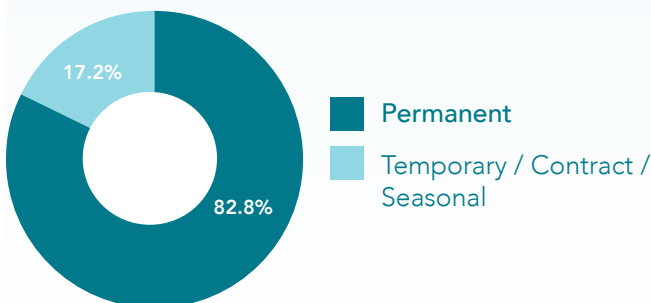
151 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

82.8% of listings in August

↑ **0.5%**
from July

82.8% (433) of the listings in August stated that the opportunity in question would be permanent. This is nearly identical; +0.5%, to the previous month's figure of 82.3%.



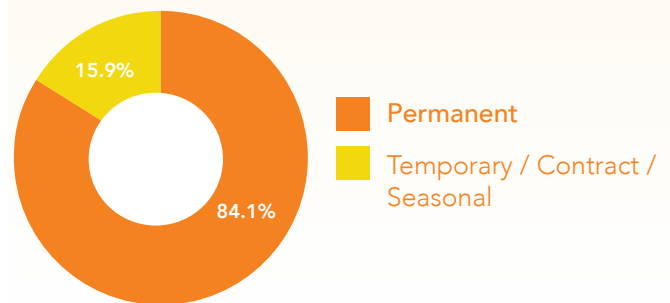
523 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

84.1% of listings in August

↓ **3.7%**
from July

84.1% (127) of the listings in August stated that the opportunity in question would be permanent. This is slightly below; -3.7%, the previous month figure of 87.8%.



151 Postings listed hours offered (100%)

ALL EMPLOYERS WITH POSTINGS IN MONTH



NIPISSING DISTRICT

22 Wing Air Reserve Flight North Bay
401 Auto - North Bay Chrysler
A&W (McKeown)
A&W (Northgate Shopping Centre)
Addiction Treatment Centre of Excellence
- Canadore College
Advance Auto Parts Inc.
AIDS Committee of North Bay and Area
AIM Kenny U-Pull
Algonquin Nursing Home of Mattawa
Alzheimer Society Sudbury
- Manitoulin North Bay and Districts
Apollo Transport
Arrowhead Gas Bar
Ashley HomeStore
Bath & Body Works
Battano Construction Limited
Bay Roofing and Exteriors Ltd.
Bay Truck Stop Family Restaurant
Bdo
Bee-Clean Building Maintenance
Bell Canada
Best Buy
Best Western North Bay Hotel
& Conference Centre
Beyond Wireless Inc.
Bins and Bins
Binx Professional Cleaning
Blue Sky Animal Hospital
Body Back in Motion
Boutique La Vie En Rose
Boutique Marie Claire Inc
Bradwick Property Management
Bruman Construction Inc
Buchner Manufacturing Inc.
Canada Post - Astorville
Canada Post - Sturgeon Falls
Canada Post - Temagami
Canadian Food Inspection Agency
Canadian Forces Morale and Welfare Services
Canadian Red Cross
Canadian Tire - North Bay
Canadian Tire Corporation Ltd
Canadore College
Canadore College - Aviation Campus
Canadore College - College Drive
Canadore College - Commerce Court
CannAmm
CarePartners
Carter's/OshKosh
Cascades Casino
Cassellholme Home for the Aged
CBI Health Group
Cementation Canada
Cherry Hill Programs
Cineplex Inc.
Comfort Inn - Airport
Comfort Inn - Lakeshore
Community Counselling
Community Living North Bay
Complete Landscaping
Conseil scolaire public du Nord-Est de l'Ontario
Cooper Equipment Rentals
Cousineau Concrete Pumping
CTS Canadian Career College
Designed Roofing Inc., Essential Exteriors
& Northland Glass & Metal
District of Nipissing Social Services
Administration Board
District School Board Ontario North East
Dollarama - North Bay
Dr. Glenn Paleczny Orthodontics
DSI Underground Canada Ltd.
East Side Mario's
Eclipse Stores Inc
Ed Seguin & Sons Trucking and Paving
Enterprise Holdings
Enterprise Rent-A-Car
Everest Solutions and Imaging Ltd.
Evergreen Landscaping

Express Parcel
Fastenal
First General - North Bay
First Student Canada
GardaWorld
Garderie Soleil
GFL Environmental Inc.
GHC Heating and Air Conditioning
Gincor Werx
Goodyear Canada Inc. (Retreading)
GP Welding & Ironworks
H&R Block
Hair Designers
Hands TheFamilyHelpNetwork.ca - North Bay
Hands TheFamilyHelpNetwork.ca
- Parry Sound
Harveys
Highball Billiards
Holiday Inn Express North Bay
Hope Awaits Ministries
Integrated Solutions
Intelcom Express
Jean M Savignac General Woodwork Ltd
Kal Tire
Kenmar Basement Systems
Kenwood Hills Daycare
Kia North Bay
Kohltech Windows & Entrance Systems
Lafarge Canada Inc
Larocque Elder Architects, Architectes Inc.
Laurentian Ski Hill
LCBO - Algonquin Avenue
LCBO - Verner
Le centre de formation du Nipissing
Legal Aid Ontario
Les Soeurs de l'Assomption de la Sainte
vierge
LifeLabs
Lifetouch
Linde North America
Long & McQuade
Lou Dawg's Southern BBQ
Marina Point Village
McDonald's (North Bay)
McDougallMD
Metal Fab Ltd.
Metis Nation of Ontario
Metro - North Bay
Miller Paving
Miller Technology Incorporated
Ministry of Transportation
Moore Propane
Mr Seamless Eavestroughing Ltd
Municipality of West Nipissing
National Diabetes Trust
Near North District School Board
New Horizons Communications
Nipissing Transition House
Nipissing University
Nipissing-Parry Sound Catholic
District School Board
Nipissing-Parry Sound Student
Transportation Services
North Bay Computer Services Inc.
North Bay Golf & Country Club
North Bay Humane Society
North Bay Jack Garland Airport
North Bay Machining Centre Inc.
North Bay Mazda
North Bay Painting
North Bay Parry Sound District Health Unit
North Bay Police Service
North Bay Regional Health Centre
North Care Dental
Northern Diversified Limited
Northern Honda
Northland Glass & Metal
One Kids Place Children's Medical Treatment
Center of North East Ontario
Ontario Aboriginal Housing Support
Services Corporation
Ontario Northland

Ontario Provincial Police
Paragon Bay Group Ltd.
Paramed Home Health Care
Pearle Vision
Perron's Freshmart
PHARA
Pilot Diamond Tools Ltd.
Pioneer Construction
Purulator
Quinn Exteriors Ltd
Rahn Plastics Inc.
Raven and Republic
Recipe Unlimited Corporation - Harvey's
Recipe Unlimited Corporation - Montana's
Recipe Unlimited Corporation - Swiss Chalet
Redpath Mining
Redpath Mining Contractors and Engineers
Reliable Cleaning Services
Reliance Home Comfort
Rideau Supply
Roots Canada
Royal Bank of Canada - North Bay
Rx Drug Mart/IDA
Savage Ford Sales Limited
Scotiabank - Mattawa
Service Berry Cleaning
Shoppers Drug Mart - Cassells St.
Shoppers Drug Mart Inc.
Sienna Living - North Bay
Sobeys - North Bay
Softmoc
Sonepar Canada - Dixon Electric
Source For Sports North Bay
Springer Animal Hospital
Stantec
Staples Canada
Stock Transportation
Structure Spine and Sport
Subaru of North Bay
Superior Propane
Syl's Neighbourhood Kitchen
Talize
Tan Tan Wok
TC Energy
The Brick North Bay
The Children's Aid Society of
the District of Nipissing and Parry Sound
The Corporation of the City of North Bay
The Home Depot - North Bay
The Sisters of St. Joseph of Sault Ste. Marie
The Source Electronics Inc. - North Bay
The Submarine Place
Tim Hortons - Algonquin Ave.
Tim Hortons - Cassells St.
Tim Hortons - Drury St.
Tim Hortons - North Bay
Tim Hortons - Sturgeon Falls
Tim Hortons - Trout Lake Rd.
Titanium Transportation Group Inc.
TJX Companies - Homesense
TJX Companies - Winners
Tokyo Smoke
Tony's Mowing Plus
Trans Canada Safety
Tulloch Engineering
Tutor Match
Twiggs - Cartier St.
Twiggs - Fraser St.
Under the Hood Automotive
Underground Solutions
U-Need-A-Cab
Union of Ontario Indians
Valin Partners
Value Village
Victoria Order Of Nurses
Victorian Order of Nurses / VON
Vista Radio Ltd
Voyageur Aviation Corp
Voyageur Avparts Inc.
Wacky Wings
Walmart - North Bay
Wendy's Restaurants - Lakeshore Drive

West Nipissing General Hospital
Westburne
Wine Rack - Metro
Winmar Property Restoration
WipWare Inc.
Wirelesswave
WIS International
Yes Employment Services (Nipissing) Inc
YMCA of Northeastern Ontario



PARRY SOUND DISTRICT

Almaguin Forest Products
Almaguin Highlands Community Living
Almex Group
Anishnabeg Outreach Training and
Employment Inc
Barburrito Parry Sound
Best Western Plus Parry Sound
Bowes Dental Centre
Burk's Falls Family Health Team
Callander Bay Heritage Museum
Canada Post - Callander
Canada Post - Parry Sound
Canadian Mental Health Association -
Muskoka Parry Sound Branch
Community Living Parry Sound
Conseil scolaire public du Nord-Est de
l'Ontario
Contact North (Parry Sound)
Copperhead Distillery and Spirits
Corporation of the Town of Kearney
Corporation of the Township of Seguin
Cottage Classic Docks
Country Haven Acres
Cutting Bros. Inc.
DayCon Limited
Dean's Auto Care Ltd.
Di Salvo's Bella Cucina and Family Style Meals
Edgewater Park Lodge
eXp Realty Brokerage, All Points North Group
Glenn Burney Lodge
Goat Transport Inc.
Hammond Transportation Ltd.
Hands TheFamilyHelpNetwork.ca - North Bay
Hart Store (Parry Sound)
Heritage Windows and Doors Inc
Hillcrest Grocery
Home Instead Senior Care
Iron Design Welding
Lady Isabelle Nursing Home
LCBO - Parry Sound
LCBO - South River
Lofthouse Manufacturing (a Division
of Brawo Brassworking Limited)
Log Cabin Inn & Catering
Loggers Station House
M&M Food Market - Parry Sound
Mac Lang
Maple Creek Construction
Ministry of the Attorney General
Municipality of Whitestone
Near North District School Board
Near North Flight Training Academy
Nijjaansinaanik Child and Family Services
- Parry Sound Area
Nipissing-Parry Sound Catholic
District School Board
Northridge Inn and Resort
Oakcrest Co.
One Kids Place Children's Medical Treatment
Center of North East Ontario
Parry Sound Auto Parts Inc.
Parry Sound Cruise Line
Parry Sound Friendship Centre
Parry Sound Home Hardware
Parry Sound Ready Mix
Phoenix Building Components Inc

Plan A Long Term Care Staffing and Recruitment
Powassan Home Hardware
Raven's Forest
RONA - Parry Sound
Royal Bank of Canada - Sundridge
Schlager
Scotiabank - Parry Sound
Scott Custom Building
Selkirk Canada Corporation
Serenity Property Management Inc.
Shawanaga First Nation
Sobeys - Parry Sound
Tailwinds Bar & Grill
TD Bank - Parry Sound
The Beer Store - South River
The Friends
The Home Depot - Parry Sound
The Salvation Army
The Sarjeant Company
Tim Hortons - Parry Sound
Tim Hortons - Sturgeon Falls
Township of McKellar
Township of Ryerson
Trestle Brewing Company Limited
True North Cannabis Company
Turtle Jacks
Upton Developments
Walmart - Parry Sound
Water Depot Parry Sound
West Parry Sound Health Centre
Westburne



WHAT IS THE LMG MONTHLY JOBS REPORT?

This Jobs Report is a monthly publication produced by the Labour Market Group.

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

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

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

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

IN THIS EDITION

INTERNATIONAL STUDENTS

TOURISM: AGE BREAKDOWN OF THE EMPLOYED WORKFORCE FOR VARIOUS TOURISM INDUSTRY SUBSECTORS

JOBS REPORT
SEPTEMBER 2023

TOTAL NUMBER OF JOB POSTINGS

439

NIPISSING

98

PARRY SOUND

84

from August

53

from August

TOP INDUSTRY WITH VACANCIES

NIPISSING

Health Care & Social Assistance (21.2%)

PARRY SOUND

Retail Trade (23.5%)

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

T. 705.478.9713

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

The Labour Market Group is funded by:

Ontario



INTERNATIONAL STUDENTS



ONTARIO: CANADA'S MOST POPULAR DESTINATION PROVINCE for over 22 years continues to be the hub of international education in the Great White North.

The number of **INTERNATIONAL STUDENTS APPROVED TO STUDY** in Ontario has increased significantly since 2019.



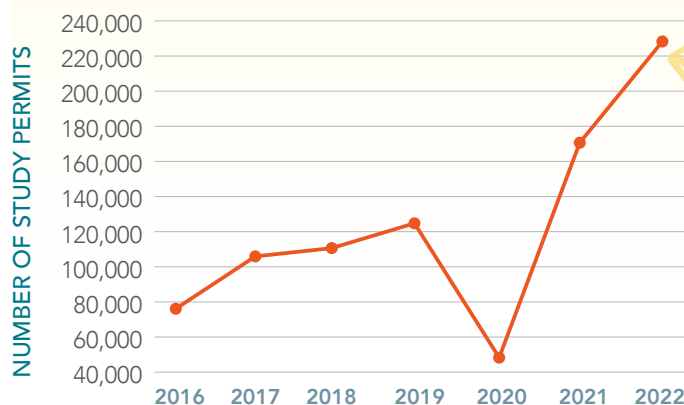
OVER
400,000

In 2022, the province saw a surge in study permit applications to study.



Out of these applications, over **226,000** international students were approved to study in Ontario.

INTERNATIONAL STUDENT STUDY PERMIT APPROVALS



This represents a growth of **33%** compared to the previous year, and an impressive growth of **82%** over 2019.



However, the surge in applications may have contributed to a **DECLINE** in approval rates in 2022.

57%
DROPPED
IN 2022

5%
FROM THE 62% APPROVAL RATE IN BOTH 2019 & 2021



OVER **143,000**
APPROVALS

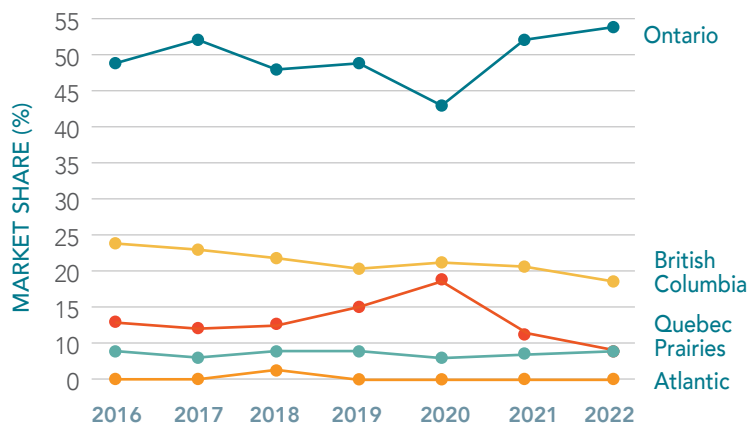
COLLEGE was Ontario's fastest-growing study level in 2022.



IRANIAN and HONG KONG students had faster growth in approvals in Ontario compared to the national average.



Ontario's **MARKET SHARE OF STUDENT VISA APPROVALS** in Canada continued to increase, representing 54% of all approvals in the country.



Source: Applyinsights-Canadian Provincial Study Permit Trends, May 2023


www.thelabourmarketgroup.ca

MORE FROM THE SEPTEMBER JOBS REPORT:



TOP OCCUPATIONS

NIPISSING

Sales & Services (26%)

Education, Law & Social,
Community & Gov (19.1%)

Business, Finance &
Administration (18.7%)

PARRY SOUND

Sales & Services (34.7%)

Education, Law & Social,
Community & Gov (23.5%)

Business, Finance &
Administration (14.3%)

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

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



T. 705.478.9713

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

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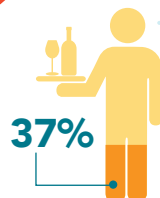


TOURISM: AGE BREAKDOWN OF THE EMPLOYED WORKFORCE FOR VARIOUS TOURISM INDUSTRY SUBSECTORS

In the Food Services & Drinking Places,
almost half are **YOUTHS**.

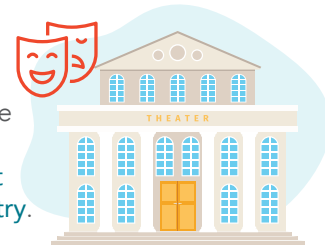


Because this subsector accounts
for the larger proportion of
tourism industry jobs, the share
of jobs held by **YOUTHS** in the
tourism sector is over one-third.



37%

There is a smaller
proportion of
YOUTHS among the
subsectors in the
Arts, Entertainment
& Recreation industry.



13% OF YOUTHS
make up of the
employed workforce
in Northern Ontario.



DISTRIBUTION OF EMPLOYED RESIDENTS BY AGE IN SELECT TOURISM INDUSTRIES, NORTHERN ONTARIO, 2021 CENSUS

	DISTRIBUTION BY AGE			
	15-19	20-24	25-54	55+
ALL INDUSTRIES	4%	9%	63%	24%
711 Performing arts, spectator sports	0%	6%	63%	29%
712 Heritage institutions	6%	11%	67%	12%
713 Amusement, gambling, recreation	8%	8%	66%	17%
721 Accommodation services	4%	9%	52%	32%
722 Food services and drinking places	25%	22%	43%	11%
All tourism subsectors	19%	18%	48%	15%

DISTRIBUTION OF ALL EMPLOYED RESIDENTS BY AGE IN SELECT TOURISM OCCUPATIONS, NORTHERN ONTARIO, 2021 CENSUS

	DISTRIBUTION BY AGE			
	15-19	20-24	25-54	55+
ALL OCCUPATIONS	4%	9%	63%	24%
60030 Restaurant and food service managers	0%	11%	68%	21%
60031 Accommodation service managers	0%	0%	56%	39%
62020 Food service supervisors	8%	28%	55%	4%
62200 Chefs	0%	10%	64%	21%
63200 Cooks	15%	19%	52%	14%
64314 Hotel front desk clerks	3%	15%	57%	19%
65200 Food and beverage servers	18%	22%	43%	11%
65201 Food counter attendants	35%	22%	32%	11%
65310 Light duty cleaners	7%	10%	49%	34%

Source: Statistics Canada

www.thelabourmarketgroup.ca

MONTHLY JOBS REPORT

SEPTEMBER 2023

The Labour Market Group
Guiding partners to workforce solutions.

NIPISSING DISTRICT

There were 439 job postings recorded for Nipissing district in the month of September. For the seventh consecutive month this figure represented a notable-to-significant year-over-year decrease; -35% (-236) in job postings with September 2022 seeing 675 recorded job postings. There was also a significant month-over-month decrease; -16.1% (-84), from the August total of 523 recorded job postings. 234 unique employers posted jobs in September; a slight decrease; -2.9% (-7) from the August figure of 241. Similar to the job posting total mentioned above the employer figure is significantly below; -30.6% (-103), the year-over-year September total which was 337 in 2022.



OF THE 439 JOB POSTINGS



100%

Collected from online sources.



18.2%

(80) Requiring a bilingual individual.

19.1%
(84) Criminal Record Check



For postings that listed an annual salary.



\$68,336.90/year
AVERAGE



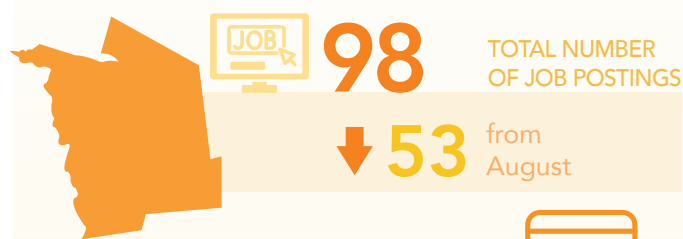
\$23.29
HOURLY WAGE

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

Of the 153 postings which listed an hourly wage 9.2% (14) were listed at the provincial minimum wage of \$15.50/hour.

PARRY SOUND DISTRICT

There were 98 job postings recorded for the Parry Sound district in the month of September. This figure is a significant decrease; -35.1% (-53) from the previous month's figure of 151 and for the seventh consecutive month there was a significant decrease; -47% (-87), in the year-over-year comparison with September 2022 seeing 185 recorded job postings. This continues to add to the indication of a possible economic downturn. 73 unique employers posted jobs in September which is notably below; -31.1% (-33) the September 2022 total of 106.



OF THE 98 JOB POSTINGS



100%

Collected from online sources.



5.1%

(5) Requiring a bilingual individual.

12.2%
(12) Criminal Record Check



For postings that listed an annual salary.



\$66,776.00/year
AVERAGE



\$22.86
HOURLY WAGE

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

Of the 44 postings which listed an hourly wage 11.4% (5) were listed at the provincial minimum wage of \$15.50/hour.

TOP 5 EMPLOYERS POSTING JOBS



TOP 5 EMPLOYERS POSTING JOBS



TOP 5 INDUSTRIES HIRING (NAICS)



TOP 5 INDUSTRIES HIRING (NAICS)



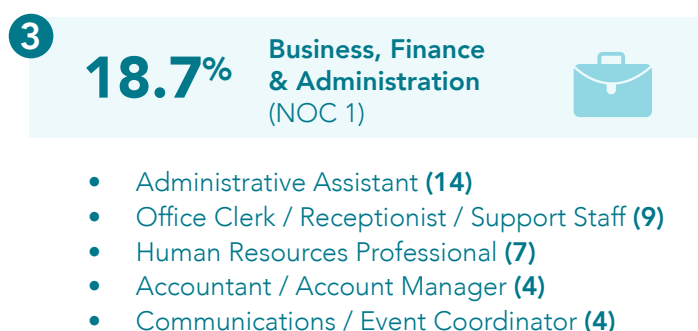
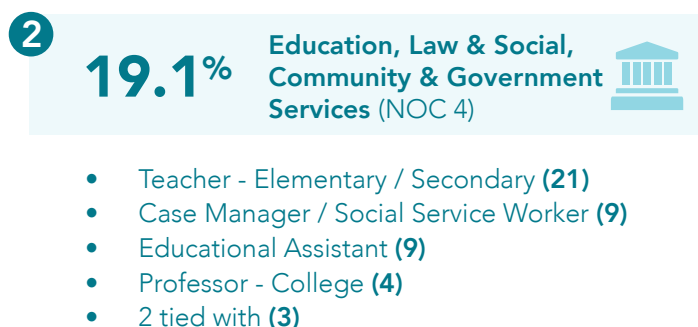
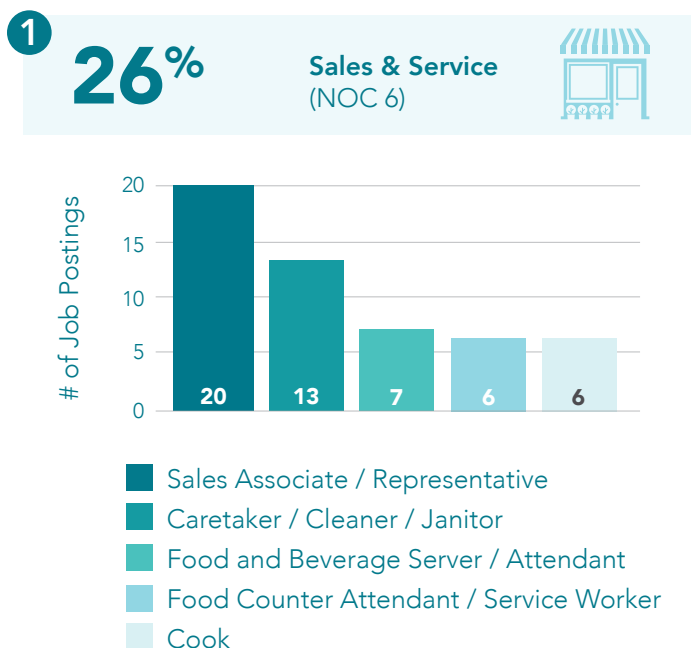
- 2** 17.1% : Educational Services (NAICS 61)
- 3** 15.9% : Retail Trade (NAIC 44-45)
- 4** 7.5% : Transportation & Warehousing (NAICS 48-49)
- 5** 5.7% : Construction (NAICS 23)

- 2** 17.3% : Educational Services (NAICS 61)
- 3** 16.3% : Health Care & Social Assistance (NAICS 62)
- 4** 9.2% : Accommodation & Food Services (NAICS 72)
- 5** 6.1% : Finance and Insurance (NAICS 52)

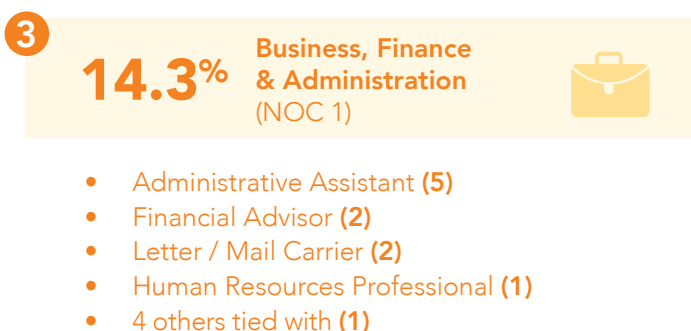
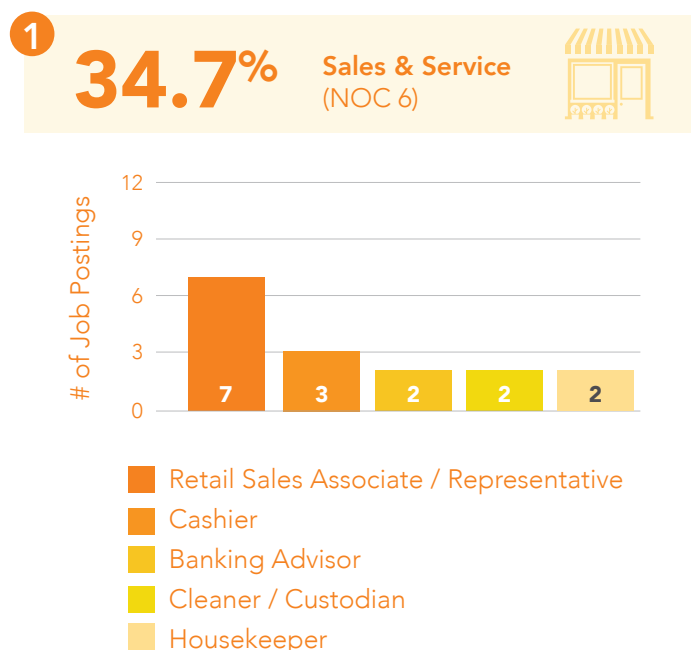
The Health Care and Social Assistance (NAICS-62) industry saw the greatest number of job postings in September with 21.2% (93) of the overall share each amongst all major industry classifications. The Health Care and Social Assistance industry did see the largest month-over-month drop in job posting share of -3.7%. The largest month-over-month increase in posting share of +3.4% occurred within the Finance and Insurance (NAICS-52) industry; representing 4.3% (19) of the September postings.

The Retail Trade (NAICS-44-45) industry saw the greatest number of job postings in September with 23.5% (23) of the overall share amongst all major industry classifications; with this industry also accounting for the largest month-over-month increase of +8.9%. The Manufacturing (NAICS-31-33) industry saw the largest month-over-month decrease of -10.5% to make up 2% (2) of the job postings in 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 26% (114) of all postings in September when compared to the major occupational classifications. Education, Law and Social, Community and Government Services (NOC-4) based occupations saw the largest month-over-month decrease of -4.8% with 19.1% (84) of the September postings. The largest month-over-month increase in posting share of +3.4% was seen amongst Business, Finance and Administration (NOC-1) based positions which accounted for 18.7% (82) job postings in the month.

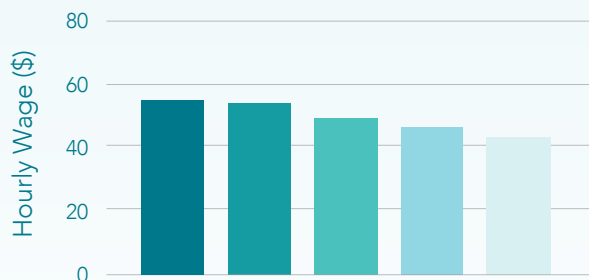
Sales and Service (NOC-6) based occupations represented the largest number of job postings in September with 34.7% (34) of all postings when compared to the major occupational classifications. Business, Finance and Administration (NOC-1) occupations accounted for the largest month-over-month increase of +3.7% to represent 14.3% of the recorded September postings. The largest month-over-month decrease in job posting share was for Trades, Transportation and Equipment Operator (NOC-7) based occupations which changed -6.4% from the previous month.

TOP 5 HOURLY WAGE VACANCIES



\$55.00

Orthophoniste
@ Conseil scolaire public
du Nord-Est de l'Ontario



\$54.00 Registered Nurse
@ West Nipissing General Hospital

\$50.00 Occupational Health, Safety and Abilities
Management Specialist
@ West Nipissing General Hospital

\$47.00 Conseillere En Sante Mentale Et En Assidueite
@ Conseil scolaire public du Nord-Est de l'Ontario

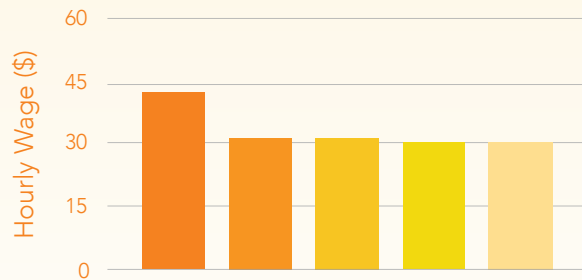
\$42.00 Speech-language Pathologist
@ Hands TheFamilyHelpNetwork.ca - North Bay

TOP 5 HOURLY WAGE VACANCIES



\$43.00

Security Technician
@ Security Today



\$31.00 Laboratory Technician / Assistant
@ West Parry Sound Health Centre

\$31.00 Carpenter
@ Woodhouse Homes

\$30.00 Office Administrator / Bookkeeper
@ Clare Piper Enterprises Ltd.

\$30.00 Heavy Equipment Operator
@ Township of Perry

TOP 3 ANNUAL SALARY VACANCIES

\$114,130

Human Resources Manager
@ Near North District School Board

\$110,000

Financial Services Manager
@ Northern Honda

\$105,388

Regulatory Manager
@ North Bay Hydro



TOP ANNUAL SALARY VACANCY

\$99,000

Telecommunications Technician
@ Integrated Solutions

\$83,880

Child Protection Worker
@ Nijjaansinaanik Child and Family Services
- Parry Sound Area

\$75,000

Human Resources Advisor - Recruitment
@ West Parry Sound Health Centre



Lowest Annual Salary **\$25,000**
Installer - Blind and Shutter
@ The Home Depot - North Bay

Lowest Annual Salary **\$36,000**
Digital Marketing Executive
@ Jolly Roger Inn & Resort

The average hourly wage in September for those postings which listed (34.9%) an hourly wage was \$23.29/hour. This is nearly identical; +0.5% (+\$0.11/hour), to the current 12-month average of \$23.18/hour. Of the 153 postings which listed an hourly wage 9.2% (14) were listed at the provincial minimum wage of \$15.50/hour. For postings that listed an annual salary the average was \$68,336.90/year. This is in-line; -0.6% (-\$399.96/year), with the current 12-month average of \$68,736.86/year.

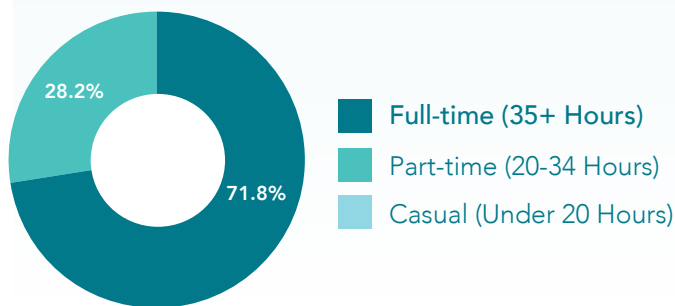
The average hourly wage in September for those postings which listed (44.9%) an hourly wage was \$22.86/hour. This figure is slightly below; -2.8% (-\$0.65/hour), the current 12-month average of \$23.51/hour. Of the 44 postings which listed an hourly wage 11.4% (5) were listed at the provincial minimum wage of \$15.50/hour. The average annual salary listed in the month of September was \$66,776.00; slightly higher; +2.8% (+\$1,798.40/year), than the current 12-month average annual salary of \$64,977.60/year.

FULL-TIME / PART-TIME BREAKDOWN

71.8% of listings in September

↑ **0.6%**
from August

71.8% (315) of the listings in September indicated that the employment offered would be classified as full-time. This figure is nearly identical; +0.6%, to the previous month when 71.2% of the job postings were classified as full-time.



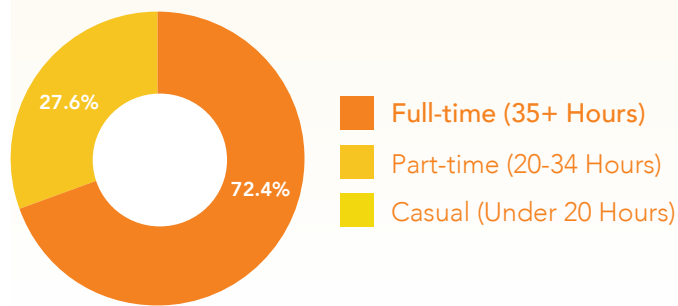
439 Postings listed hours offered (100%)

FULL-TIME / PART-TIME BREAKDOWN

72.4% of listings in September

↑ **2.9%**
from August

72.4% (71) of the listings in September indicated that the employment offered would be classified as full-time. This figure is a slight increase; +2.9%, from the previous month where 69.5% of the job postings were classified as full-time.



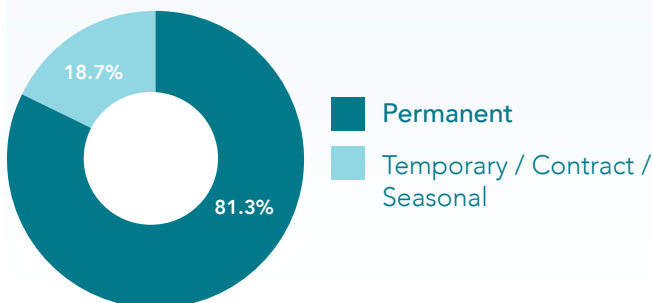
98 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

81.3% of listings in September

↓ **1.5%**
from August

81.3% (357) of the listings in September stated that the opportunity in question would be permanent. This is a slight decrease; -1.5%, from the previous month's figure of 82.8%.



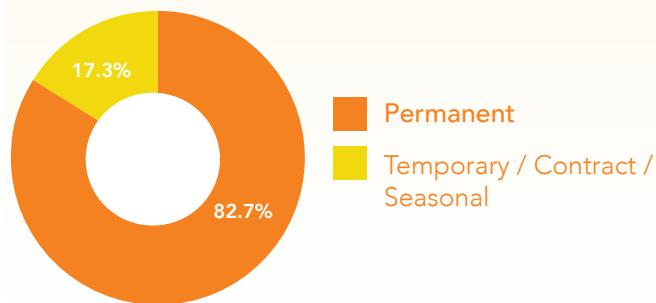
439 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

82.7% of listings in September

↓ **1.5%**
from August

82.7% (81) of the listings in September stated that the opportunity in question would be permanent. This is slightly below; -1.5%, the previous month figure of 84.2%.



98 Postings listed hours offered (100%)

ALL EMPLOYERS WITH POSTINGS IN MONTH



NIPISSING DISTRICT

401 Auto - North Bay Chrysler
A&W (Sturgeon Falls)
Accounting Measures, CPA, Professional Corporation
Actlabs
AIDS Committee of North Bay and Area
AIM Kenny U-Pull
Alex McKillop Tax Ltd.
Alexandrea's Janitorial Services
Algonquin Nursing Home of Mattawa
AllRoads Auto Sales
Alouette Bus Lines
American Eagle Outfitters
Arrowhead Gas Bar
Ashley HomeStore North Bay
ASM Stores - Sturgeon Falls
Bay Glass and Contracting
Bay Truck Stop Family Restaurant
Bayland Property Management
Bent Toys ATV and Sled Parts
Berry Global / Fabrene Inc.
Best Buy
Best Western North Bay Hotel & Conference Centre
Binx Professional Cleaning
Blue Sky Orthodontics
BMO - North Bay
Body Back in Motion
Boutique La Vie en Rose Inc.
BrokerLink - Parry Sound
Bulk Barn Foods Limited
Bumper to Bumper - H.E. Brown
Caisse Alliance
Callon Dietz
Campus Living Centres
Canada Post - North Bay
Canadian Addiction Treatment Pharmacy
Canadian Career College
Canadian Forces Morale and Welfare Services
Canadian Mental Health Association - North Bay and Area
Canadian Tire - North Bay
Canadian Tire - Sturgeon Falls
Canadian Tire Gas+ - North Bay
Canadore College
Canadore College - College Drive
Canadore College - Commerce Court
Canadore College - Parry Sound Campus
CannAmm
Canor Construction
Canpar express
Carter's|OshKosh
Cascades Casino
Cassells Animal Hospital
Cementation Canada
Centennial Contracting Ltd.
Central Welding & Iron Works
Cherry Hill Programs
CJ Limited - Charm Diamond Centres
Community Living North Bay
Conseil Scolaire Catholique Franco-Nord
Conseil scolaire public du Nord-Est de l'Ontario
Crisis Centre North Bay
CTS Canadian Career College
Cushman & Wakefield ULC
Dawson Dental - North Bay
Degagne Carpentry
Designed Roofing Inc., Essential Exteriors & Northland Glass & Metal
District of Nipissing Social Services Administration Board
Dollarama - North Bay
Dr. Michele Poitras-Horner, OD
Dr. Rod Johnston
Dyno Nobel
Eastview Construction
Ed Seguin & Sons Trucking and Paving
Empire Living Centre

Enbridge Inc.
Endaayaan Awejaa
Enterprise Rentacar
Evergreen Landscaping
Express Parcel
Eye Specialist of Northern Ontario
FedEx Ground
First Onsite
Fix Auto North Bay
Freightliner North Bay
GardaWorld
Garderie Soleil
Gervais Restaurant and Tavern,
Country Style Donuts
GFL Environmental Inc.
Giant Tiger - North Bay
Gincor Werx
GoodLife Fitness Centre - Main Street
Goodyear Canada Inc. (Retreading)
Grant Energy Inc.
GreenFirst Forest Products Inc.
Guy's Tire Sales Inc
Hands TheFamilyHelpNetwork.ca - North Bay
Happy Life
Hickory Farms
Holiday Inn Express North Bay
Homewood Suites by Hilton North Bay
Hopper Buick GMC
Idyltime Sports and Marine
Innovative Homes
Intelcom Express
J&R Property Management
Jackman Flower Shop Limited
Kal Tire
Kaltech Mining Services Ltd.
Kia North Bay
Knox-Hutchison Insurance
Kohltech Windows & Entrance Systems
KRB Mechanical Limited
Krown Rust Control - Sturgeon Falls
Kumon of North Bay
Lafond's Towing & Recovery Ltd
LCBO - Lakeshore Drive
Les Soeurs de l'Assomption
de la Sainte vierge
Levante Living - Barclay House
Loblaw Companies Limited
Long & McQuade
Lorraine's Restaurant
Lou Dawg's Southern BBQ
Marina Point Village
Mattawa Hospital
Mattawa River Resort
MCA Contracting Ltd
McDonald's (North Bay)
McDonald's (West Nipissing)
McDougall Insurance and Financial
Metal Fab Ltd.
Metro - North Bay
Michael Hill
Miller Paving
Miller Technology Incorporated
MisterSnow
Moose's Cookhouse
Mr. Junk
Municipal Property Assessment Corporation
Near North District School Board
Neddy's North Bay Hyundai
Nijjaansinaanik Child and Family Services - North Bay
Nipissing Serenity Hospice
Nipissing Transition House
Nipissing University
Nipissing Wellness Ontario Health Team
Nipissing-Parry Sound Catholic District School Board
Nordic Minesteel Technologies Inc.
North Bay Audiology Clinic

North Bay Humane Society
North Bay Hydro
North Bay Machining Centre Inc.
North Bay Parry Sound District Health Unit
North Bay Police Service
North Bay Regional Health Centre
North Star Studios
Northern Credit Union
Northern Dental Specialty Group
Northern Diversified Limited
Northern Honda
Northern Lights Remedy'sRx Pharmacy
Northern Shores Pharmacy
One Kids Place Children's Medical Treatment Center of North East Ontario
Ontario Northland
Ontario Public Service
Optimum Insurance Company Inc.
Paragon Bay Group Ltd.
Paramed Home Health Care
Partner's Billiards and Bowling
Perron's Freshmart
Petro Canada and Restaurant - Temagami
PHARA
Pilot Diamond Tools Ltd.
Plan A Long Term Care Staffing and Recruitment
Platinum Patient Transfer Service
Premier Mining Products
Purolator
Quality Contracting
Redpath
Redpath Mining Contractors and Engineers
Reed Forestry
Reitmans Lte/ltd
Roots Canada
Royal Bank of Canada
Royal LePage Real Estate
Scotiabank
Seaboard Transport Group
Shoppers Drug Mart - Cassells St.
Sienna Living - North Bay
SmartStyle Hair Salon
Stantec
Stock Transportation
StorageVault Canada Inc.
Sturgeon Falls Brush and Contracting Ltd
Sturgeon Falls IDA
Subway - Pinewood Park Drive
Super 8 Hotel
Superior Propane
Syl's Neighbourhood Kitchen
Talize
TC Energy
TD Bank - North Bay
The Body Shop
The Brick North Bay
The Children's Aid Society of the District of Nipissing and Parry Sound
The Corporation of the City of North Bay
The Home Depot - North Bay
The Sisters of St. Joseph of Sault Ste. Marie
The Source
Tim Hortons - Algonquin Ave.
Tim Hortons - Cassells St.
Titanium Transportation Group Inc.
TJX Companies - Winners
Tourism North Bay
Tutor Match
Twigg's - Fraser St.
Union of Ontario Indians
United Rentals of Canada Inc.
Urban Planet
Valois Motel & Restaurant
Value Village
Victorian Order of Nurses / VON
VON Canada (Ontario)
Voyageur Aviation Corp

Voyago
Walmart - North Bay
Walmart Canada Corp.
Wendy's Restaurants - Lakeshore Drive
West Ferris Day Nursery
West Nipissing Family Health Team
West Nipissing General Hospital
Wine Rack - Metro
Winmar Property Restoration
Workplace Safety and Insurance Board (WSIB)
Wrmth
YMCA of Northeastern Ontario



PARRY SOUND DISTRICT

Agilec
Almex Group
Barburrito Fresh Mexican Grill
Best Western Plus Parry Sound
Canada Post - Parry Sound
Canada Post Corporation
Canadian Mental Health Association - Muskoka Parry Sound Branch
Clare Piper Enterprises Ltd.
Comfort Inn Parry Sound
Conseil scolaire public du Nord-Est de l'Ontario
Contact North (Parry Sound)
DBL Air Conditioning and Heating
District of Parry Sound Social Services Administration Board
Dollarama - Parry Sound
eXp Realty Brokerage, All Points North Group
Festival of the Sound
Georgian Bay Propane Inc.
Georgian Bay Travel Center
Grand Tappattoo Resort
Hands TheFamilyHelpNetwork.ca - Parry Sound
Hands TheFamilyHelpNetwork.ca/Mains
LeReseauaideauxfamilles.ca
Home Instead Senior Care
IDA pharmacy
Integrated Solutions
Jolly Roger Inn & Resort
Jolly Roger Restaurant & Bar
KLX Hair Studio
Lady Isabelle Nursing Home
LCBO - Magnetawan
LCBO - Parry Sound
Lyndsey Stevenato Children's Therapy Services
M&M Food Market
Mac Lang
Municipality of Whitestone
Muskoka Auto Parts - Sundridge
Near North Aviation
Near North District School Board
Nijjaansinaanik Child and Family Services - Parry Sound Area
Nipissing-Parry Sound Catholic District School Board
North Bay Guardian Pharmacy
Northern Reflections
Orr's Fine Meats and Deli
Parry Sound Animal Hospital
Parry Sound Area Planning Board
Parry Sound Home Hardware
Parry Sound Ready Mix
Port Carmen Marina
RONA - Parry Sound
Rosseau Road Powersports and Marine Ltd.
Royal Bank of Canada - Callander

Royal Bank of Canada - Parry Sound
Royal Bank of Canada - Sundridge
Scotiabank - Parry Sound
Security Today
Serenity Property Management
Shawanaga First Nation
SMRT Computer Solutions
Sobeys - Parry Sound
South River Guardian Pharmacy
Stone Mill Construction
Sundridge Dental
Sundridge Pharmacy LTD
The Corporation of the Township of Nipissing
The Friends
The Home Depot - Parry Sound
Tim Hortons - Burks Falls
Township of Perry
Turtle Jacks
Walmart - Parry Sound
Water Depot Parry Sound
West Parry Sound Health Centre
Westburne
Woodhouse Homes

WHAT IS THE LMG MONTHLY JOBS REPORT?



This Jobs Report is a monthly publication produced by the Labour Market Group.

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

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

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

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

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 24: October 30 th to November 5 th , 2023	2	0	November 2 nd , 2023 (2)	2	Burk's Falls North Bay	Cocaine Crack Unknown Opioid
Week 23: October 23 rd to October 29 th , 2023	3	0	October 26 th , 2023 (2) October 28 th , 2023	3	North Bay (2) Parry Sound	Alcohol Marijuana/Cannabis Purple Heroin/Purp Unknown Opioid
Week 22: October 16 th to October 22 nd , 2023	3	0	October 22 nd , 2023 (3)	3	Mattawa North Bay (2)	Fentanyl (2) Unknown Opioid
Week 21: October 9 th to October 15 th , 2023	4	1	October 9 th , 2023 October 14 th , 2023 October 15 th , 2023 (2)	4	North Bay (4)	Fentanyl (2) Unknown Opioid (2)
	5	0		5		

Week 20: October 2 nd to October 8 th , 2023			October 2 nd , 2023 (2) October 3 rd , 2023 October 7 th , 2023 (2)		North Bay (3) Parry Sound (2)	Benzodiazepines Fentanyl (3) Polypharmacy Unknown Opioid
Week 19: September 25 th to October 1 st , 2023	3	0	September 26 th , 2023 September 29 th , 2023 September 30 th , 2023	3	Parry Sound Powassan Sundridge	Alcohol Cocaine Polypharmacy (2)
Week 18: September 18 th to September 24 th , 2023	4	1	September 21 st , 2023 September 22 nd , 2023 (2) September 23 rd , 2023	4	North Bay (2) Parry Sound Whitestone	Fentanyl Hallucinogens/Party Drugs Marijuana/Cannabis (2) Unknown Opioid
Week 17: September 11 th to September 17 th , 2023	3	0	September 12 th , 2023 September 16 th , 2023 September 17 th , 2023	3	Parry Sound (2) South River	Alcohol (2) Cocaine (2) Crack Marijuana/Cannabis Prescription Opioids
Week 16: September 4 th to September 10 th , 2023	8	0	September 4 th , 2023 (3) September 5 th , 2023 September 7 th , 2023 September 8 th , 2023 September 9 th , 2023 (2)	8	North Bay (3) Parry Sound (3) Ryerson West Nipissing	Cocaine Fentanyl (3) Hallucinogens/Party Drugs (2) Polypharmacy Unknow Opioid
	8	0	August 28 th , 2023	8	Burk's Falls North Bay (6)	Fentanyl (4)