

# AGENDA

Thursday, May 8, 2025 at 6:30 p.m.

*Board Meeting Via Zoom Video Conference*



- 
1. **CALL MEETING TO ORDER.**
  2. **TRADITIONAL LAND ACKNOWLEDGMENT.**
  3. **DISCLOSURE OF PECUNIARY INTEREST.**
  4. **APPROVAL OF AGENDA. ®**
  5. **APPROVAL OF MINUTES:**
    - 5.1 April 10, 2025 ®
  6. **DEPUTATIONS & PRESENTATIONS.**
  7. **REPORTS:**
    - 7.1 Chair
    - 7.2 Chief Administrative Officer
    - 7.3 Director of Finance
  8. **OUTSTANDING ISSUES.**
  9. **NEW BUSINESS:**
    - 9.1 Esprit Place Family Resource Centre – Operations Update
    - 9.2 Early Development Instrument (EDI) Results
  10. **IN-CAMERA: 0**
  11. **CORRESPONDENCE:**
    - 11.1 NBPSDHU Overdose Report
    - 11.2 Labour Focus March 2025 (The Labour Market Group)
    - 11.3 Monthly Jobs Report February 2025 (The Labour Market Group)
  12. **ADJOURNMENT. ®**

# MEETING MINUTES

Thursday, April 10, 2025 at 6:30 PM

Board Meeting via Zoom Video Conference



## Board Members Present:

Joel Constable  
Jerry Brandt  
Sharon Smith  
Gail Finnson  
Teresa Hunt  
Irene Smit  
Janice Bray  
Tom Lundy

Ted Collins  
Teri Brandt  
Jamie McGarvey  
Rick Zanussi  
Ted Knight  
Ted Collins

## Board Members Absent:

Peter McIsaac  
Ryan Baptiste

## Staff:

Tammy MacKenzie, CAO  
JJ Blower, Communications Officer  
Sylvia Roy, Director of Finance

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

The meeting was called to order by Rick Zanussi at 6:32PM.

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

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

### 4. **APPROVAL OF AGENDA**

***Resolution 25 04 01***

*Moved by Tom Lundy*

*Seconded by Gail Finnson*

“THAT the agenda of the Regular Meeting of the Board held on April 10, 2025 be approved as presented.”

**CARRIED**

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

4.1 February 13, 2025

***Resolution 25 04 02***

*Moved by Jerry Brandt*

*Seconded by Janice Bray*

“THAT the Board meeting minutes of Thursday, February 13, 2025 be approved as presented.”

**CARRIED**

## **6. DEPUTATIONS & PRESENTATIONS.**

## **7. REPORTS:**

### 7.1 Chair

The Chair advised that Ms. MacKenzie has been appointed as the Chair of Housing Services Corporation's (HSC's) Audit and Finance Committee and congratulated her on the appointment. The Chair also highlighted a couple of highlights from the CAO report, including a Transitional Housing success story, and the recent Esprit Place renovation.

### 7.2 Chief Administrative Officer

Ms. MacKenzie verbally highlighted some of the items in the written CAO report and was available to answer questions. She also pointed out some of the new data available in this report that is now available through the OneHSN Child Care Application Portal.

### 7.3 Director of Finance

Ms. Roy provided a verbal update advising that the auditors have started auditing the 2024 year-end audit. They are working remotely this week (April 7th- 11th) testing samples for LHC, NOAH and DSSAB for expenses, payroll, agreements etc. Next week they will be on site reviewing the balance sheet and income statement schedules and finalize the Audited Financial Statements. Ms. Roy and the Senior Financial Analyst are responsible for completing this audit and as they're both new in their roles this year, they've relied heavily on the Supervisor of Finance for history. Ms. Roy expressed in her confidence now that the team has one year under their belt. The Ontario Works budget for 2025 has been submitted in TPON for 2025. All municipalities received the 2025 Levy Apportionment Schedule, their specific levy and the DSSABs approved Operating and Capital Budget. Q1 2025 Municipal Levy invoices have been sent out to each township and TWOMO Q1 billing has been completed in the various Ministry TPON websites. Preparations are now in the works for the Ontario Works year-end reporting which is due April 30<sup>th</sup>, and the Childcare EFIS reporting which is due May 31, 2025.

Thinking ahead for the 2026 Elections for the Townships without Municipal Organization (TWOMO), Ms. Roy is working with the Communications Officer and Elections Ontario to prepare the Preliminary List of Electors and ensure the list has the correct boundaries. They're also ensuring they're set up on the required election platforms to ensure they're fully prepared when the election comes around next year. Ms. Roy plans to bring a Q1 Financial Report to the Board next month and review all financial policies in the summer.

## **8. OUTSTANDING ISSUES.**

## **9. NEW BUSINESS:**

### 9.1 Non-Profit Organization for Almaguin Housing Inc. (NOAH) – Loan Renewal

A written report was presented by Ms. Roy for information.

### 9.2 Esprit Capital Update

A written report was presented by Ms. MacKenzie for information.

### 9.3 Belvedere Windows Summary

A written report was presented by Ms. MacKenzie for information.

### 9.4 Encampment Response Plan

A written report was presented by Ms. MacKenzie for information.

### 9.5 Strategic Plan Update

A written report was presented by Ms. MacKenzie for information.

### 9.6 2025 NOSDA Membership & Executive

A written report was presented by Ms. MacKenzie.

#### ***Resolution 25 04 03***

**CARRIED**

*Moved by Tom Lundy*

*Seconded by Irene Smit*

“THAT the Board selects Rick Zanussi and Jerry Brandt to serve as members of NOSDA.”

## **10. IN-CAMERA: 2**

#### ***Resolution 25 04 04***

**CARRIED**

*Moved by Joel Constable*

*Seconded by Teri Brandt*

“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:

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

#### ***Resolution 25 04 05***

**CARRIED**

*Moved by Ted Knight*

*Seconded by Teresa Hunt*

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

#### ***Resolution 25 04 06***

**CARRIED**

*Moved by Jamie McGarvey*

*Seconded by Gail Finnon*

“THAT the Board approves the implementation of the Non-Union Salary Grid, as presented.”

#### ***Resolution 25 04 07***

**CARRIED**

*Moved by Jerry Brandt*

*Seconded by Irene Smit*

“THAT the Board approves the implementation of the non-union pay equity plan, as presented.”

## **11. CORRESPONDENCE.**

- 11.1 Spring Newsletter 2025 – DSSAB Tenant Services
- 11.2 NBPSDHU Overdose Report
- 11.3 Economic Study: The Impact of Community Housing on Productivity

## **11. ADJOURNMENT.**

***Resolution 25 04 08***

**CARRIED**

*Moved by Sharon Smith*

*Seconded by Ted Collins*

“THAT the Board meeting now be adjourned at 7:35 PM, and that the next regular meeting to be held Thursday, May 8, 2025 at the hour of 6:30 PM via Zoom Video Conference.”



# **Chief Administrative Officer's Report**

*May 2025*

## **Mission Statement**

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

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International Women’s Day Event—South River (March 8, 2025)

On Saturday, March 8<sup>th</sup> Esprit Place was proud to support an event in South River in recognition of International Women’s Day at the South River-Machar Community Centre. The event was well attended, including two members of our Board, Irene Smit and Teri Brandt, pictured below.

INTERNATIONAL WOMEN’S DAY 2025

Saturday, March 8th, 2025—5:00-9:30 pm

South River-Machar Community Centre



#ACCELERATE ACTION

Jen Grant is an award nominated stand up comedian as well as a dynamic key note speaker. Originally from Ottawa, Jen was honoured to be profiled in Ottawa Life Magazine as one of the top 25 People in the Capital.

A story telling, observational style of comedian, Jen Grant is both unique and relatable. She writes about life and she will have you laughing until you’re crying. In her uplifting talk, Jen will tackle a variety of topics, including honouring oneself. It will not only increase confidence but also demonstrate how regular people can affect positive change on a global and personal scale.

As a keynote speaker Jen is engaging, inspiring, entertaining and informative. The audience will leave with not only a message and tools to help inspire change in their lives but also with sore cheeks from laughing so hard.

REGISTRATION IS NOW OPEN!

Seating is limited. Please contact us to secure your spot!

5:00-6:00

Cocktail Hour & Networking

Cash Bar

6:00-7:30

Catered Dinner

Hap-pea-ness Catering

8:00-9:00

Keynote Presentation

Fundraising







Silent Auction

\$25 Admission Fee

Contact us to Register!

Women’s Own Resource Centre

705-386-9672

 Ontario     



## Licensed Child Care Programs

### Total Children Utilizing Directly Operated Child Care in the District March 2025

Age Group	Fairview ELCC	First Steps ELCC	Highlands ELCC	Waubee ELCC	HCCP	Total
Infant (0-18M)	1	0	0	2	7	10
Toddler (18-30M)	11	8	6	14	33	72
Preschool (30M-4Y)	16	12	25	41	47	141
# of Active Children	28	20	31	57	87	223

The Home Child Care Program currently has 18 active homes and is actively seeking 2 additional homes to fill the licensed capacity. Enrollment in all licensed programs has remained consistent since January and supervisors are adapting to the ministry cost-based funding formula.

## School Age Programs March 2025

Location	Enrollment
Mapleridge After School	26
Mapleridge Before School	8
Mapleridge Summer Program	N/A
Sundridge Centennial After School	11
Home Child Care	29
# of Active Children	76





## Inclusion Support Services March 2025

Age Group	EarlyON	Licensed ELCC's	Monthly Total	YTD Total	Waitlist	New Referrals	Discharges
Infant (0-18M)	1	1	2	2	0	0	0
Toddler (18-30M)	6	11	17	14	0	3	1
Preschool (30M-4Y)	7	38	45	44	5	3	1
School Age (4Y+)	1	13	14	19	0	1	3
Monthly Total	15	63	78		5	7	2
YTD Total	17	64		81	14	24	10

## EarlyON Child and Family Programs March 2025

Activity	Jan 2025	Feb 2025	Mar 2025	YTD
Number of Child Visits	852	755	855	2462
Number of New Children Attending	243	64	48	355
Number of Unique Children Attending			301 YTD	
Number of Adult Visits	661	605	704	1970
Number of Unique Adults Attending			283 YTD	
Number of Virtual Programming Events	7	7	8	22
Number of Engagements through Social Media	215	98	91	404
Number of Views through Social Media	33,693	17,975	21,519	73,187

## Funding Sources for District Wide Childcare Spaces - March 2025

<b>Funding Source - Active</b>	<b># of Children</b>	<b># of Families</b>
CWELCC*	48	46
CWELCC Full Fee	217	214
Extended Day Fee Subsidy	4	4
Fee Subsidy	26	20
Full Fee	26	24
Ontario Works	2	2
<b>Total</b>	<b>323</b>	<b>310</b>

<b>Funding Source - New</b>	<b># of Children</b>	<b># of Families</b>
CWELCC*	1	1
CWELCC Full Fee	1	1
Extended Day Fee Subsidy		
Fee Subsidy		
Full Fee		
Ontario Works		
<b>Total</b>	<b>2</b>	<b>2</b>

<b>Exits</b>	<b># of Children</b>	<b># of Families</b>
Fee Subsidy	1	1
CWELCC Full Fee		
Extended Day Fee Subsidy	1	1
Fee Subsidy		
Full Fee		
Ontario Works		
<b>Total</b>	<b>2</b>	<b>2</b>

The District of Parry Sound Child Care Application Portal was launched on July 24, 2024. Since implementation, operators and child care service management staff have been working to "clean" the waitlist by removing duplicates, training staff and assisting families with updating their profiles.

Data for March 2025

Number of Unique Children on the Application Portal		
514		
Children who Identify as Indigenous	Children Identifying Francophone Relatives	Prenatal Children
43	36	48
Unique Children - includes children waiting for care and those who are placed in care but have applied to other child care centres/programs. (ie: currently in an infant space and have also applied for JK/SK after school program) - Or - includes all children who have completed an application for child care		

Unique Children Waiting for Care
468
Waiting for Care - children who remain on the application portal for care. Once placed in program, and not waiting for additional or other programs, children are removed from the application portal

Year, Month

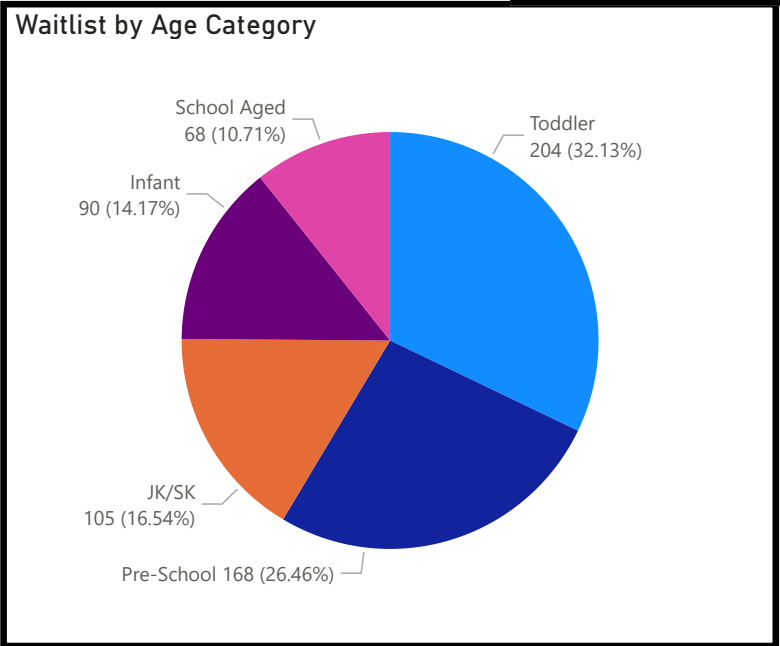
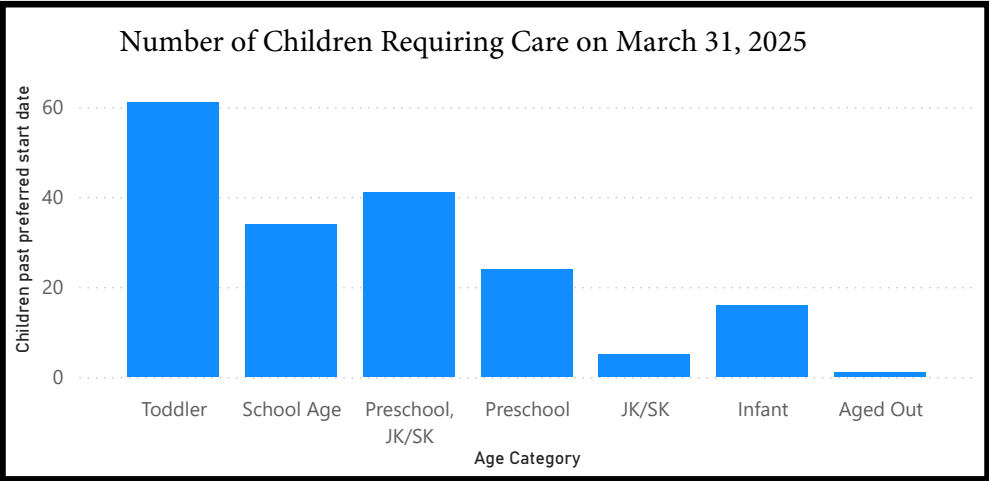
Multiple selections

Month

March

Waitlist Additions

49



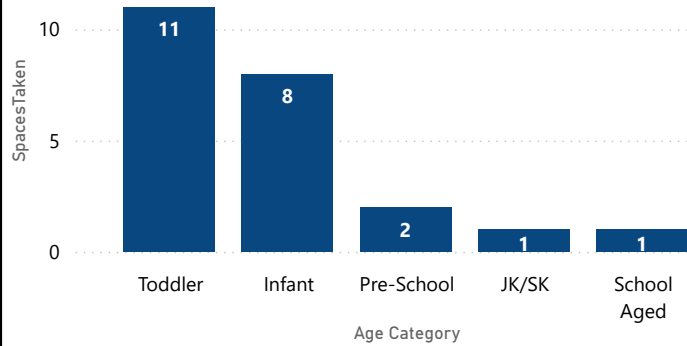
Year

2025

Month

March

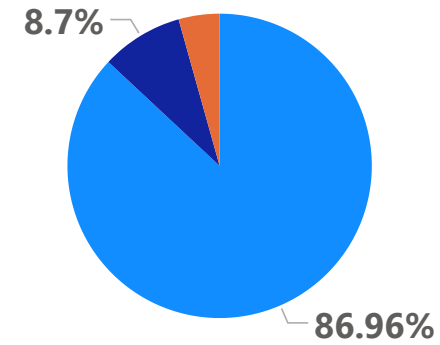
Spaces Filled by Age Category



Spaces Filled by Program Time

Program Time

- Full Day
- Any Time
- After School



Children Placed

23

Spaces Filled

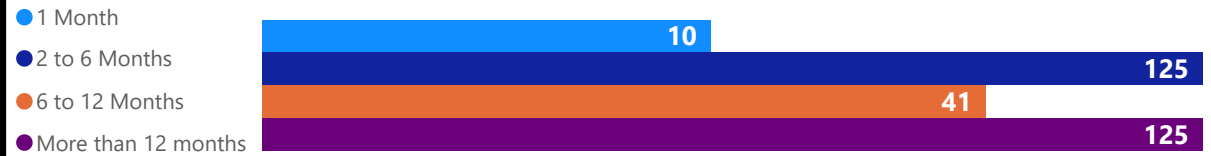
23

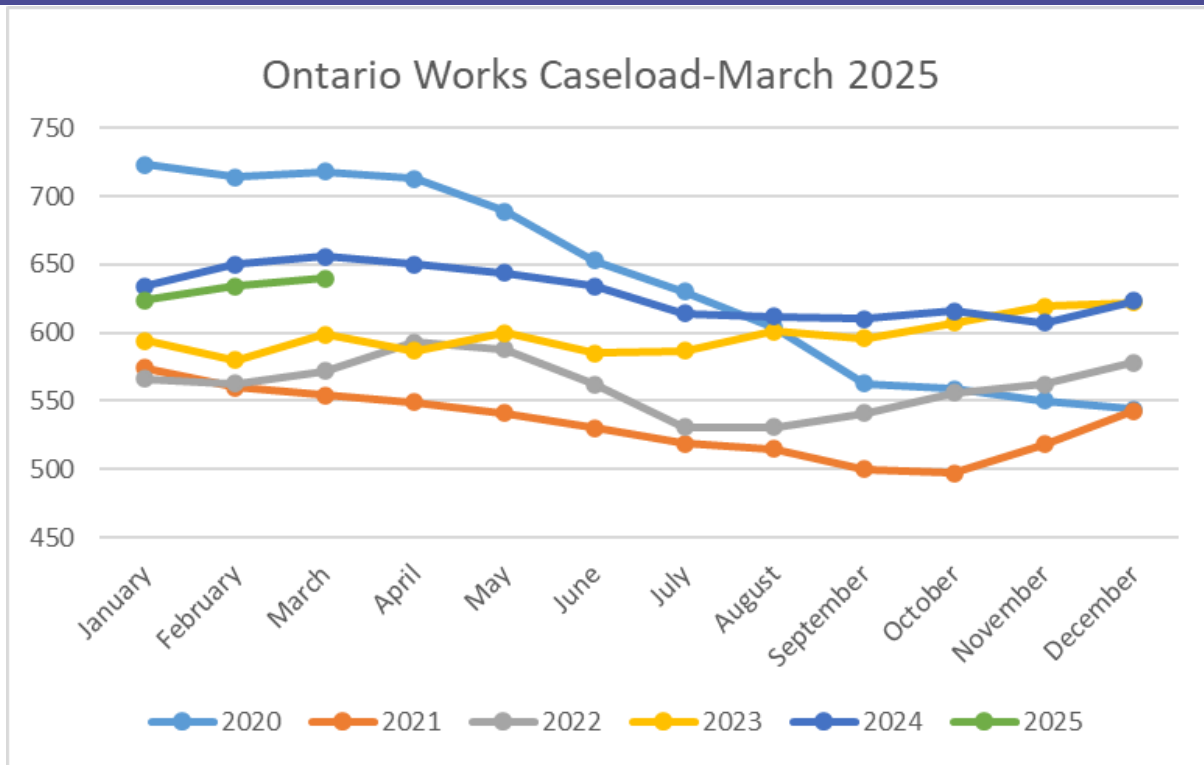
**Children Placed** - The number of unique children placed in a program.

**Spaces Filled** - The number of spaces filled by a child. A child may be placed in more than one space, ie: before school space and after school space.

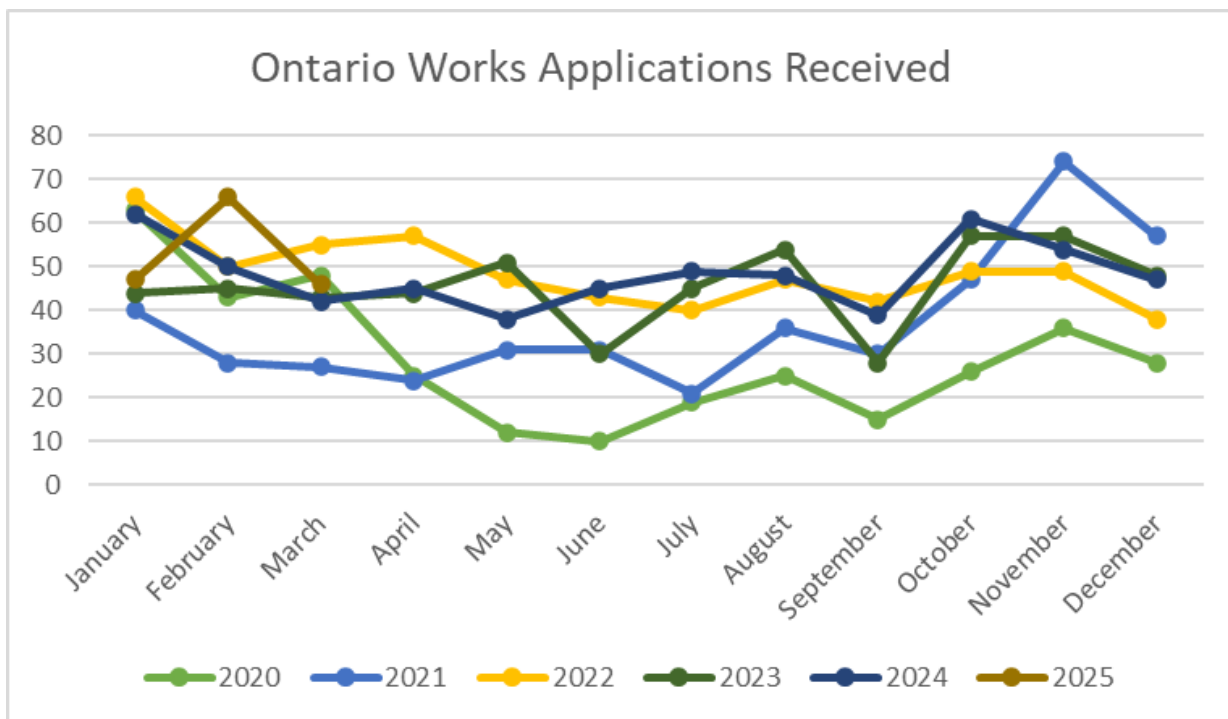
Expectation of Future Care

Number of children with a preferred start date within 1 month, 2-6 months, 6 months to a year, or more than a year.

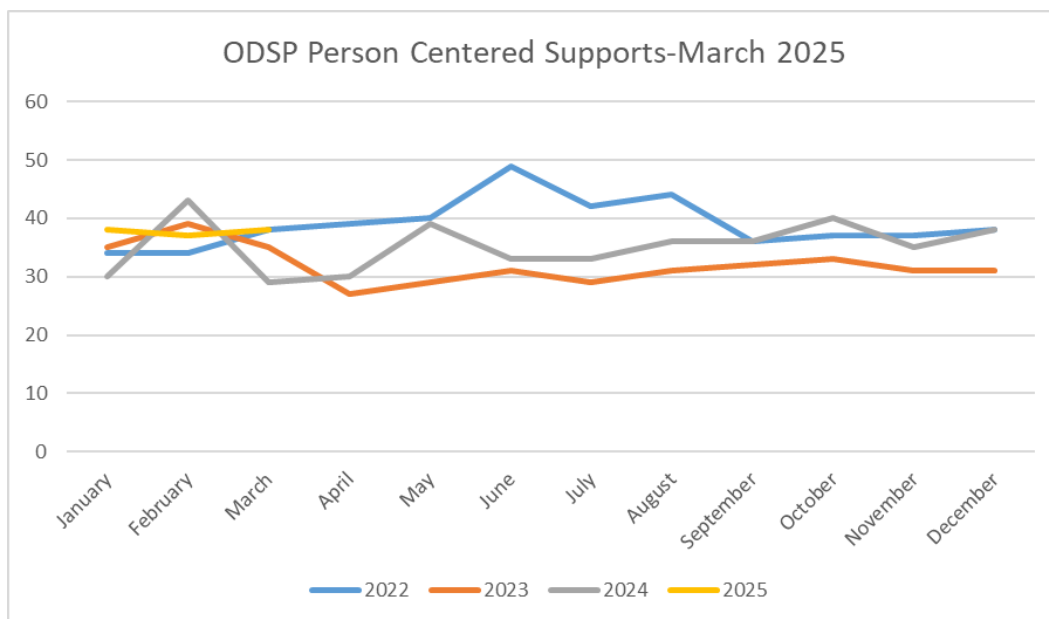




## Ontario Works Intake - Social Assistance Digital Application (SADA) & Local Office Ontario Works Applications Received



## ODSP Participants in Ontario Works Employment Assistance



The OW Caseload is up slightly to **640** cases. We are providing **38** ODSP participants Person-Centred Supports. We also have **58** Temporary Care Assistance cases. **46** applications were received through the province's Ontario Works Intake Unit (OWIU).

## Employment Services Transformation & Performance Outcomes

On March 1<sup>st</sup>, 2025, as part of the province's Employment Services Transformation, we officially entered Integrated Employment Services model (IES) along with our Northeast DSSAB partners with our new Service System Manager College Boreal. This means that employment assistance for Social Assistance recipients now moves under the Employment Ontario umbrella. We are responsible for providing Person Centered Supports to SA Recipients in 4 key areas;

- Crisis & Safety-homelessness, personal safety
- Health-medical, mental health counselling, addiction treatment
- Life Skills-Literacy and Basic Skills such as budgeting, time management
- Community Supports-Housing, transportation and legal support

With this change, we have new Performance Outcomes that will be reported on monthly going forward.

## % with an Action Plan created

Percentage of OW + NDA Members with mandatory participation requirements...



Provincial Average-59.7%

Target-100%

\*\*NDA refers to ODSP participants

## Referrals to Employment Ontario

Percentage of OW + NDA Members with mandatory participation requirements...



Provincial Average 9.2%

Target 32%

\*\*NDA refers to ODSP participants

## % Exiting to Employment

Percentage of Ontario Works cases exiting to employment (Cumulative Year-to-Date)



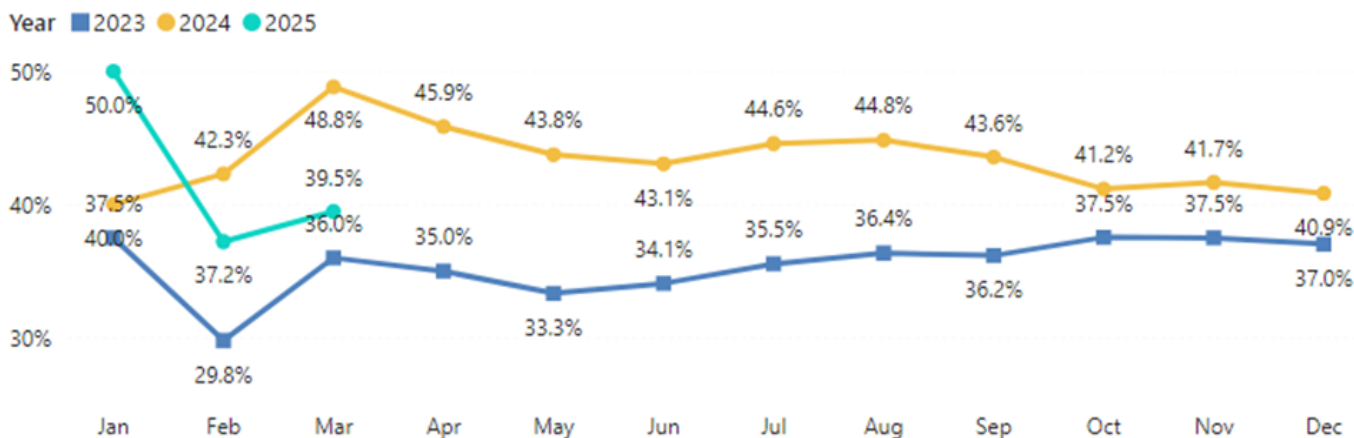
Provincial Average 3.2%

Target 22%

\*\*NDA refers to ODSP participants

## % of OW Cases Exit the Program and Return within One Year

Percentage of Ontario Works cases who exit the program and return within one year

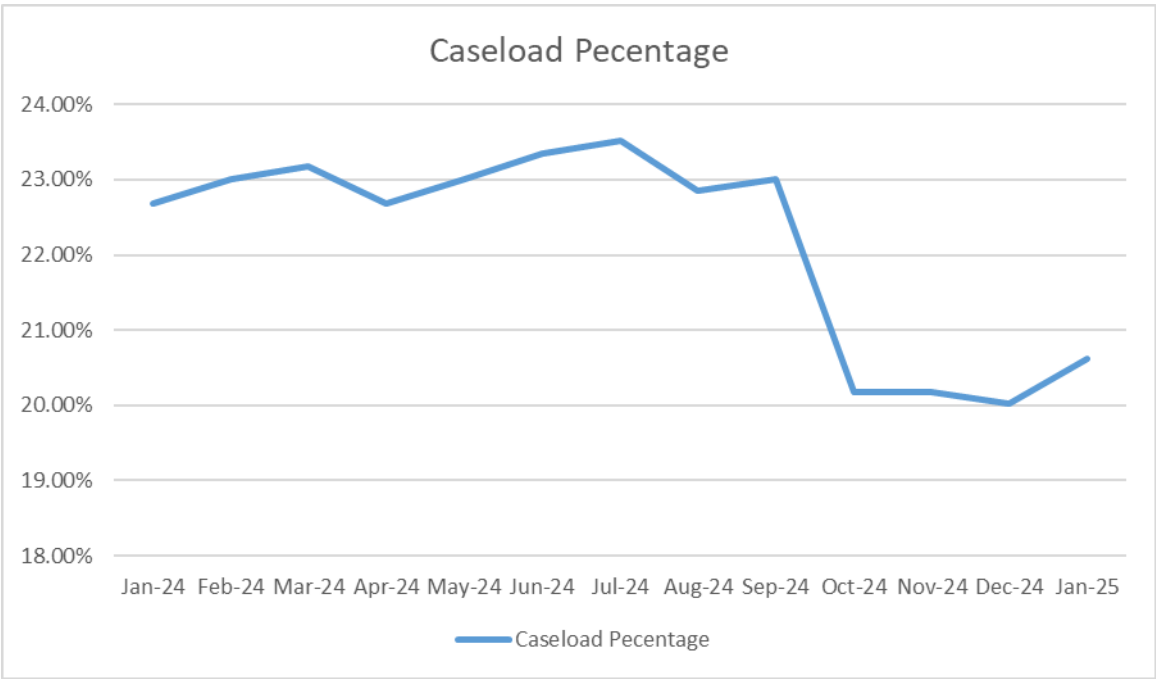


Provincial Average: 33.6%

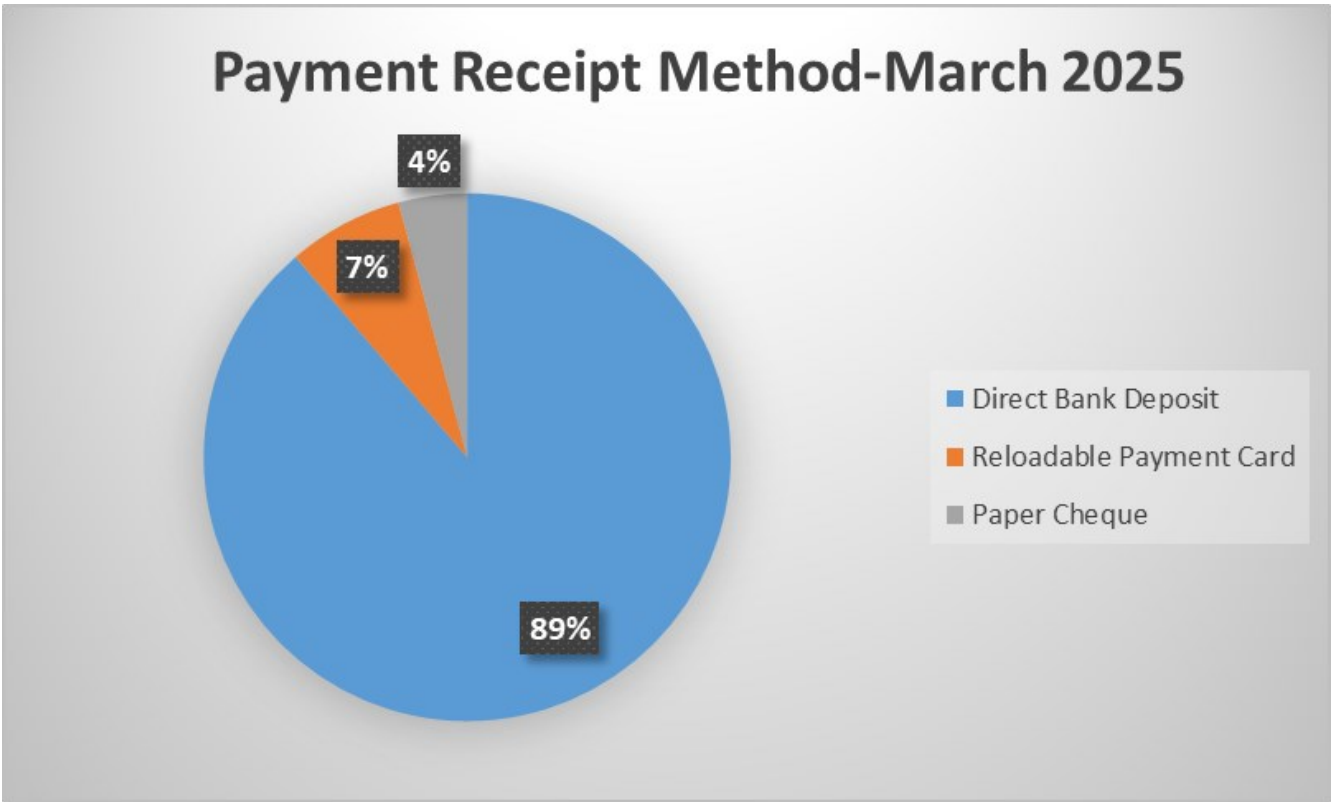
Target: 35%



MyBenefits Enrollment 2025



DBD Enrollment

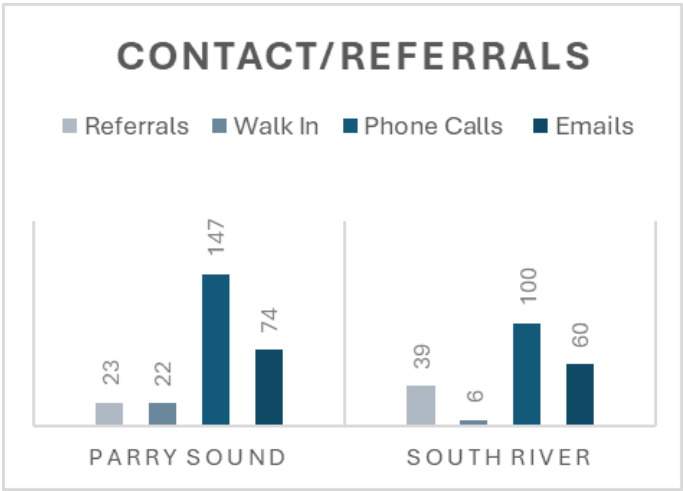


Income Support & Stability Update

Income Support and Stability Program Case Management involves the coordination of appropriate services and the provision of consistent and on-going weekly or bi-weekly supports, required by the individual to succeed in achieving and maintain life stabilization goals.

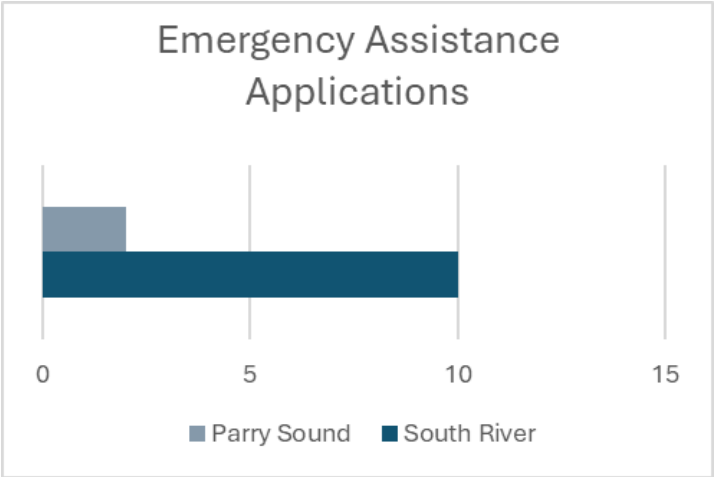
Contact / Referrals – March 2025

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



Emergency Assistance Applications  
March 2025

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



Client Referrals

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

March 2025	East	West	YTD
Homeless	1	4	12
At Risk	9	10	36
Program Total (Esprit In Shelter Clients calculated in Homelessness Numbers)			
Esprit Outreach Homeless			
Esprit Outreach at Risk			
Esprit in Shelter			

Short Term Housing Allowance

Max of \$400 for 6 months

	Active	YTD
March	8	16

# Household Income Sources and Issuance from Homelessness Prevention Programs Funding (HPP)

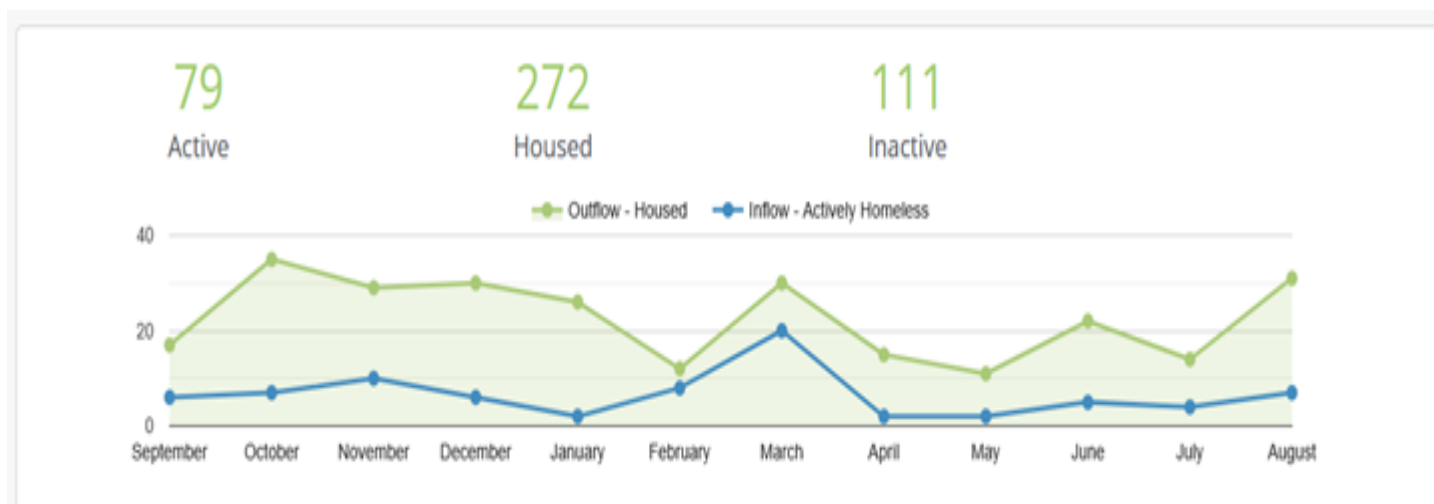
March 2025 Income Source	Total	HPP
Senior	4	\$2,901.27
ODSP	12	\$8,123.80
Ontario Works	7	\$6,604.94
Low Income	1	\$791.04
Total		

March 2025 Reason for Issue	Total
Rental Arrears	\$9,800.35
Utilities/Firewood	\$4,317.56
Transportation	
Food/Household/Misc.	\$4,303.10
Emergency Housing	
Total	\$18,421.01

## By-Name List Data

**September 1, 2021– March 31, 2025**

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



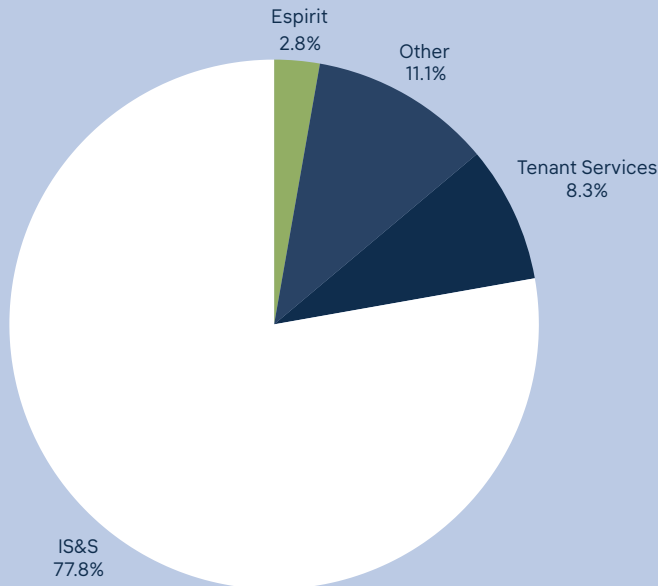
44  
Av. Age



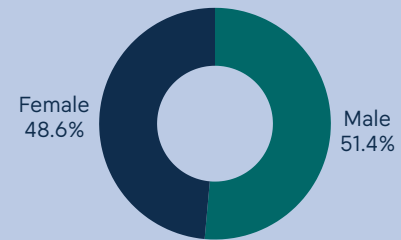
36  
Clients

291 CLIENT ENCOUNTERS

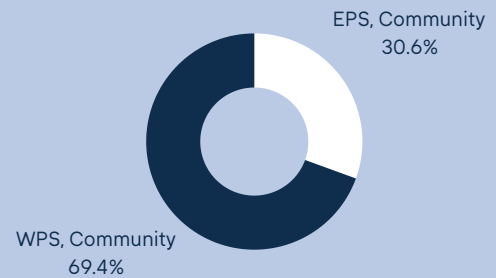
### Referral Source



### Client Gender



### Location of Encounter



### Referral Out

SJB 6	Home & Community Care 1	ODSP 2	Harvest Share 1	EMS 1
	Monarch 1	Housing Stability 1	ABI Collaborative 1	Legal Aid 3
CMHA 8	RAAM 2	PSFC 1	Victim Services 1	PSFHT 1
	Lakeland LTC 1	Huntsville Food Bank 1	Rural Wellington Addiction Service 1	Harvest Share 1
NPLC 4	Salvation Army 2	Connex Ontario 1		HSP 1

## Housing Programs

### Social Housing Centralized Waitlist Report March 2025

	East Parry Sound	West Parry Sound	Total
Seniors	50	134	184
Families	147	478	625
Individuals	503	159	662
Total	700	771	1471
Total Waitlist Unduplicated			408



### Social Housing Centralized Waitlist (CWL) 2024 - 2025 Comparison Applications and Households Housing from the CWL

Month 2024	New App.	New SPP	Cancelled	Housed	SPP Housing	Month 2025	New App.	New SPP	Cancelled	Housed	SPP Housing
Jan	3		2	1		Jan	9	0	0	2	
Feb	5		11	1		Feb	8	0	2	3	
Mar	7		3	3		Mar	9	1	4	1	
Apr	10	1	7			Apr					
May	4	1	5	1		May					
June	1		15	3		June					
July	9	1	19			July					
Aug	9	1	21			Aug					
Sept	6		16	2		Sept					
Oct	6		9	4		Oct					
Nov	10	1	17	3		Nov					
Dec	11		6	3	2	Dec					
Total	81	5	131	21	2	Total	26	1	6	6	0

SPP = Special Priority Applicant

## Parry Sound District Housing Corporation

### March 2025

#### Activity for Tenant Services

	Current	YTD
Move outs	2	5
Move in (centralized waitlist along with internal transfers)	2	7
L1/L2 hearings	0	2
N4 Delivered to tenant or filed with the LTB– Notice of eviction for non-payment of rent	1	4
N5 Filed with the LTB– notice of eviction disturbing the quiet enjoyment of the other occupants	1	5
N6 Filed with the LTB –notice of eviction for illegal acts or misrepresenting income for RGI housing	0	0
N7 Filed with the LTB – notice of eviction for willful damage to unit	0	0
Repayment agreements (formal & informal)	0	7
No Trespass Order	0	0
Tenant Home Visits	27	85
Mediation/Negotiation/Referrals	16	50
Tenant Engagements/Education	4	6

## Property Maintenance

### March 2025

Pest Control		2 Buildings are currently being monitored monthly for bedbugs. There are 4 active units.
Vacant Units	9	8 one-bedroom, 1- multiple bedrooms (asbestos abatement, and significant repair contributes to longer vacancy times)
Vacant Units - The Meadow View	7	6 market, 1 affordable units available
After Hours Calls	10	leaks, Furnace not working, Fire panel offline, tenant behaviour, Technician required access, flooding from unit, Front door not latching, Tenant admitted into hospital required unit to be secured
Work Orders	70	Work orders are created for our staff to complete routine maintenance repairs for all DSSAB/LHC Buildings
Purchase Orders	238	Purchase Orders are for services, and materials required outside of the Housing Operations Department
Fire Inspections	0	**Scheduled to attend the annual inspections in May**
Annual Inspections	0	**SCHEDULED FOR MAY 2025**
Incident Reports	1	*February 2025- Head Office: gas smell which was a false alarm; determined it was a misfire of the HVAC unit and no potential for danger. HVAC repaired.

## Capital Projects

### March 2025

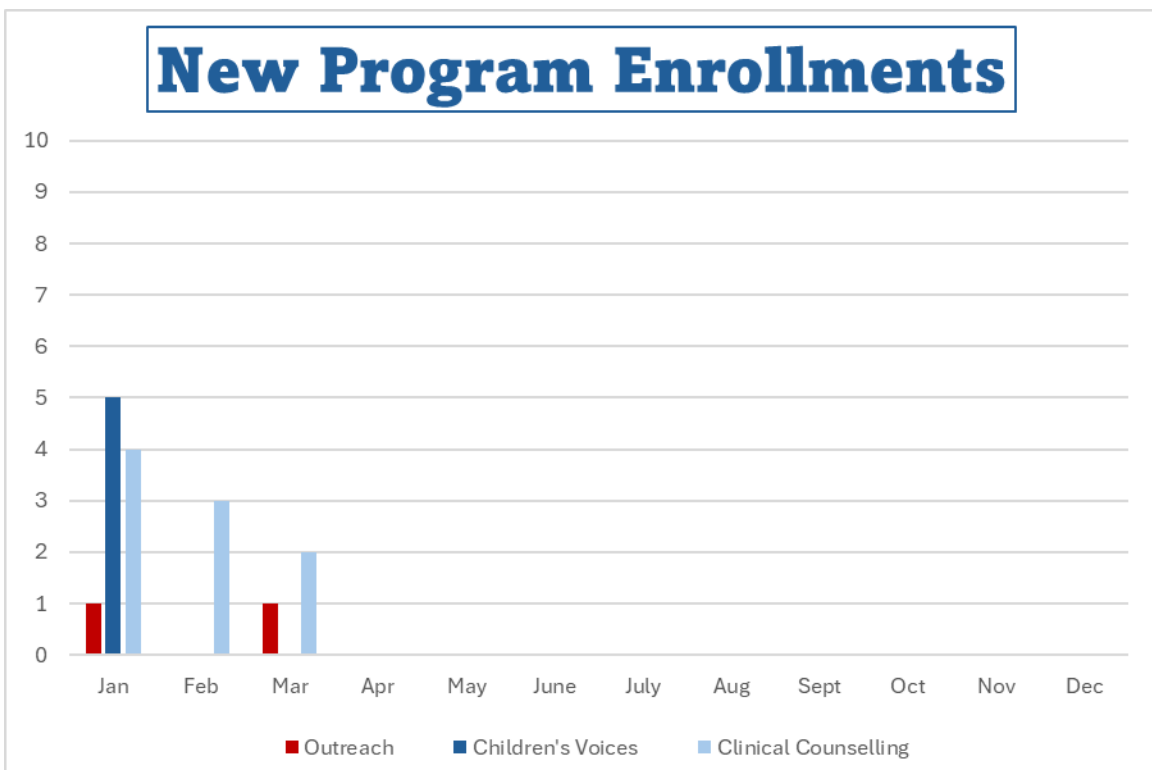
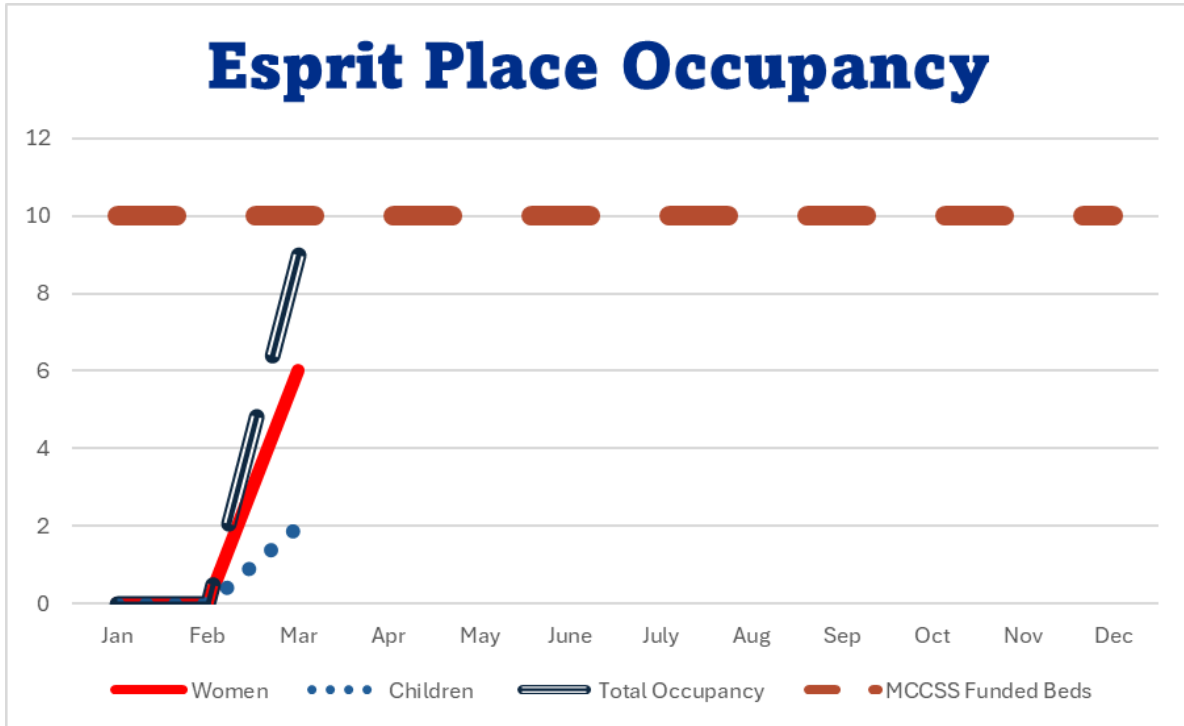
During the month of March, the Capital Program was busy with the following:

- Wrapping up the window replacement project at the 6-story apartment building in Parry Sound
- Wrapping up renovation to Esprit Place (doors opened March 8<sup>th</sup>)
- 2-Family homes with mould remediation in Parry Sound- **completed** March 27<sup>th</sup>, and 28<sup>th</sup> 2025
- Family home asbestos abatement and mould remediation in Burk's Falls- **(completed)** March 27<sup>th</sup>, 2025
- Two one-bedroom homes in Burk's Falls – extensive mould remediation, and plumbing repairs. **(Ongoing)**
- One-bedroom home in Callendar has a warped lintel; consultations underway to rectify **(Ongoing)**
- Carpet replacement at Parry Sound head office **(completed)** March 30<sup>th</sup>, 2025
- South River head office; working with insurance company to remedy damage from the flooding **(Ongoing)**
- Asbestos abatement and mould remediation at two 1-bedroom homes in South River. **(One completed, one ongoing)**
- Load bearing retaining wall replacement underway.
- Installation of a new door at a childcare facility **(completed)**
- Drainage repairs at a family home in Parry Sound **(ongoing)**





**Esprit Place Family Resource Centre**



## Social Media Stats

<b>Facebook –District of Parry Sound Social Services Administration Board</b>	<b>NOV 2024</b>	<b>DEC 2024</b>	<b>JAN 2025</b>	<b>FEB 2025</b>	<b>MAR 2025</b>	<b>APR 2025</b>
Total Page Followers	677	682	698	713	721	731
Post Reach this Period (# of people who saw post)	3032	2421	5003	4923	7739	3660
Post Engagement this Period (# of reactions, comments, shares)	257	59	666	697	788	40
<b>Facebook -Esprit Place Family Resource Centre</b>	<b>NOV 2024</b>	<b>DEC 2024</b>	<b>JAN 2025</b>	<b>FEB 2025</b>	<b>MAR 2025</b>	<b>APR 2025</b>
Total Page Followers	209	214	214	217	220	224
Post Reach this Period (# of people who saw post)	3103	3304	608	998	1214	164
Post Engagement this Period (# of reactions, comments, shares)	151	119	12	65	94	3
<b>DSSAB LinkedIN Stats</b> <a href="https://bit.ly/2YyFHIE">https://bit.ly/2YyFHIE</a>	<b>NOV 2024</b>	<b>DEC 2024</b>	<b>JAN 2025</b>	<b>FEB 2025</b>	<b>MAR 2025</b>	<b>APR 2025</b>
Total Followers	501	503	515	519	525	537
Search Appearances (in last 7 days)	10	52	40	72	131	187
Total Page Views	55	50	32	46	34	37
Post Impressions	1800	1416	2342	1030	632	843
Total Unique Visitors	23	14	18	22	19	21
<b>Instagram - Esprit Place Family Resource Centre</b> <a href="https://www.instagram.com/espritplace/">https://www.instagram.com/espritplace/</a>	<b>NOV 2024</b>	<b>DEC 2024</b>	<b>JAN 2025</b>	<b>FEB 2025</b>	<b>MAR 2025</b>	<b>APR 2025</b>
Total Followers	97	97	99	101	103	104
# of accumulated posts	53	59	61	63	64	65



## REPORT TO THE BOARD OF DIRECTORS

<b>DATE PREPARED:</b> May 5th, 2025	<b>PROGRAM:</b> Esprit Place Family Resource Centre
<b>MEETING DATE:</b> May 8 <sup>th</sup> , 2025	<b>REPORT NO:</b> 9.1
<b>PREPARED BY:</b> Jennifer Bouwmeester, Director of Women's Services	<b>PRESENTED BY:</b> Jennifer Bouwmeester, Director of Women's Services
<b>SUBJECT:</b> Esprit Place Family Resource Centre Operations Update	

### **Introduction:**

The intent of this report is to provide the Board of Directors with an overview of the new operational model for Esprit Place Family Resource Centre (EPFRC), implemented with the shelter reopening March 2025.

### **Background:**

Esprit Place provides immediate protection and support to female identifying survivors of violence or abuse and their dependents.

The agency's services include:

1. Supportive counselling
2. Temporary safe and secure emergency residence
3. Residential supports including food, personal needs items, bedding
4. Emergency transportation (subject to available resources and safety issues)
5. Referrals to alternative accommodation
6. Assistance with housing applications
7. Provision of information about rights, options and available services
8. Development of safety strategies/plan for women and their dependents
9. Assistance with information about legal systems, immigration, transportation and cultural interpretation
10. Crisis line services
11. Community outreach to women
12. Advocacy on behalf of women and their dependents
13. Assistance with finding childcare

Esprit Place was built in 1985 and originally opened its doors the fall of 1986. We will be celebrating our 40<sup>th</sup> anniversary next year!

### **Comments:**

From April 2024 to March 2025, Esprit underwent a major building renovation. We officially reopened on March 8<sup>th</sup>, 2025. During the closure we reviewed our operating procedures, policies, and staffing compliment with the intent of creating a service delivery model that meets the ever-changing needs of the women and dependants that we serve.

Staffing now consists of the following:

Director of Women's Services- 1FTE

Program Supervisor – 1FTE

Clinical Counsellor – 1 FTE

Residential Program Workers -5 FTE; (+ 6 Casual/relief staff)

Outreach Worker – 1FTE

Client complexity has increased, and staff are more frequently faced with supporting clients experiencing substance use issues and/or unstable mental health. Our current staffing complement is limited by funding, which means that staff are often working alone from 7pm- 7am. As a result, we now offer admission to our residential program during regular business hours only, when multiple staff are available. We do make exceptions after hours for critical safety issues, with OPP support. All admissions are initially offered for a period of 48 hours. This allows time for the woman to be assessed by the Clinical Counsellor to determine whether Esprit Place is the most appropriate resource to serve the needs of the client.

We continue to provide extensive community supports in partnership with Income Support & Stability. Supports include child witness counselling and group programming, court support, transitional housing supports, referrals to other community services, and outreach.

**Financial Considerations:**

Esprit Place programs are 100% funded by The Ministry of Children, Community and Social Services, and augmented by grants and community donations. EPFRC does not currently draw from the municipal levy.

Our current MCCSS funding allotment is \$965,092.

**Strategic Initiatives:**

Women's Services programming has the potential to help the PSDSSAB achieve its high-level strategic goal of:

*Modernize Service System Planning-* Develop a Violence Against Women program delivery model that is grounded in evidence, trauma and violence informed and delivered in a manner that is driven by principles of equity, diversity, inclusion, and decolonization.

*Strengthen Collaboration-* Foster internal and external relationships and collaboration to create and strengthen comprehensive wrap around supports for women and their dependant's experiencing violence, and to work collectively for greater community impact.

*Holistic Approach to Human Services-* Create an inclusive and culturally appropriate single window of access to human services for women and their dependant's experiencing violence through the implementation of innovative, evidence informed programs and services.

*Effective Infrastructure Renewal-* Create a physical space that provides safe, comfortable emergency shelter for women and their dependents fleeing violence. This space will be conducive to healthy congregate living, program and service delivery, and professional growth and development for staff.

**Recommendation/Conclusion:**

For information Only.



## REPORT TO THE BOARD OF DIRECTORS

<b>DATE PREPARED:</b> April 28, 2025	<b>PROGRAM:</b> Child Care Service Management
<b>MEETING DATE:</b> May 8, 2025	<b>REPORT NO:</b> 9.2
<b>PREPARED BY:</b> Pam Nelson, Director of Child Care Service Management	<b>PRESENTED BY:</b> Pam Nelson, Director of Child Care Service Management
<b>SUBJECT:</b> Early Development Instrument (EDI) Results - Cycle VI 2022-23	

### **Proposed Resolution:**

For Information Only

### **Introduction:**

The intent of this report is to provide the Board of Directors with a high-level overview of the Early Development Instrument.

### **Background:**

The Early Development Instrument (EDI) is a questionnaire completed by senior kindergarten (SK) teachers that measures children's ability to meet age-appropriate developmental expectations. It is a Canadian-made research tool, developed at the Offord Centre for Child Studies at McMaster University. The EDI has three main objectives:

- (1) to assess the strengths and deficits of students,
- (2) report on populations in different communities, and
- (3) to provide a kindergarten benchmark for monitoring child development trajectories.

The five domains are: Physical Health & Well-Being, Social Competence, Emotional Maturity, Language & Cognitive Development, Communication Skills & General Knowledge.

The Early Development Instrument is commonly used to get a sense of vulnerability in a population of children. If a child scores below the 10<sup>th</sup> percentile cut-off of the Ontario population on any of the five domains, they are said to be vulnerable on that scale of development. When looking at vulnerability rates, a lower percentage is a more favorable result.

### **Strategic Initiatives:**

The project has the potential to help the PSDSSAB achieve its high-level strategic goal of:

- Strengthen Collaboration
- Holistic Approach to Human Services

### **Legislative/Risk Analysis:**

The Early Development Instrument has been implemented in 12 of 13 provinces across Canada. The EDI

aims to provide a snapshot of children's developmental health and promote equity from the start, helping inform community services and improve conditions for children's success in school.

**Recommendation/Conclusion:**

The results from the Early Development Instrument, Cycle VI, will be shared with local school boards, child care operators and posted for public viewing.

# Early Development Instrument (EDI) Results: Parry Sound 2022/23 (Cycle 6)

Results of the EDI questionnaire are grouped into five core domains of child development:



**Physical Health & Well-being (PHWB):** Includes gross and fine motor skills (e.g., holding a pencil, running on the playground, motor coordination), adequate energy levels for classroom activities, independence in looking after own needs, and daily living skills.



**Social Competence (SOC):** Includes curiosity about the world, eagerness to try new experiences, knowledge of standards of acceptable public behaviour, ability to control own behaviour, appropriate respect for adult authority, cooperation with others, following rules, and ability to play and work with other children.



**Emotional Maturity (EMOT):** Includes the ability to think before acting, a balance between too fearful and too impulsive, an ability to deal with feelings at the age-appropriate level, and empathetic response to other people's feelings.



**Language & Cognitive Development (LANG):** Includes reading awareness, age-appropriate reading and writing skills, age-appropriate numeracy skills, ability to understand similarities and differences, and ability to recite back specific pieces of information from memory.



**Communication Skills & General Knowledge (COMG):** Includes skills to communicate needs and wants in socially appropriate ways, symbolic use of language, storytelling, and age-appropriate knowledge about the life and world around.

The EDI:

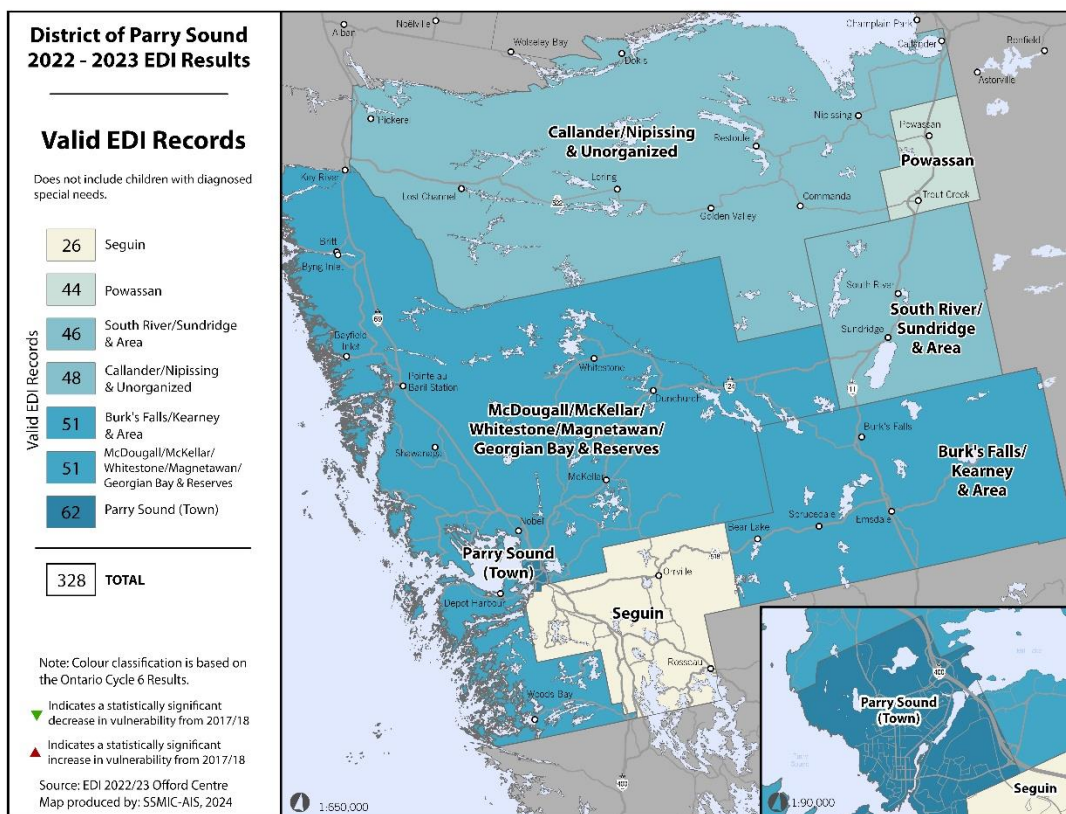
- is a Canadian-made research tool, developed at the Offord Centre for Child Studies at McMaster University.
- has been used around the world, including countries such as Australia, Chile, and Egypt.
- is used to measure children's ability to meet age-appropriate developmental expectations.
- is NOT used to assess or diagnose individual children, nor to rank teachers or schools.

## District of Parry Sound Social Services Administration Board (DPSSSAB)

The six major DPSSSAB EDI implementations took place during the 2004/05 (Cycle 1), 2008/09 (Cycle 2), 2011/12 (Cycle 3), 2014/15 (Cycle 4), 2017/18 (Cycle 5), and 2022/23 (Cycle 6) school years. EDI analysis in Ontario commonly excludes children who have been diagnosed with a special need. These results adhere to the Ontario guidelines. The number of valid DPSSSAB records (without special needs), for the latest implementation, was 328 in 2022/23.

EDI results for the core domains can be broken down by the Larger Community Groupings that make up the DPSSSAB area and are shown in the map to the right. Analyzing EDI data at this level allows service providers to better understand how various factors influence children's development and health, which can help focus program planning in the areas that may need more support.

The EDI is commonly used to get a sense of vulnerability in a population of children. If a child scores below the 10th percentile cut-off of the Ontario population on any of the five domains, he/she is said to be vulnerable on that scale of development. When looking at vulnerability rates, a lower percentage is a more favourable result.



## Findings for DPSSAB

- Meaningful increase in the Emotional Maturity domain compared to the Cycle 5 results.
- The following neighbourhoods saw a meaningful **increase** in vulnerability compared to Cycle 5:
  - Burk's Falls/Kearney & Area: Emotional Maturity
  - McDougall/McKellar/Whitestone/Magnetawan/Georgian Bay & Reserves: Physical Health & Well-Being, Social Competence, Emotional Maturity and Low in 1 or More
  - Parry Sound, Town: Physical Health & Well-Being, Language & Cognitive Development
- The following neighbourhoods saw a meaningful **decrease** in vulnerability compared to Cycle 5:
  - Burk's Falls/Kearney & Area: Physical Health & Well-Being
  - Parry Sound, Town: Social Competence
  - Seguin: Social Competence, Emotional Maturity, Language & Cognitive Development, Communication & General Knowledge, Low in 1 or More
  - South River/Sundridge & Area: Social Competence, Communication & General Knowledge, Low in 1 or More

DPSSAB	% Vulnerable			Diff. from 2017/18
	2017/18	2022/23	Ontario 2022/23	
PHWB	23.1%	24.1%	17.6%	■ 1.0
SOC	14.6%	13.1%	10.1%	■ 1.5
EMOT	15.6%	18.9%	13.1%	▲ 3.3
LANG	9.9%	10.7%	6.7%	■ 0.8
COMG	10.9%	8.5%	10.5%	■ 2.4
<b>Low in 1 or More Domains</b>	37.4%	36.9%	31.1%	■ 0.5
<b>Low in 2 or More Domains</b>	17.7%	18.9%	14.7%	- -

▲ Increase in Vulnerability    ▼ Decrease in Vulnerability    ■ No Meaningful Change  
 \*Statistically meaningful change based on the Critical Difference Calculation  
 \*\*Critical Difference not available for Low in 2 Domains

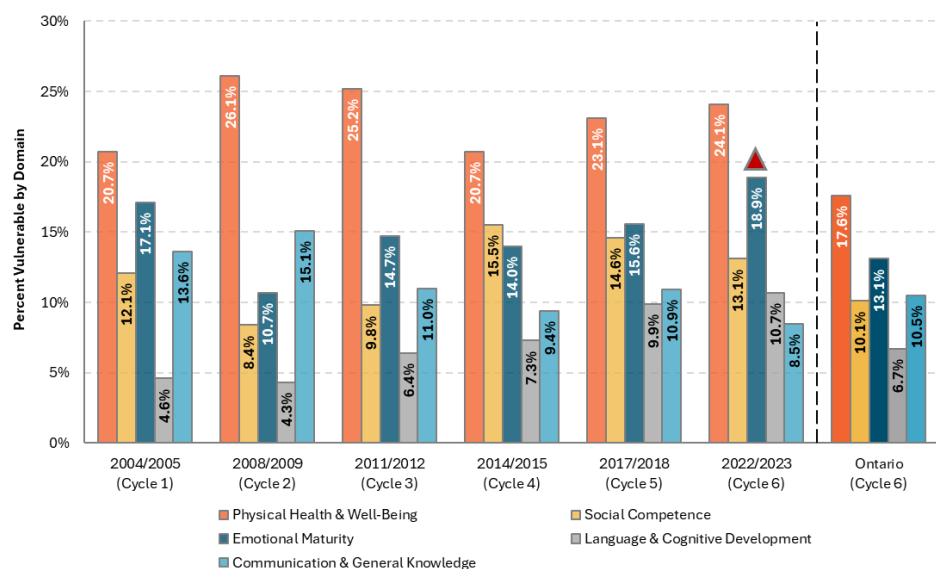
## 2022/23 Vulnerability by Neighbourhood

	Total	PHWB (%)	SCO (%)	EMOT (%)	LANG (%)	COMG (%)	LOW1 (%)	LOW2 (%)
Parry Sound, Dis.	328	24.1	13.1	18.9	10.7	8.5	36.9	18.9
Burks Falls / Kearney & Area	51	23.5	11.8	23.5	7.8	9.8	39.2	21.6
Callander / Nipissing & Unorg.	48	14.6	8.3	8.3	6.3	4.2	25.0	10.4
McD./McK./WS./Mag./G. B. & Reserves	51	37.3	13.7	17.6	7.8	2.0	45.1	19.6
Parry Sound, Town	62	38.7	24.2	30.6	27.4	22.6	56.5	33.9
Powassan	44	11.4	15.9	15.9	4.5	9.1	25.0	18.2
Seguin	26	11.5	3.8	3.8	7.7	3.8	11.5	7.7
South River / Sundridge & Area	46	19.6	6.5	21.7	6.5	2.2	37.0	10.9

Note: The colour classification presented above is based on the comparison with the Ontario Cycle 6 Results. This scale does not represent statistical significance.

More than 6% Lower Compared to ON-C6	6% Lower Compared to ON-C6	Within 2% Compared to ON-C6	6% Higher Compared to ON-C6	More than 6% Higher Compared to ON-C6
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## Percent of Vulnerable Children by EDI Domain





# 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 49: April 21 <sup>st</sup> , to April 27 <sup>th</sup> , 2025	0	0	N/A	N/A	N/A	N/A
Week 48: April 14 <sup>th</sup> , to April 20 <sup>th</sup> , 2025	1	0	April 19 <sup>th</sup> , 2025	1	North Bay	Unknown Opioid
Week 47: April 7 <sup>th</sup> , to April 13 <sup>th</sup> , 2025	3	0	April 7 <sup>th</sup> , 2025 April 12 <sup>th</sup> , 2025 (2)	3	North Bay (2) On Reserve (Name Suppressed) Powassan	Cocaine (2) Fentanyl (2)
Week 46: March 31 <sup>st</sup> , to April 6 <sup>th</sup> , 2025	3	0	April 1 <sup>st</sup> , 2025 (5) April 6 <sup>th</sup> , 2025	6	North Bay (2) On Reserve (Name Suppressed) Sundridge Parry Sound	Cocaine (4) Don't Know Unknown Opioid
Week 45: March 24 <sup>th</sup> to	3	0	March 28 <sup>th</sup> , 2025 (2) March 29 <sup>th</sup> , 2025	3	North Bay (2) Strong	Alcohol Crystal Meth Don't Know

March 30 <sup>th</sup> , 2025						Unknown Opioid
Week 44: March 17 <sup>th</sup> to March 23 <sup>rd</sup> , 2025	2	1	March 14 <sup>th</sup> , 2025 March 19 <sup>th</sup> , 2025	2	Nipissing First Nation Sundridge	Crystal Meth Fentanyl Prescription Opioids Unknown Opioid (2)
Week 43: March 10 <sup>th</sup> to March 16 <sup>th</sup> , 2025	4	1	February 27 <sup>th</sup> , 2025 March 1 <sup>st</sup> , 2025 March 3 <sup>rd</sup> , 2025 March 8 <sup>th</sup> , 2025	4	Nipissing First Nation North Bay (3)	Fentanyl (2) Unknown Opioid (2)
Week 42: March 3 <sup>rd</sup> to March 9 <sup>th</sup> , 2025	4	0	March 4 <sup>th</sup> , 2025 March 6 <sup>th</sup> , 2025 (2) March 8 <sup>th</sup> , 2025	4	Carling Parry Sound (2) Perry	Crack (3) Cocaine (2) Fentanyl (2) Non-Opioid Pharmaceutical
Week 41: February 24 <sup>th</sup> to March 2 <sup>nd</sup> , 2025	3	1	February 27 <sup>th</sup> , 2025 March 1 <sup>st</sup> , 2025 (2)	3	North Bay (3)	Fentanyl Unknown Opioid (2)
Week 40: February 17 <sup>th</sup> to February 23 <sup>rd</sup> , 2025	2	1	February 17 <sup>th</sup> , 2025 February 23 <sup>rd</sup> , 2025	2	Burk's Falls North Bay	Alcohol Don't Know Fentanyl
Week 39: February 10 <sup>th</sup>	0	0	N/A	N/A	N/A	N/A

to February  
16<sup>th</sup>, 2025

Week 38:  
February 3<sup>rd</sup> to  
February 9<sup>th</sup>,  
2025

4

0

February 1<sup>st</sup>, 2025  
February 2<sup>nd</sup>, 2025  
February 5<sup>th</sup>, 2025 (2)

4

Callander  
North Bay  
Parry Sound (2)

Alcohol  
Don't Know  
Fentanyl  
Non-Opioid  
Pharmaceutical

Week 37:  
January 27<sup>th</sup> to  
February 2<sup>nd</sup>,  
2025

1

0

February 1<sup>st</sup>, 2025

1

North Bay

Fentanyl

Week 36:  
January 20<sup>th</sup> to  
January 26<sup>th</sup>,  
2025

5

0

January 15<sup>th</sup>, 2025 (2)  
January 16<sup>th</sup>, 2025  
January 23<sup>rd</sup>, 2025  
January 26<sup>th</sup>, 2025

5

North Bay  
Parry Sound (3)  
Whitestone

Cocaine  
Don't Know  
Fentanyl (3)  
Prescription Opioids

Week 35:  
January 13<sup>th</sup> to  
January 19<sup>th</sup>,  
2025

2

0

January 15<sup>th</sup>, 2025  
January 16<sup>th</sup>, 2025

2

Parry Sound (2)

Crack  
Cocaine (2)  
Fentanyl (2)

Week 34:  
January 6<sup>th</sup> to  
January 12<sup>th</sup>,  
2025

3

0

January 2<sup>nd</sup>, 2025 (2)  
January 6<sup>th</sup>, 2025

2

North Bay  
On Reserve (Name  
Suppressed)  
Parry Sound

Crack  
Don't Know  
Unknown Opioid (2)

Week 33:  
December 30<sup>th</sup>,  
2024 to

2

0

December 31<sup>st</sup>, 2024  
January 1<sup>st</sup>, 2025

2

North Bay (2)

Fentanyl  
Unknown Opioid

January 5<sup>th</sup>,  
2025

Week 32:  
December 23<sup>rd</sup>  
to December  
29<sup>th</sup>, 2024

2

0

December 21<sup>st</sup>, 2024  
December 25<sup>th</sup>, 2024

1

Parry Sound (2)

Cocaine  
Fentanyl (2)

Week 31:  
December 16<sup>th</sup>  
to December  
22<sup>nd</sup>, 2024

1

0

December 17<sup>th</sup>, 2024

1

North Bay

Fentanyl

Week 30:  
December 9<sup>th</sup>  
to December  
15<sup>th</sup>, 2024

2

0

December 9<sup>th</sup>, 2024  
December 11<sup>th</sup>, 2024

2

North Bay (2)

Unknown  
Unknown Opioid

Week 29:  
December 2<sup>nd</sup>  
to December  
8<sup>th</sup>, 2024

1

1

December 7<sup>th</sup>, 2024

1

North Bay

Unknown Opioid

Week 28:  
November 25<sup>th</sup>  
to December  
1<sup>st</sup>, 2024

4

1

November 26<sup>th</sup>, 2024 (2)  
November 27<sup>th</sup>, 2024 (2)

4

McDougall  
North Bay (2)  
Nipissing First Nation

Fentanyl  
Prescription Opioids  
Unknown Opioid (2)

Week 27:  
November 18<sup>th</sup>  
to November  
24<sup>th</sup>, 2024

2

0

November 18<sup>th</sup>, 2024  
November 20<sup>th</sup>, 2024

2

North Bay  
On Reserve (Name  
Suppressed)

Fentanyl  
Non-opioid  
Pharmaceutical

Week 26: November 11 <sup>th</sup> to November 17 <sup>th</sup> , 2024	4	0	November 5 <sup>th</sup> , 2024 November 6 <sup>th</sup> , 2024 November 10 <sup>th</sup> , 2024 November 11 <sup>th</sup> , 2024	4	Mattawa North Bay (2) Parry Sound	Non-opioid Pharmaceutical Prescription Opioids Unknow Opioid (2)
Week 25: November 4 <sup>th</sup> to November 10 <sup>th</sup> , 2024	3	0	October 29 <sup>th</sup> , 2024 November 8 <sup>th</sup> , 2024 November 9 <sup>th</sup> , 2024	3	North Bay (4)	Fentanyl (2) Polypharmacy
Week 24: October 28 <sup>th</sup> to November 3 <sup>rd</sup> , 2024	4	0	October 28 <sup>th</sup> , 2024 October 31 <sup>st</sup> , 2024 November 2 <sup>nd</sup> , 2024 November 3 <sup>rd</sup> , 2024	4	North Bay (4)	Fentanyl Unknown Opioid (3)
Week 23: October 21 <sup>st</sup> to October 27 <sup>th</sup> , 2024	1	0	October 23 <sup>rd</sup> , 2024	1	Parry Sound	Prescription Opioids
Week 22: October 14 <sup>th</sup> to October 20 <sup>th</sup> , 2024	0	0	N/A	N/A	N/A	N/A
Week 21: October 7 <sup>th</sup> to October 13 <sup>th</sup> , 2024	9	0	October 8 <sup>th</sup> , 2024 (2) October 9 <sup>th</sup> , 2024 (3) October 11 <sup>th</sup> , 2024 October 12 <sup>th</sup> , 2024 October 13 <sup>th</sup> , 2024 (2)	9	McDougall North Bay (4) Parry Sound (2) West Nipissing (2)	Crack Don't Know (2) Fentanyl (4) Unknown Opioid (3)

Week 20: September 30 <sup>th</sup> to October 6 <sup>th</sup> , 2024	0	0	N/A	N/A	N/A	N/A
Week 19: September 23 <sup>rd</sup> to September 29 <sup>th</sup> , 2024	3	0	September 23 <sup>rd</sup> , 2024 September 25 <sup>th</sup> , 2024 September 26 <sup>th</sup> , 2024	3	North Bay (2) Parry Sound	Crystal Meth Don't Know Fentanyl Unknown Opioid
Week 18: September 16 <sup>th</sup> to September 22 <sup>nd</sup> , 2024	7	1	September 17 <sup>th</sup> , 2024 September 19 <sup>th</sup> , 2024 (2) September 21 <sup>st</sup> , 2024 September 22 <sup>nd</sup> , 2024 (3)	7	North Bay (4) Parry Sound Seguin West Nipissing	Crack Fentanyl Unknown Opioid (5)
Week 17: September 9 <sup>th</sup> to September 15 <sup>th</sup> , 2024	5	0	September 10 <sup>th</sup> , 2024 (3) September 12 <sup>th</sup> , 2024 September 13 <sup>th</sup> , 2024	5	North Bay (2) On Reserve (Name Suppressed) Parry Sound Powassan	Alcohol (2) Cocaine (2) Crack Fentanyl (2) Prescription Opioids Unknown Opioid (2)
Week 16: September 2 <sup>nd</sup> , to September 8 <sup>th</sup> , 2024	4	0	September 4 <sup>th</sup> , 2024 (2) September 6 <sup>th</sup> , 2024 September 8 <sup>th</sup> , 2024	4	Mattawa McDougall North Bay Parry Sound	Cocaine Don't Know Fentanyl Non-Opioid Pharmaceutical Prescription Opioids
Week 15: August 26 <sup>th</sup> to September 1 <sup>st</sup> , 2024	5	0	August 28 <sup>th</sup> , 2024 August 29 <sup>th</sup> , 2024 (2) August 30 <sup>th</sup> , 2024 September 1 <sup>st</sup> , 2024	5	North Bay (3) Parry Sound Strong	Benzodiazepines Crack Fentanyl (3)

				Non-Opioid Pharmaceutical		
Week 14: August 19 <sup>th</sup> to August 25 <sup>th</sup> , 2024	6	0	August 19 <sup>th</sup> , 2024 (2) August 20 <sup>th</sup> , 2024 August 22 <sup>nd</sup> , 2024 August 23 <sup>rd</sup> , 2024 August 24 <sup>th</sup> , 2024	6	North Bay (3) The Archipelago (2) On Reserve (Name Suppressed)	Alcohol (2) Cocaine (3) Fentanyl Unknown Opioid (2)
Week 13: August 12 <sup>th</sup> to August 18 <sup>th</sup> , 2024	4	0	August 13 <sup>th</sup> , 2024 (2) August 16 <sup>th</sup> , 2024 (2)	4	North Bay (3) Seguin	Benzodiazepines Fentanyl Marijuana/Cannabis Polypharmacy Unknown Opioid (2)
Week 12: August 5 <sup>th</sup> to August 11 <sup>th</sup> , 2024	6	1	August 5 <sup>th</sup> , 2024 August 6 <sup>th</sup> , 2024 August 7 <sup>th</sup> , 2024 August 8 <sup>th</sup> , 2024 August 11 <sup>th</sup> , 2024 (2)	5	North Bay (5) West Nipissing	Unknown Opioid (6)
Week 11: July 29 <sup>th</sup> to August 4 <sup>th</sup> , 2024	1	0	August 3 <sup>rd</sup> , 2024	1	Sundridge	Alcohol Marijuana/Cannabis
Week 10: July 22 <sup>nd</sup> to July 28 <sup>th</sup> , 2024	4	0	July 17 <sup>th</sup> , 2024 July 18 <sup>th</sup> , 2024 July 21 <sup>st</sup> , 2024 July 21 <sup>st</sup> , 2024	4	Nipissing Township Parry Sound (2) Whitestone	Alcohol Fentanyl Hallucinogens/Party Drugs (2) Marijuana/Cannabis Non-Opioid Pharmaceutical (2) Unknown Opioid

Week 9: July 15 <sup>th</sup> to July 21 <sup>st</sup> , 2024	0	0	N/A	N/A	N/A	N/A
Week 8: July 8 <sup>th</sup> to July 14 <sup>th</sup> , 2024	1	0	July 10 <sup>th</sup> , 2024	1	Parry Sound	Alcohol Non-Opioid Pharmaceutical
Week 7: July 1 <sup>st</sup> to July 7 <sup>th</sup> , 2024	0	0	N/A	N/A	N/A	N/A
Week 6: June 24 <sup>th</sup> to June 30 <sup>th</sup> , 2024	10	0	June 24 <sup>th</sup> , 2024 June 26 <sup>th</sup> , 2024 (2) June 28 <sup>th</sup> , 2024 (2) June 29 <sup>th</sup> , 2024 (3) June 30 <sup>th</sup> , 2024 (2)	10	Parry Sound (3) North Bay (6) West Nipissing	Fentanyl (7) Unknown Opioid (3) Cocaine Marijuana/Cannabis
Week 5: June 17 <sup>th</sup> , 2024 to June 23 <sup>rd</sup> , 2024	2	0	June 19 <sup>th</sup> , 2024 June 21 <sup>st</sup> , 2024	2	Parry Sound North Bay	Fentanyl Unknown Opioid
Week 4: June 10 <sup>th</sup> to June 16 <sup>th</sup> , 2024	7	0	June 10 <sup>th</sup> , 2024 (3) June 11 <sup>th</sup> , 2024 June 13 <sup>th</sup> , 2024 June 14 <sup>th</sup> , 2024 June 16 <sup>th</sup> , 2024	7	North Bay Parry Sound (4) West Nipissing (2)	Alcohol (2) Cocaine (3) Crack (2) Fentanyl (3) Unknown Opioid
Week 3: June 3 <sup>rd</sup> to June 9 <sup>th</sup> , 2024	3	0	June 3 <sup>rd</sup> , 2024 June 7 <sup>th</sup> , 2024 June 8 <sup>th</sup> , 2024	3	Kearney Parry Sound Powassan	Alcohol Benzodiazepines Crack Marijuana/Cannabis Non-Opioid Pharmaceutical



Week 2: May 27 <sup>th</sup> to June 2 <sup>nd</sup> , 2024	6	0	May 14 <sup>th</sup> , 2024 May 17 <sup>th</sup> , 2024 May 18 <sup>th</sup> , 2024 May 23 <sup>rd</sup> , 2024 June 1 <sup>st</sup> , 2024 June 2 <sup>nd</sup> , 2024	6	Carling Machar North Bay On Reserve (Name Suppressed) Sundridge West Nipissing	Fentanyl (4) Polypharmacy (2)
Week 1: May 20 <sup>th</sup> to May 26 <sup>th</sup> , 2024	2	0	May 20 <sup>th</sup> , 2024 May 23 <sup>rd</sup> , 2024	2	North Bay (2)	Fentanyl (2)
Week 52: May 13 <sup>th</sup> to May 19 <sup>th</sup> , 2024	2	0	May 15 <sup>th</sup> , 2024 May 16 <sup>th</sup> , 2024	2	North Bay (2)	Fentanyl Unknown Opioid
Week 51: May 6 <sup>th</sup> to May 12 <sup>th</sup> , 2024	5	0	May 6 <sup>th</sup> , 2024 May 7 <sup>th</sup> , 2024 May 11 <sup>th</sup> , 2024 (2) May 12 <sup>th</sup> , 2024	5	North Bay (2) Parry Sound (2) Strong	Fentanyl (2) Non-Opioid Pharmaceuticals Polypharmacy Prescription Opioids Unknown Opioid (2)
Week 50: April 29 <sup>th</sup> to May 5 <sup>th</sup> , 2024	2	0	April 30 <sup>th</sup> , 2024 May 2 <sup>nd</sup> , 2024	2	North Bay Parry Sound	Fentanyl (2)
Week 49: April 22 <sup>nd</sup> to April 28 <sup>th</sup> , 2024	11	0	April 16 <sup>th</sup> , 2024 (3) April 20 <sup>th</sup> , 2024 April 21 <sup>st</sup> , 2024 April 22 <sup>nd</sup> , 2024 April 23 <sup>rd</sup> , 2024 April 24 <sup>th</sup> , 2024 (3) April 25 <sup>th</sup> , 2024	11	Magnetawan North Bay (9) West Nipissing	Cocaine Crystal Meth Fentanyl (6) Non-opioid pharmaceutical Unknown Opioid (2)
	3	0	April 15 <sup>th</sup> , 2024 April 17 <sup>th</sup> , 2024	3	Burk's Falls North Bay	Crack

Week 48: April  
15<sup>th</sup> to April  
21<sup>st</sup>, 2024

April 18<sup>th</sup>, 2024

Parry Sound

Fentanyl (2)  
Non-opioid  
pharmaceutical



March 2025

# LABOURFOCUS

## LABOUR FORCE APPRENTICESHIP AND SKILLED TRADES

The number of new apprentice registrations for the last ten years.



COVID had a clear impact on the number

of new registrations across all three areas in 2020-21 (Nipissing/Parry Sound, Northern Region, and Ontario).

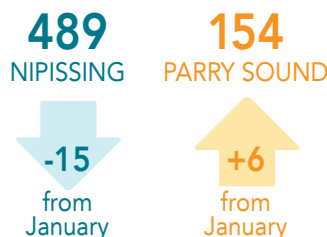
These numbers recovered somewhat in 2021-22, and in 2022-23 they recovered some more.



In 2023-24, there was a decline in the number of new registrations at the local and provincial levels, although the figure did increase at the regional level.

Compared to the 2019-20, the number of **new registrations is slightly lower this year** in all three areas, which already was lower than 2018-19.

### TOTAL NUMBER OF JOB POSTINGS



### TOP INDUSTRY WITH VACANCIES

#### NIPISSING

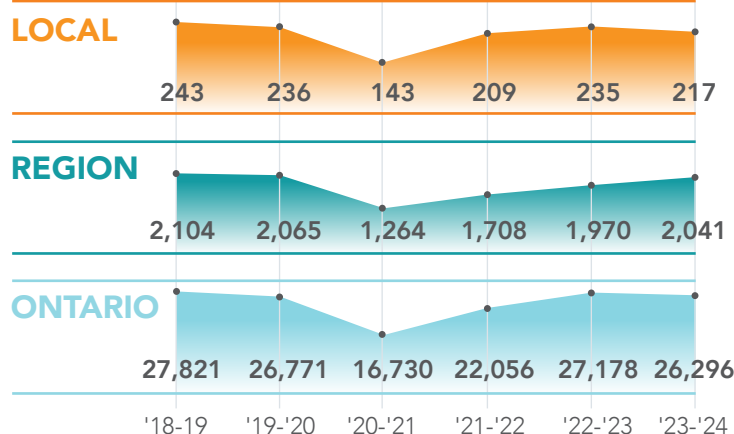
Health Care & Social Assistance (25.2%)

#### PARRY SOUND

Health Care & Social Assistance (27.3%)

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

### Number of new apprenticeship registrations, 2018-19 to 2023-24



### Number of New Registrations as a Percent of Ontario

In 2023-24, new registrations at the local and regional levels were roughly in line with historic values, with the local area accounting for 0.8% of the provincial totals, roughly equal to the local area representing 0.9% of the provincial population. And the regional area accounting for 7.8% of provincial new registrations, when the regional area represents 5.6% of the provincial population.



#### New local registrations

0.8% of total provincial registrations

Area is 0.9% of provincial population

Ontario 100%



#### New regional registrations

7.8% of total provincial registrations

Area is 5.6% of provincial population

Ontario 100%

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



T. 705.478.9713

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

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LOCAL LABOUR MARKET  
PLAN 2025

**2025  
WORKFORCE  
WEEK**

**APRIL 7-11, 2025**

**STAY TUNED FOR A FULL  
WEEK OF EVENTS!**

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



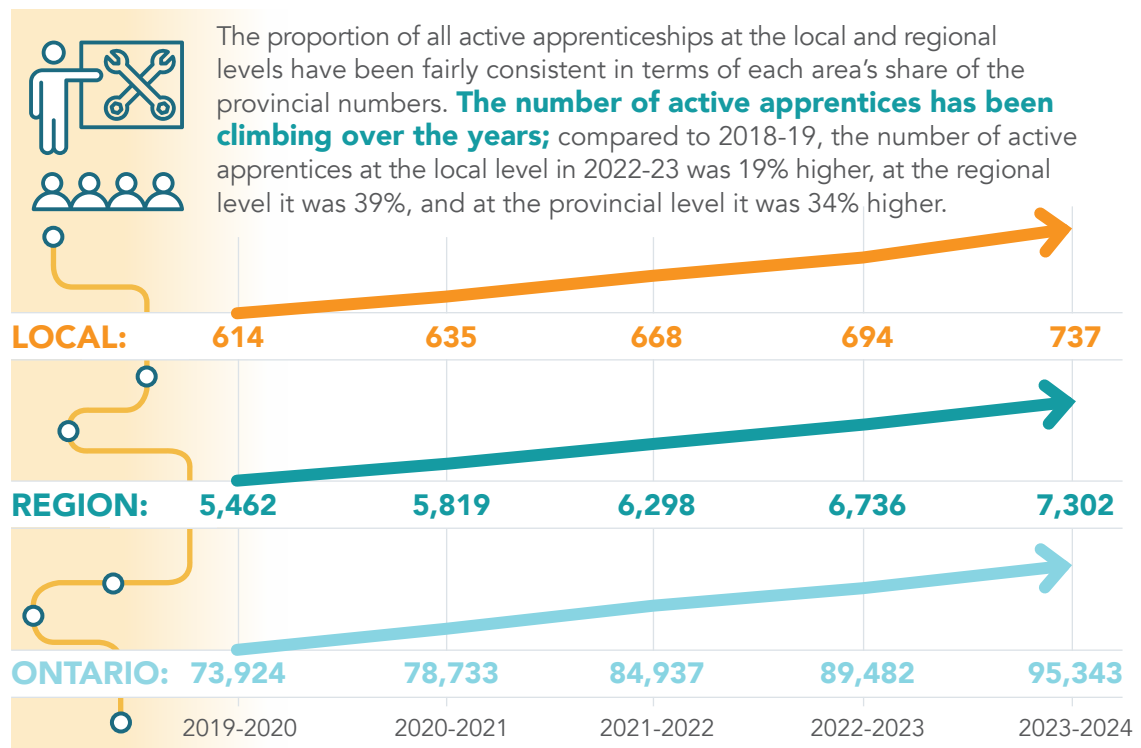
T. 705.478.9713

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

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## TAKING A CLOSER LOOK AT ACTIVE APPRENTICES



### In terms of the **number of Certificates of Apprenticeship (CofAs) issued**

over the last five years, the number has stayed within the same range (between 64 & 70) at the local level; at the regional level the number has fluctuated within a broader range; and at the provincial level, it has continued to grow since 2021-22.

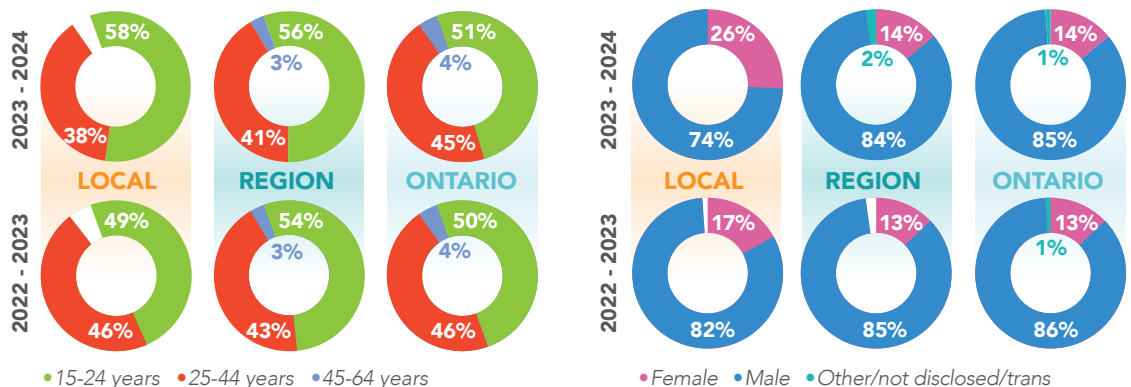


	LOCAL	REGION	ONTARIO
2023-2024	68	621	9,837
2022-2023	66	583	9,564
2021-2022	65	629	8,120
2020-2021	64	420	5,877
2019-2020	67	680	8,892
2018-2019	70	750	9,878

## Distribution by Age and Gender of Apprenticeship

**More than 95% of participants are youth (15-24 years old) or young adults (25-44 years old),** across all three levels, that proportion inched up slightly from last year.

The distribution by gender is very **heavily skewed male**. At the local level, the proportion of females has been slightly higher than for the regional and provincial levels, and it increased over the previous year.



Source: Skilled Trades Ontario

[www.thelabourmarketgroup.ca](http://www.thelabourmarketgroup.ca)

# MONTHLY JOBS REPORT

FEBRUARY 2025

The Labour Market Group  
Guiding partners to workforce solutions.

## NIPISSING DISTRICT

There were 489 job postings recorded for Nipissing District in February. Significantly higher in year-over-year (+19.0%, +78) comparisons, and slightly lower in month-over-month (-3.0%, -15) comparisons. Putting a damper on the positive trend from January and December which saw an end to 4 consecutive months of declining job postings, the drop is minor and the increase in year-over-year numbers shows that this is in-line with expectations. This month, there were 237 unique employers; slightly higher in month-over-month (+4.4%, +10) comparisons and continues to build on the momentum from December.



**100%**

Collected from online sources.



**11%**

(54) Requiring a bilingual individual.

**15.3%**  
(75) Criminal Record Check



For postings that listed an annual salary.



**\$79,080.55/year**  
AVERAGE



**\$27.82**  
HOURLY WAGE

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

Of the 199 postings which listed an hourly wage 12.1% (24) were listed at the provincial minimum wage of \$17.20/hour.

## PARRY SOUND DISTRICT

There were 154 job postings recorded for the Parry Sound District in February. This is a slight increase in month-over-month (+4.1%, +6) comparisons and a significant increase in year-over-year (+17.6%, +23) comparisons. The month-over-month increase suggests a return to normalcy and stability after an almost 95% increase last month. This month, there were 89 unique employers; slightly lower in month-over-month (-3.3%, -3) comparisons, again, a return to normalcy from the increases seen last month (a 2 for 1 increase).



**100%**

Collected from online sources.



**3.2%**

(5) Requiring a bilingual individual.

**4.5%**  
(7) Criminal Record Check



For postings that listed an annual salary.



**\$72,873.69/year**  
AVERAGE

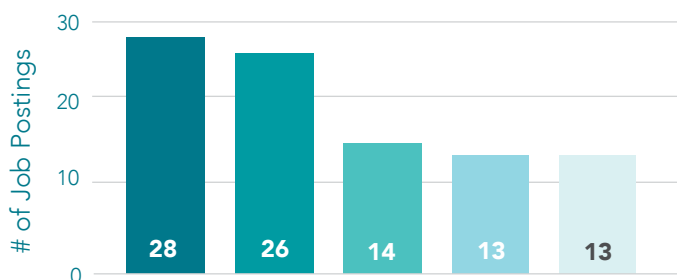


**\$26.99**  
HOURLY WAGE

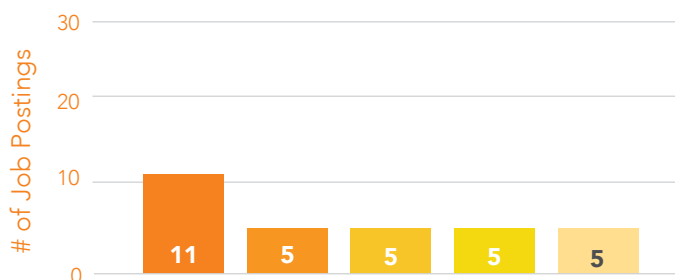
The average hourly wage in February for those postings which listed one.

Of the 88 postings which listed an hourly wage 5.7% (5) were listed at the provincial minimum wage of \$17.20/hour.

## TOP 5 EMPLOYERS POSTING JOBS



## TOP 5 EMPLOYERS POSTING JOBS



## TOP 5 INDUSTRIES HIRING (NAICS)



- 2** **13.7%** : Retail Trade (NAIC 44-45)
- 3** **13.5%** : Transportation & Warehousing (NAICS 48-49)
- 4** **10.2%** : Educational Services (NAIC 61)
- 5** **6.7%** : Accommodation & Food Services (NAICS 72)

The Health Care and Social Assistance (NAICS-62) industry saw the most number of job postings in February with 25.2% (123) of the total, with the largest month-over-month decrease of -3.2%, related to demand for healthcare falling as the cold and flu season is behind us. The Health Care and Social Assistance industry continues to be an important part of the Nipissing labour market. Transportation and Warehousing (NAICS-48-49) saw the largest month-over-month increase in job posting with a +5.8% change from January. Accommodation and Food Services (NAICS-72) was almost identical to last month's numbers, returning to normalcy following the holiday period.

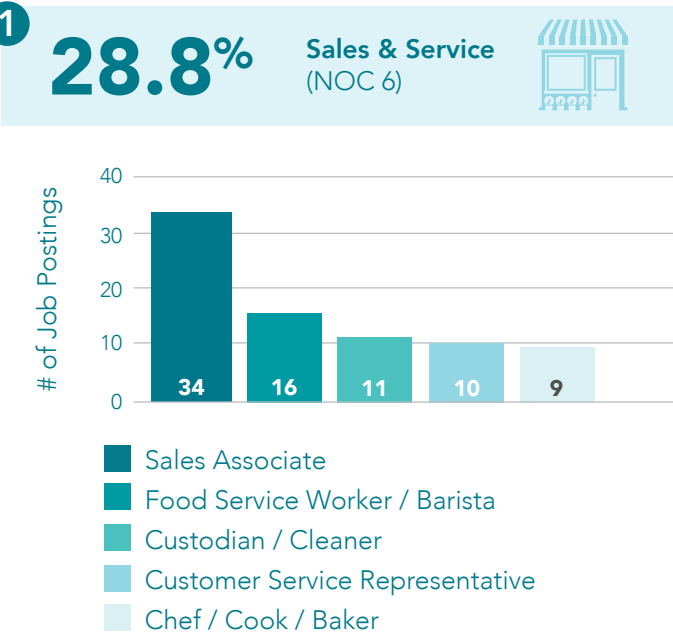
## TOP 5 INDUSTRIES HIRING (NAICS)



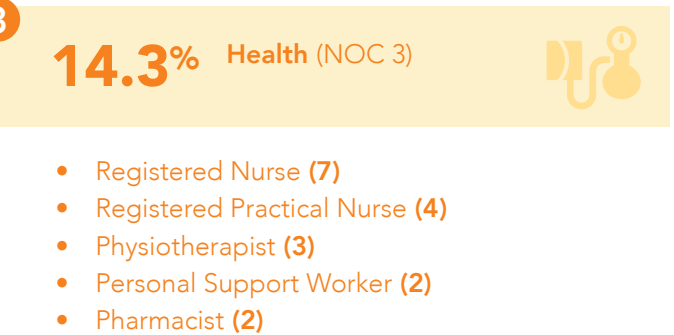
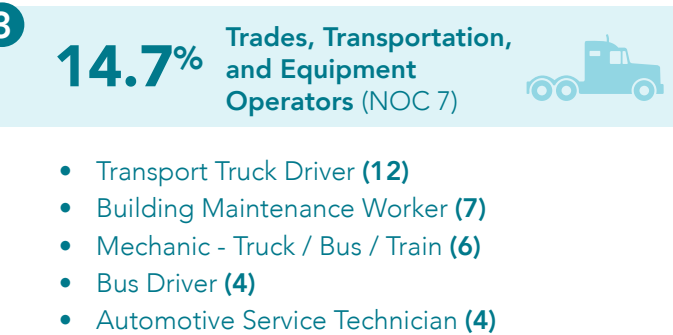
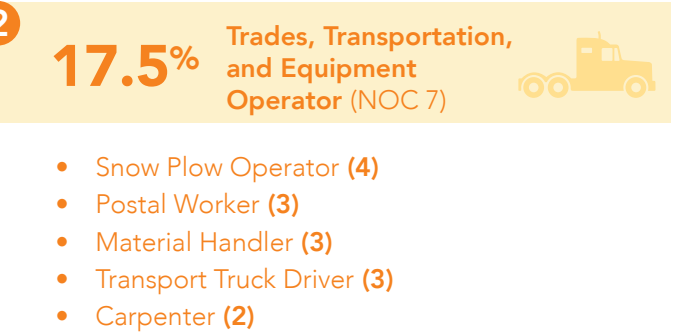
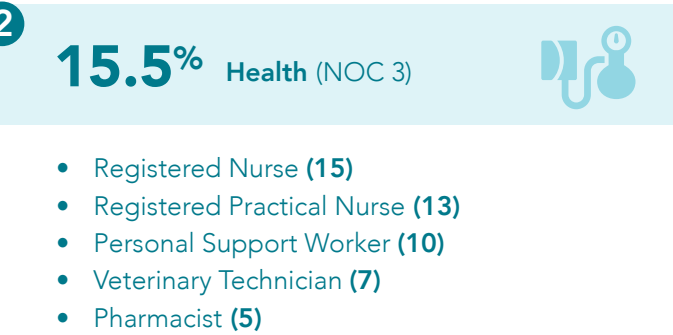
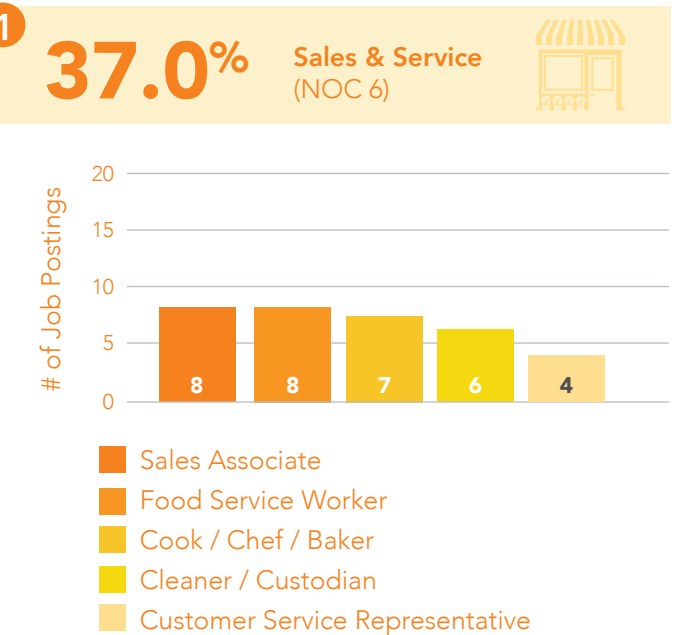
- 2** **18.2%** : Accommodation & Food Services (NAICS 72)
- 3** **14.3%** : Retail Trade (NAICS 44-45)
- 4** **11.0%** : Construction (NAICS 23)
- 5** **8.4%** : Manufacturing (NAICS 31-33)

The Health Care and Social Assistance (NAICS-62) industry saw the greatest number of job postings in February with 27.3% (42) of the overall share amongst all major industry classifications, similar to Nipissing it also saw the largest decrease, this can likely be explained by forward-looking expectations around demand for healthcare falling as the cold and flu season is behind us. The Construction (NAICS-23) industry saw the largest month-over-month increase of +5.6% when compared to January; likely in preparation for the warmer months wherein construction will be at an all-time high.

TOP 3 OCCUPATIONAL CATEGORIES (NOC)



TOP 3 OCCUPATIONAL CATEGORIES (NOC)



Sales and Service (NOC-6) occupations made up the lion's share of job postings with 28.8% (141) of all postings in February. The largest decrease (-5.5%) was seen in Education, Law and Social, Community and Government Services (NOC-4), displacing it from the top three or the first time since March 2024. The Natural and Applied Sciences (NOC 2) saw the largest month-over-month increase with a +3.4% change. Managerial roles, 16 of 39 fell in the Sales and Service occupations and, 10 fell in Business, Finance and Administration occupations.

Sales and Service (NOC-6) occupations represented the largest number of job postings in February with 37.0% (57) and saw the largest increase (+4.6%) in job postings this month. Similar to Nipissing, Education, Law and Social, Community and Government Services (NOC-4) saw the largest month-over-month decrease; -4.6%. Looking at managerial roles, of the 11 roles advertised, 7 fell in the Sales and Service occupations, with the other another 3 split evenly. The one senior manager role advertised belonged to the Community and Social Services occupations.

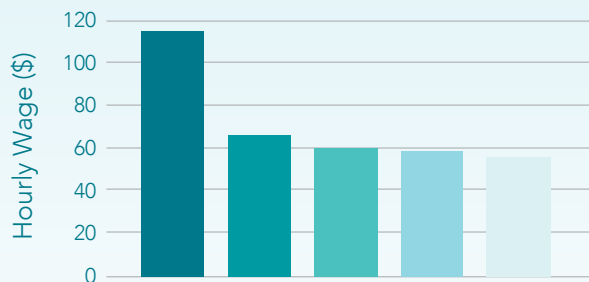


## TOP 5 HOURLY WAGE VACANCIES



# \$116.25

**Planificateur(trice) Financier  
(iere) - Region Nipissing**  
@ Caisse Alliance



**\$64.89** Psychologist  
@ One Kids Place Children's Medical Treatment  
Center of North East Ontario

**\$59.93** Head Of Development  
@ Hands, TheFamilyHelpNetwork.ca

**\$58.81** Registered Nurse - Clinical Nurse Educator  
@ North Bay Regional Health Centre

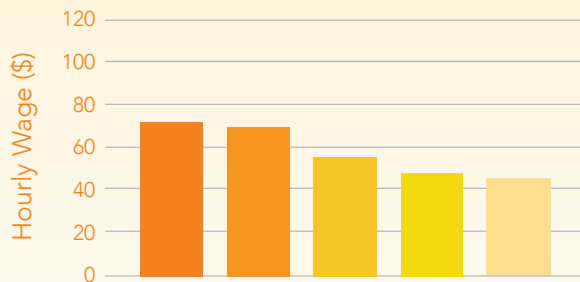
**\$56.30** Respiratory Therapist - Senior Registered  
@ North Bay Regional Health Centre

## TOP 5 HOURLY WAGE VACANCIES



# \$72.00

**Pharmacist**  
@ Sturgeon Falls IDA



**\$70.00** Pharmacist  
@ IDA pharmacy

**\$56.00** Registered Nurse - Acute Care  
@ West Parry Sound Health Centre

**\$47.96** Physiotherapist  
@ One Kids Place Children's Medical Treatment  
Center of North East Ontario

**\$45.00** Carpenter  
@ Oak Ridge Timber Company

## TOP 3 ANNUAL SALARY VACANCIES

# \$150,00.00

**Sales Associate - Automotive**  
@ Hopper Buick GMC

# \$150,000.00

**Sales Associate - Automotive**  
@ BNorth Bay Toyota

# \$137,476.00

**Pharmacy Manager**  
@ Sturgeon Falls IDA



**Lowest Annual Salary \$37,000.00**

**Receptionist**  
@ North Bay Insurance Brokers

The average hourly wage in February, for those postings which listed (40.7%) one, was \$27.82/hour. This is slightly higher (+2.5%, +\$0.65) than the current 12-month average of \$27.14/hour. Of the 199 postings, which listed an hourly wage, 12.1% (24) were listed at the provincial minimum wage of \$17.20/hour. This is higher than previous months but this is likely due to the increased number of jobs that are hiring summer students for internships. For postings that listed an annual salary, the average was \$79,080.55/year. This is a slight increase (+1.8%) from the current 12-month average of \$77,714.71/year.

## TOP 3 ANNUAL SALARY VACANCIES

# \$130,000.00

**Sales Associate - Automotive**  
@ Bourgeois Ford North

# \$110,000.00

**Automotive Service Technician**  
@ Bourgeois Ford North

# \$99,000.00

**Telecommunications Technician**  
@ Integrated Solutions



**Lowest Annual Salary \$39,900.00**

**Food Service Worker**  
@ Glen Bernard Camp

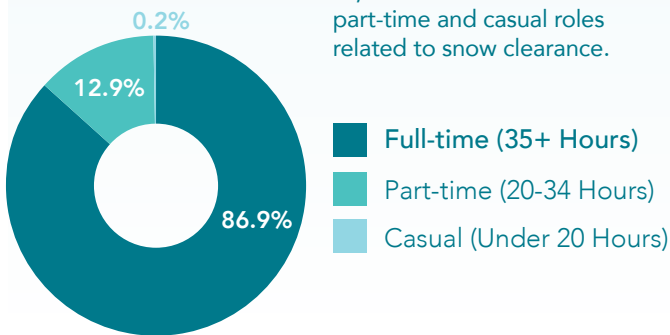
The average hourly wage in February for those postings which listed (57.1%) one was \$26.99/hour. Though, an increase from last month, this figure is a slight decrease; -2.1% (-\$0.58/hour), to the current 12-month average of \$27.57/hour. Of the 88 postings which listed an hourly wage 5 (5.7%) were listed at the new provincial minimum wage of \$17.20/hour, almost identical to last month. The average annual salary listed was \$72,873.69; slightly lower -1.9% (-1,407.18/year), than the current 12-month average annual salary.



## FULL-TIME / PART-TIME BREAKDOWN

**86.9%** of listings in February **↑ 8.9%** from January

86.9% (425) of the listings in February indicated that the employment offered would be classified as full-time. This figure represents a significant increase; +8.9%, from the previous month when 78.0% of the job postings were classified as full-time. This is inline with expectations, as the winter period is now behind us, there is less demands for part-time and casual roles related to snow clearance.

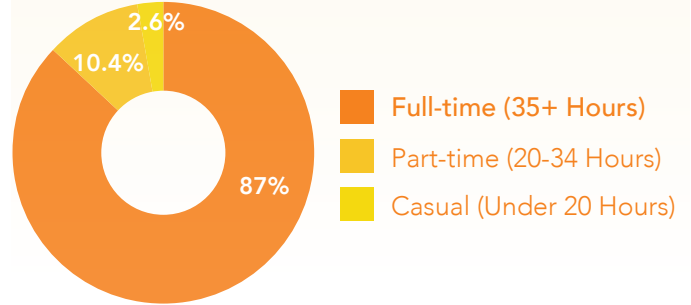


**489** Postings listed hours offered (100%)

## FULL-TIME / PART-TIME BREAKDOWN

**87%** of listings in February **↑ 7.3%** from January

87% (134) of the listings in February indicated that the employment offered would be classified as full-time. This is a significant increase; +7.3%, from the previous month where 79.7% of the job postings were classified as full-time. This is inline with expectations, as the winter period is now behind us, there is less demands for part-time and casual roles.



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

## TERM OF EMPLOYMENT

**93.3%** of listings in February **↑ 3.2%** from January

93.3% (456) of the listings in February stated that the opportunity in question would be permanent. This is a slight increase (+3.2%) to the previous month's figure of 90.1%, this increase is also almost identical to the increase seen in January, which solidifies that jobs in December were hiring more temporary / seasonal workers for the festive season.

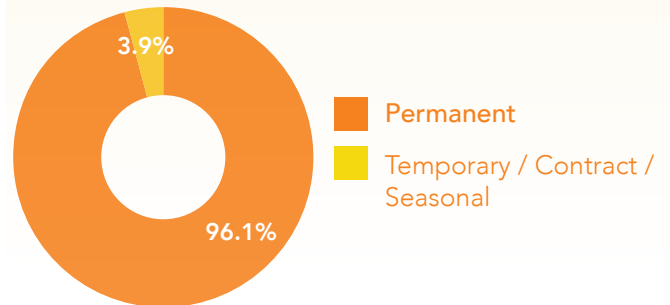


**489** Postings listed hours offered (100%)

## TERM OF EMPLOYMENT

**96.1%** of listings in February **↑ 7.6%** from January

96.1% (148) of the listings in February stated that the opportunity in question would be permanent. This is, again, significantly higher than (+7.6%) than the previous month's figure of 88.5% but inline with expectations as mentioned above.



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

# ALL EMPLOYERS WITH POSTINGS IN MONTH



## NIPISSING DISTRICT

241 Pizza Sturgeon Falls  
401 Auto - North Bay Chrysler  
A&S Towing  
A&W (Sturgeon Falls)  
A.G. Electric LTD  
Access Storage  
Actlabs  
Advance Auto Parts Inc.  
Airport Animal Hospital  
Alzheimer Society Sudbury-Manitoulin  
North Bay and Districts  
American Eagle Outfitters  
Arugula  
Auto Parts Centres (APC)  
Battano Construction Limited  
Bay Roofing and Exteriors Ltd.  
Bay Vision Care  
Bayland Property Management  
Bee-Clean Building Maintenance  
Best Care Kennels  
Beyond Sushi  
Binx Professional Cleaning  
BioPed Footcare  
Blue Sky Animal Hospital  
BMO - North Bay  
Bo Mark Motel  
Boart Longyear Inc.  
Boutique Marie Claire Inc.  
Bumper to Bumper - H.E. Brown  
Burger King - Pinewood Park Dr.  
C.A. Sellers Cleaning Services Ltd  
Caisse Alliance  
Callon Dietz  
Campus Living Centres  
Canada Post  
Canadian Career College  
Canadian Mental Health Association - North Bay and Area  
Canadian Red Cross  
Canadian Shield Health Care Services Inc.  
Canadian Tire - North Bay  
Canadore College - College Drive  
Canadore College - Commerce Court  
Canarino Nissan  
CarePartners  
Cascades Casino  
Cash 4 You Corp.  
Cassellholme Home for the Aged  
Cassells Animal Hospital  
Cementation Canada  
Closing the Gap Healthcare  
Columbia Forest Products Ltd  
Comfort Inn - Airport  
Commonwealth Plywood Distribution  
Community Counselling Centre of Nipissing  
Community Living North Bay  
Conseil Scolaire Catholique Franco-Nord  
Conseil scolaire public du Nord-Est de l'Ontario  
Contrans Flatbed Group  
Cooper Equipment Rentals  
Crawford & Company  
Crisis Centre North Bay  
CTS Canadian Career College  
Davedi Club  
Dawson Dental

Degagne Carpentry  
Dentistry on Airport  
Designed Roofing Inc  
District of Nipissing Social Services  
Administration Board  
East Ferris Public Library  
Ed Seguin & Sons Trucking and Paving  
EllisDon Corporation  
EMCO Corporation  
Empire Living Centre  
Enterprise Rent-A-Car  
Evergreen Landscaping  
Executive Aviation  
exp Global Inc.  
Express Parcel  
Eye Associates of North Bay  
FDM4  
Fire & Flower Inc  
First Onsite  
First Student / First Transit  
Foundation Health  
G&P Welding and Ironworks  
Gangnam Korea - North Bay  
GardaWorld  
GeoVerra Inc.  
Gervais Restaurant and Tavern, Country  
Style Donuts  
GFL Environmental  
Giant Tiger - North Bay  
Godspeed Group  
goeasy  
Grant's Transport Ltd.  
Greco's Pizza Presto  
Green Fox Kitchen  
Green Vision  
GRW Transport Limited  
Guy's Tire Sales Inc  
Hampton Inn by Hilton North Bay  
Hands, TheFamilyHelpNetwork.ca  
Haskins Industrial Inc.  
Homewood Suites by Hilton North Bay  
Hopper Buick GMC  
J.L. Richards & Associates Limited  
Kal Tire  
Karis Disability Services (formerly Christian Horizons)  
Kia North Bay  
Lafarge Canada Inc  
Levante Living - Barclay House  
Loblaw Companies Limited  
Loss Prevention Services Limited  
Lucenti Orlando Professional Corporation  
Manitoulin Group of Companies  
Marina Point Village  
Mattawa Hospital  
Mattawa River Resort  
McDougall Insurance and Financial  
MHM General Contracting  
Michaels  
Miller Paving  
Miller Technology Incorporated  
Moneris Solutions Corp.  
Municipal Property Assessment Corporation  
Municipality of East Ferris  
Municipality of West Nipissing  
National Diabetes Trust  
Nedco Ontario  
Nipissing Serenity Hospice  
Nipissing University

Nipissing-Parry Sound Catholic District School Board  
Nordic Minesteel Technologies Inc.  
North Bay Animal Hospital  
North Bay Farmers Market  
North Bay Golf & Country Club  
North Bay Humane Society  
North Bay Hydro  
North Bay Insurance Brokers  
North Bay Mazda  
North Bay Museum  
North Bay Parry Sound District Health Unit  
North Bay Police Service  
North Bay R.C Cemeteries  
North Bay Regional Health Centre  
North Bay Toyota  
North Bay Welding & Metal Fabrications Inc.  
North Bay-Mattawa Conservation Authority  
NorthCleanCo  
Northern Diversified Limited  
One Kids Place Children's Medical  
Treatment Center of North East Ontario  
One Plant  
Ontario Aboriginal Housing Services  
Ontario Health  
Ontario Ministry of Natural Resources and Forestry  
Ontario Ministry of Transportation  
Ontario Northland  
Ontario Power Generation  
Ontario Public Service  
Orchards Fresh Food Market  
OSL Retail Services  
P&G Auto Parts  
Paramed Home Health Care  
PartSource  
Pepsico  
Perimeter Aviation  
Peter Conti Custom Woodworking & Design  
Petsmart  
PHARA  
Platinum Patient Transfer Service  
Premier Mining Products  
Quantum Lifecycle Partners LP  
Recipe Unlimited Corporation - Montana's  
Redpath Mining Contractors and Engineers  
Reliance Home Comfort  
Respite Services  
Rexall Pharmacy Group ULC  
Rideau Supply  
Roots Canada  
Royal Bank of Canada  
SafeSight Exploration Inc.  
Science North  
Scotiabank - North Bay  
Seaboard Transport Group  
Sephora Canada  
Shoppers Drug Mart  
Shoppers Drug Mart / Pharmaprix  
Sienna Senior Living  
Sobeys - North Bay  
Sobey's Inc.  
Spencer Gifts  
Springer Animal Hospital

Stantec  
Staples Canada  
Steeltech Machining Inc  
Stock Transportation  
StorageVault Canada Inc.  
Sturgeon Falls IDA  
Subway - Lakeshore Drive  
Subway - Main Street  
Subway - Pinewood Park Drive  
Subway - Shirreff Ave.  
Subway - Sturgeon Falls  
Subway - Trout Lake Road  
Sword Management  
Syl's Neighbourhood Kitchen  
Talize  
TD Bank - North Bay  
The Block Public House  
The Corporation of the City of North Bay  
The Crown and Beaver Pub, North Bay  
The Erb Group of Companies  
The Home Depot - North Bay  
The Lindsay Weld Centre for Children  
The Sisters of St. Joseph of Sault Ste. Marie  
The Skyline Group of Companies  
The Submarine Place  
Thermo Coustics Limited  
Tokyo Smoke  
Top Picks Auto Sales  
Trans Canada Safety  
True North Chevrolet Cadillac Ltd / Fix Auto North Bay  
Tutor Match  
Twiggs - Sturgeon Falls  
Union of Ontario Indians  
Victorian Order of Nurses / VON  
Virgin Plus  
Vista Radio Ltd  
Voyageur Aviation Corp  
Voyago  
Wacky Wings  
Walmart - North Bay  
Waters Edge Care Community  
Wendy's Restaurant  
West Nipissing General Hospital  
Wine Rack  
Winmar Property Restoration  
YMCA of Northeastern Ontario  
Zedd Customer Solutions



## PARRY SOUND DISTRICT

180 Smoke  
1886 Lake House Bistro  
Adams Bros. Construction  
Almaguin Highlands Community Living  
Almex Group  
Aramark Canada Ltd.  
Bayshore Health Care  
Bourgeois Ford North  
Bowman Landscaping and Excavation  
Camp Manitou  
Canada Post  
Canadian Addiction Treatment Pharmacy  
Canadian Mental Health Association - Muskoka Parry Sound Branch

Continued on next page

Canadian Shield Health Care Services Inc.  
 CarePartners  
 Caswell Resort Hotel  
 Closing the Gap Healthcare  
 Compass Group Canada  
 Connor Industries  
 Crofters Food Ltd  
 Danielle Smith Professional Accounting Services  
 Dawson Dental - Callander Bay Dental  
 District of Parry Sound Social Services Administration Board  
 Dominos Pizza  
 Dunn's Parry Sound Self Storage  
 Eastholme Home for the Aged  
 Elections Ontario  
 Fowler Construction  
 Fowler Construction Company Limited  
 Gardens of Parry Sound Retirement Home  
 Georgian Bay RentAll  
 GGB Exhaust Technologies  
 Giesler Marine Limited

Glen Bernard Camp  
 Grand Tappattoo Resort  
 Grant Home Hardware Building Centres  
 Harvey's Parry Sound  
 IDA pharmacy  
 Integrated Solutions  
 Jolly Roger Inn & Resort  
 Jolly Roger Restaurant & Bar  
 Lake House Property Management  
 Lakeside Cottage Care  
 Legend Spirits  
 Little Gardens  
 Loblaw Companies Limited  
 Lofthouse Manufacturing (a Division of Brawo Brassworking Limited)  
 Log Cabin Inn & Catering  
 Magnetawan Grill and Grocery  
 McDonald's  
 Municipality of Powassan  
 Nipissing-Parry Sound Catholic District School Board  
 Novo Peak Health

Oak Ridge Timber Company  
 One Kids Place Children's Medical  
 Treatment Center of North East Ontario  
 Ontario Federation of Anglers and Hunters  
 Ontario Federation of Anglers and Hunters (OFAH)  
 Ontario Health  
 Ontario Municipal Administrators Association (OMMA)  
 Paramed Home Health Care  
 Parry Air Heating & Cooling  
 Parry Sound Animal Hospital  
 Parry Sound Friendship Centre  
 Parry Sound Fuels  
 RONA - Parry Sound  
 Royal Bank of Canada - Parry Sound  
 Royal Bank of Canada - Sundridge  
 Science North  
 Scotiabank - Parry Sound  
 Scott Custom Building  
 Soundseals Insulation

Stan Darling Insurance Inc.  
 Sturgeon Falls IDA  
 Subway - Burk's Falls  
 Subway - Parry Sound  
 Sundridge & District Medical Centre  
 The Beer Store  
 The Friends  
 The Home Depot - Parry Sound  
 Tim Hortons - Parry Sound  
 Town of Parry Sound  
 Township of the Archipelago  
 True North Cannabis Company  
 URJ Camp George  
 Victorian Order of Nurses / VON  
 Walmart - Parry Sound  
 West Parry Sound Health Centre  
 Wolseley Canada Inc.  
 YMCA of Simcoe/Muskoka  
 Wireman Inc  
 Wolf Mechanical Inc  
 Wylaw Professional Corporation



# WHAT IS THE LMG MONTHLY JOBS REPORT?

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

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

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

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

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