

AGENDA

Thursday, March 12 2026 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 February 12, 2026
 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 Window Tender ®
 - 9.2 Built for Zero Canada
 10. **IN-CAMERA: 0**
 11. **CORRESPONDENCE:**
 - 11.1 NBPSDHU Overdose Report
 - 11.2 Labour Market Group – Monthly Job Report – January 2026
 - 11.3 Labour Market Group – Labour Focus – February 2026
 12. **ADJOURNMENT. ®**

MEETING MINUTES

Thursday, February 12, 2026 at 6:30 PM



Board Meeting Location: 1 Beechwood Drive, Parry Sound, Ontario (Virtual)

Board Members Present:

Jerry Brandt Jamie McGarvey
Gail Finsson Teri Brandt
Sharon Smith Peter McIsaac
Teresa Hunt Rick Zanussi
Joel Constable Janice Bray

Board Members Absent:

Sean Cotton
Ted Collins
Tom Lundy

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 6:30 PM.

2. TRADITIONAL LAND ACKNOWLEDGMENT.

3. DISCLOSURE OF PECUNIARY INTEREST.

4. APPROVAL OF AGENDA

Resolution 26 02 01

CARRIED

Moved by Teresa Hunt

Seconded by Jerry Brandt

“THAT the agenda of the Regular Meeting of the Board held on February 12, 2026 be accepted as presented.”

5. APPROVAL OF MINUTES:

5.1 January 8, 2026

Resolution 26 02 02

CARRIED

Moved by Janice Bray

Seconded by Sharon Smith

“THAT the Board meeting minutes of Thursday, January 8, 2026 be approved as presented.”

6. DEPUTATIONS & PRESENTATIONS.

7. REPORTS:

7.1 Chair

The chair welcomed the Board.

7.2 Chief Administrative Officer

A written report was provided, and Ms. MacKenzie was available to answer any questions. The CAO highlighted that she had attended the ROMA conference in January and made some delegations on behalf of NOSDA with her NOSDA colleagues. DSSAB's are now allowed to apply for Infrastructure Ontario funding, as of a recent announcement, something that the NOSDA CAO's have been advocating for strongly.

7.3 Director of Finance

The Director of Finance reported that all program budgets have been imported into our software systems and Finance is planning to provide a financial budget vs actual variance analysis report at the March 12th meeting and then providing it monthly going forward. The Ontario Works budget submission has been completed in TPON (Transfer Payment Ontario Network). Our account payable cut-off for year-end is this Friday, February 13th. After this time, finance will be able to close off year-end and complete the working papers for the year-end audit for DSSAB, LHC and NOAH, which typically occurs in April for June Statements. Interim audit work was done the week of January 26th for the 2025 year-end, mapping any new accounts to help lessen the work in April.

8. OUTSTANDING ISSUES.

9. NEW BUSINESS:

9.1 Potential Housing Development

A written report was presented by the CAO.

10. IN-CAMERA: 2

Resolution 26 02 03

CARRIED

Moved by Joel Constable

Seconded by Sharon Smith

“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:

v) an opinion of the Board's solicitor, disclosure of which would not be in the public interest; or

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

Resolution 26 02 04

CARRIED

Moved by Teri Brandt

Seconded by Gail Finnson

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

Resolution 26 02 05

CARRIED

Moved by Jerry Brandt

Seconded by Peter McIsaac

“WHEREAS Northern Ontario Service Deliverers Association ("NOSDA Corp.") has developed a system (the "Pooling System") by which some or all District Social Services Administration Boards ("DSSABs") and the City of Greater Sudbury (each, a "Service Deliverer") may jointly pursue, obtain, and administer funding; and

The foundation of such system is proposed to be established through an Association Agreement, creating an unincorporated association having as its members each Service Deliverer and NOSDA Corp. (the "Association"), and establishing the terms and conditions upon which Service Deliverers may opt in to the Pooling System for specific programs from time to time.

NOW THEREFORE BE IT RESOLVED THAT:

1. The District of Parry Sound Social Services Administration Board enter into the Association Agreement with the other Service Deliverers.
2. The Chief Administrative Officer and any other signing officer of the corporation be and are hereby authorized to execute the Association Agreement in the form attached hereto, with such amendments thereto as may be agreed upon with the other Service Deliverers and as the signing officers may deem acceptable; and
3. The Chief Administrative Officer be and is hereby appointed as the corporation's Committee Representative for the Association.”

Resolution 26 02 06

CARRIED

Moved by Teresa Hunt

Seconded by Janice Bray

“WHEREAS The District of Parry Sound Social Services Administration Board has joined, or will join, the NOSDA Pooling Association (the "Association"), via an Association Agreement, having as its members the corporation known as Northern Ontario Service Deliverers Association ("NOSDA Corp."), each DSSAB, and the City of Greater Sudbury (together with each DSSAB, the "Service Deliverers"); and

The Association Agreement establishes the foundation for a system by which two or more Service Deliverers may pool their resources and capabilities to jointly pursue certain endeavours (the "Pooling System"); and

The District of Parry Sound Social Services Board recognizes its mandate under the Housing Services Act to devise a housing and homelessness plan, carry out measures to meet housing needs, establish, administer and fund housing and homelessness programs and services, and provide housing; and

The service area of the District of Parry Sound Social Services Board is in critical need of new housing supply, a need widely described as a housing crisis; and

The Association Agreement requires a Commitment Resolution to be passed by the governing body of each Member in respect of each endeavour undertaken through the Pooling System.

NOW THEREFORE BE IT RESOLVED THAT:

1. The District of Parry Sound Social Services Administration Board confirms its status as a Participating Member of the Affordable Housing Innovation Fund program and the Build Canada Homes program
2. The Chief Administrative Officer and any other signing officer of the corporation be and are hereby authorized to execute a Pooling Agreement in respect of the Affordable Housing Innovation Fund program and the Build Canada Homes program, in such form as the signing officers may deem acceptable; and
3. The Chief Administrative Officer be and is hereby appointed as the corporation's Committee Representative for the Association."

11. CORRESPONDENCE.

11.1 Resolution - Municipality of Callander (Council/Board Vacancy)

11.2 Media Release - January 13, 2026 (One Year Later, New Data Confirms Homelessness in Northern Ontario Is Accelerating Faster Than Systems - and communities - Can Sustain)

11.3 Media Release - January 15, 2026 (Investing Pennies on the Dollar could Halt Rising Homelessness, Protect Northern Ontario's Economy: New Report)

11.4 NBPSDHU Overdose Report

12. ADJOURNMENT.

Resolution 26 02 07

CARRIED

Moved by Teri Brandt

Seconded by Joel Constable

"THAT the Board meeting now be adjourned at 7:03 PM, and that the next Regular meeting be held Thursday, March 12, 2026 at the hour of 6:30 PM via Zoom Video Conference."

District of Parry Sound



Social Services
Administration Board

Chief Administrative Officer's Report

March 2026

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.

CAO UPDATE

As we move into March, I want to begin by recognizing the significant work taking place across the DSSAB and the dedication of the staff who continue to advance our mandate to support the well-being and stability of communities across the District of Parry Sound.

This continues to be an important period of progress for our organization. We are actively moving forward on key priorities, particularly within our housing portfolio where we are exploring new opportunities to increase supply and strengthen partnerships that will support the development of additional affordable housing in our district. At the same time, we continue to expand and stabilize our child care system as we implement the Canada-Wide Early Learning and Child Care framework, working closely with operators and partners to ensure families in our communities have access to quality, affordable spaces.

These initiatives reflect the core of the DSSAB's role in this region, bringing together programs, partnerships, and resources to respond to community needs and create lasting impact.

March is also a meaningful time of year as we recognize **International Women's Day**. As a female leader, this day holds particular significance for me. I am continually reminded of the responsibility and privilege that comes with leadership, and of the many women who have paved the way for others to lead in public service.

I am especially proud to work alongside the many strong, capable, and compassionate women who serve across our organization. From frontline staff to supervisors and directors, women make up a significant part of the DSSAB workforce. Every day they bring professionalism, expertise, and deep commitment to improving the lives of the people in our communities.

Their work which is often complex and sometimes unseen, is foundational to the progress we continue to make as an organization. The impact of their dedication can be seen across our housing programs, early years services, income supports, and women's services. They are not only delivering programs; they are strengthening communities.

As we continue our work in the months ahead, I want to acknowledge and thank all staff for the care and commitment they bring to this organization and the people we serve. The progress we are making is the direct result of that collective effort.

Tammy MacKenzie
Chief Administrative Officer

'Everyday Impact' – Helena Johnson

Outreach is a critical function that extends our organization's presence in the community beyond our immediate setting and ensures services are accessible to those who may otherwise remain unserved. Effective outreach fosters trust builds meaningful relationships within the community and increases awareness of available supports.

Recently, Helena Johnson, Integrated System Navigator with our Income Support and Stability Team, demonstrated the impact of effective outreach by attending our local YMCA to support a new member to our community.



The following is the feedback received from the YMCA:

"I just want to share an experience I had with a client and Helena. This client is new to Parry Sound, a young man from Nunavut. He is looking for employment but also some stabilization needs as he has no income and is hoping to get into stable housing. It was really great having Helena here and available to speak with the client. He gained all of the information he needed to apply for assistance and Helena made a great connection with him. He left the offices feeling confident that things were looking better for him."

Helena has consistently demonstrated a high level of creativity in her approach to client engagement and reporting. She exhibits a strong understanding of the critical role that thoughtful and accurate data collection plays in effectively articulating a client's journey and outcomes. By combining innovative thinking with a disciplined focus on evidence-based documentation, she ensures that client stories are not only compelling, but also grounded in meaningful, measurable impact. Her work strengthens our ability to communicate results with clarity, credibility, and strategic insight.

She is the one of the leading ISN's in building the Homemakers Program which is a new initiative that partners Income Support and Stability with Community Support Services in Parry Sound. Her insight and forward thinking with processes and logistics will help us reach members of our community with another resource tool.

Helena, congratulations on being nominated for the Everyday Impact Award!

Licensed Child Care Programs

Total Children Utilizing Directly Operated Child Care in the District January 2026						
Age Group	Fairview ELCC	First Steps ELCC	Highlands ELCC	Waubeek ELCC	HCCP	Total
Infant (0-18m)	3	2	2	3	14	24
Toddler (18-30m)	8	7	11	17	27	70
Preschool (30M-4y)	16	15	17	35	51	134
# of Active Children	27	24	30	55	92	228

School Age Programs– Jan 2026

School Age Programs January 2026	
Location	Enrollment
Mapleridge After School	25
Mapleridge Before School	11
Home Child Care	14
# of Active Children	50



Inclusion Support Services – January 2026

Age Group	Early ON	Licensed ELCC	Monthly Total	Discharges	Referrals	Waitlist
Infant (0-18m)						
Toddler (18-30m)	3	18	21		2 (LELCC)	
Preschool (30-47m)	6	37	43		2(LELCC)	
JK/SK (48m-6yr)	2	5	7			
School age (6 yr+)		1	1	5		
Monthly Total	11	61	72	5	4	
Year to Date	11	61	72	5	4	0

Approximately 57% of cases are referred for speech and language, 20% for social emotional or self-regulation while the rest are for ASD and other delays. Usually there are multiple reasons for referrals.

EarlyON Child and Family Programs— Jan 2026

EarlyON Child and Family Centre Reporting Month: January 2026		
Activity	Monthly Total	Year to Date
Number of Child Visits	796	796
Number of Unique Children served this month	252	
Number of Adult Visits	592	592
Number of Unique Adults served this month	200	
Number of Professionals (New stat of July 1, 2025)	17	17
Number of Virtual Programming Events	2	2
Number of engagements Through social media	491	491
Number of views Through social media	26,994	26,994

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 Application Portal by removing duplicates, training staff and assisting families with updating their profiles.

Data for January 2026

Number of Unique Children on the Application Portal

797

Children who Identify as Indigenous

85

Children Identifying Francophone Relatives

51

Prenatal Children

138

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

450

Waiting for Care - This number represents the unique children who are currently applied for care. This includes children who may already be placed in a program and have applied to another. This also includes the number of children pre-registered for future care.

Year, Month

Multiple selections

Month

January

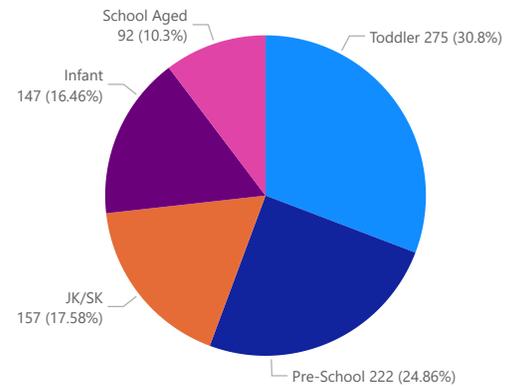
Additions to Application Portal

66

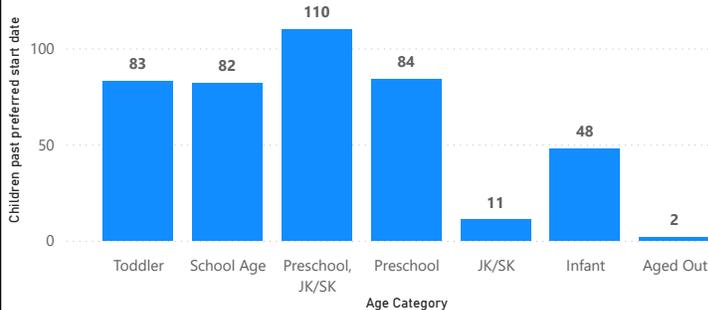
Total Number of Children past preferred start date (Unique)

427

Waitlist by Age Category

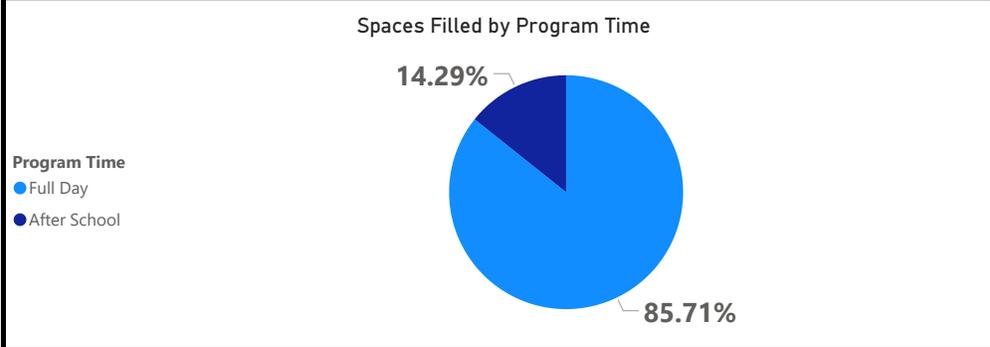
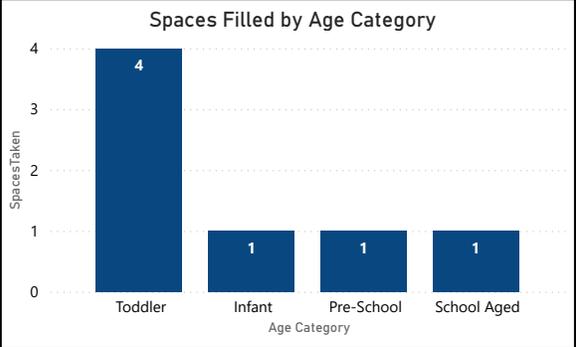


Number of Children past their preferred start date by age



Year
2026

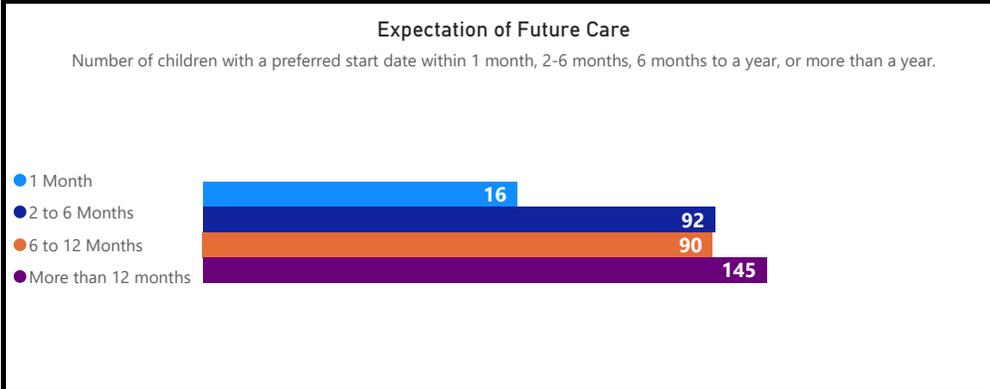
Month
January



Children Placed	Spaces Filled
7	7

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.



Funding Sources for District Wide Childcare Spaces – Jan 2026

Child Care Service Management

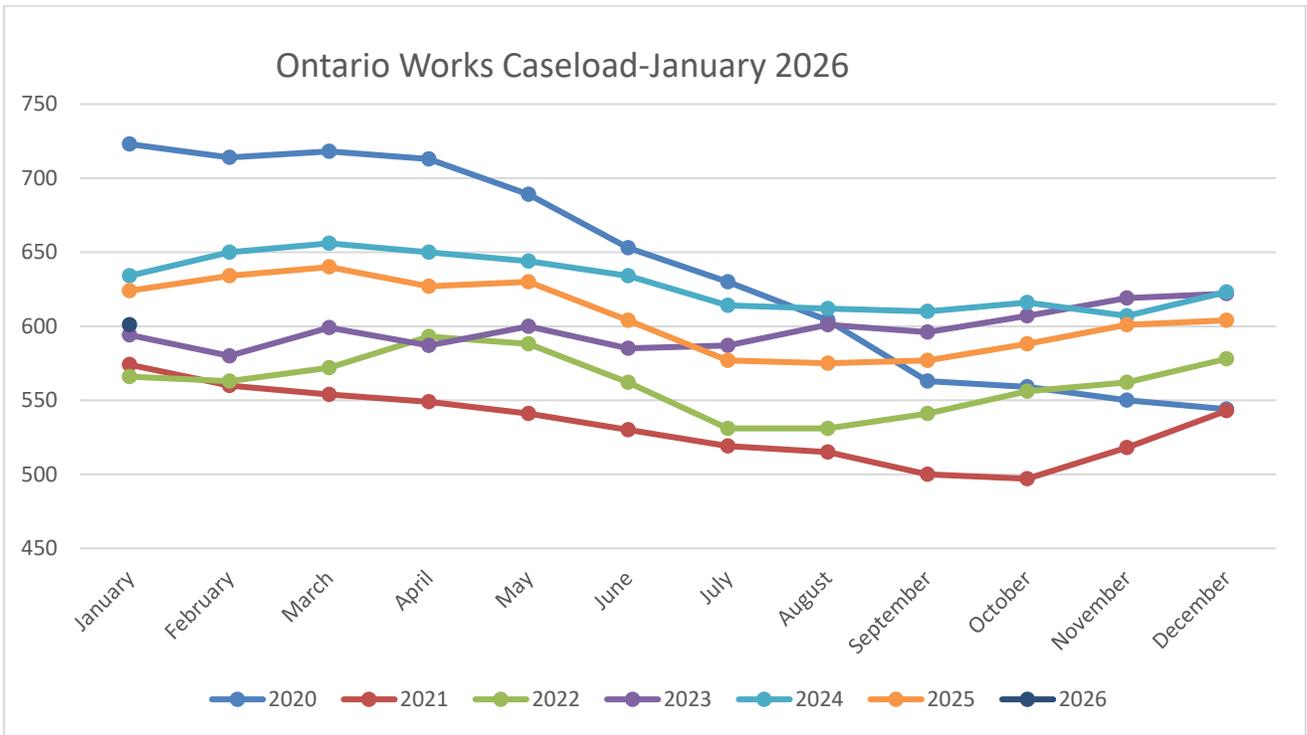
Total Children by Funding Source

January 2026

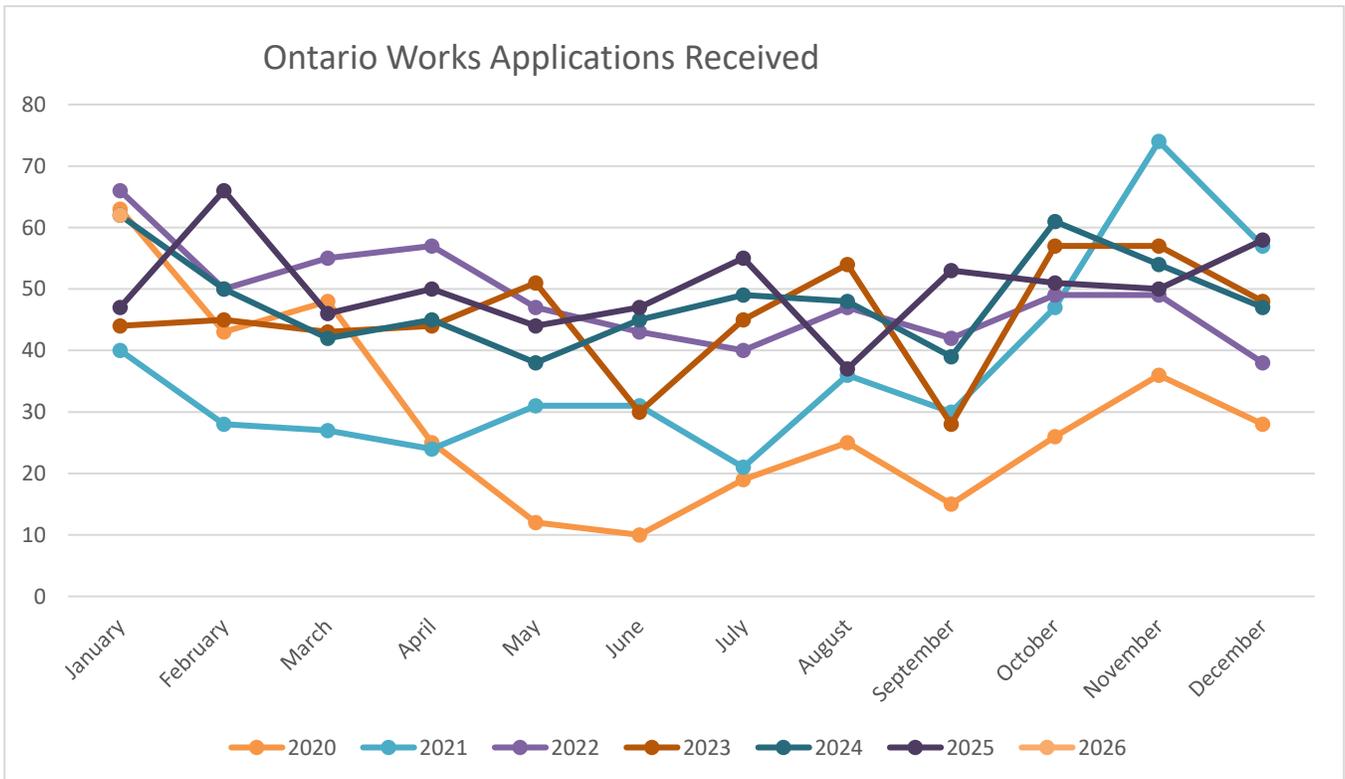
ACTIVE		
Funding Source	# of Children	# of Families
CWELCC	36	35
CWELCC Full Fee	228	224
Extended Day Fee Subsidy	1	1
Fee Subsidy	17	15
Full Fee	19	18
Ontario Works	4	4
Total Active:	305	297

NEW		
Funding Source	# of Children	# of Families
CWELCC	4	4
CWELCC Full Fee	6	6
Extended Day Fee Subsidy	0	0
Fee Subsidy	1	1
Full Fee	0	0
Ontario Works	2	2
Total New:	13	13

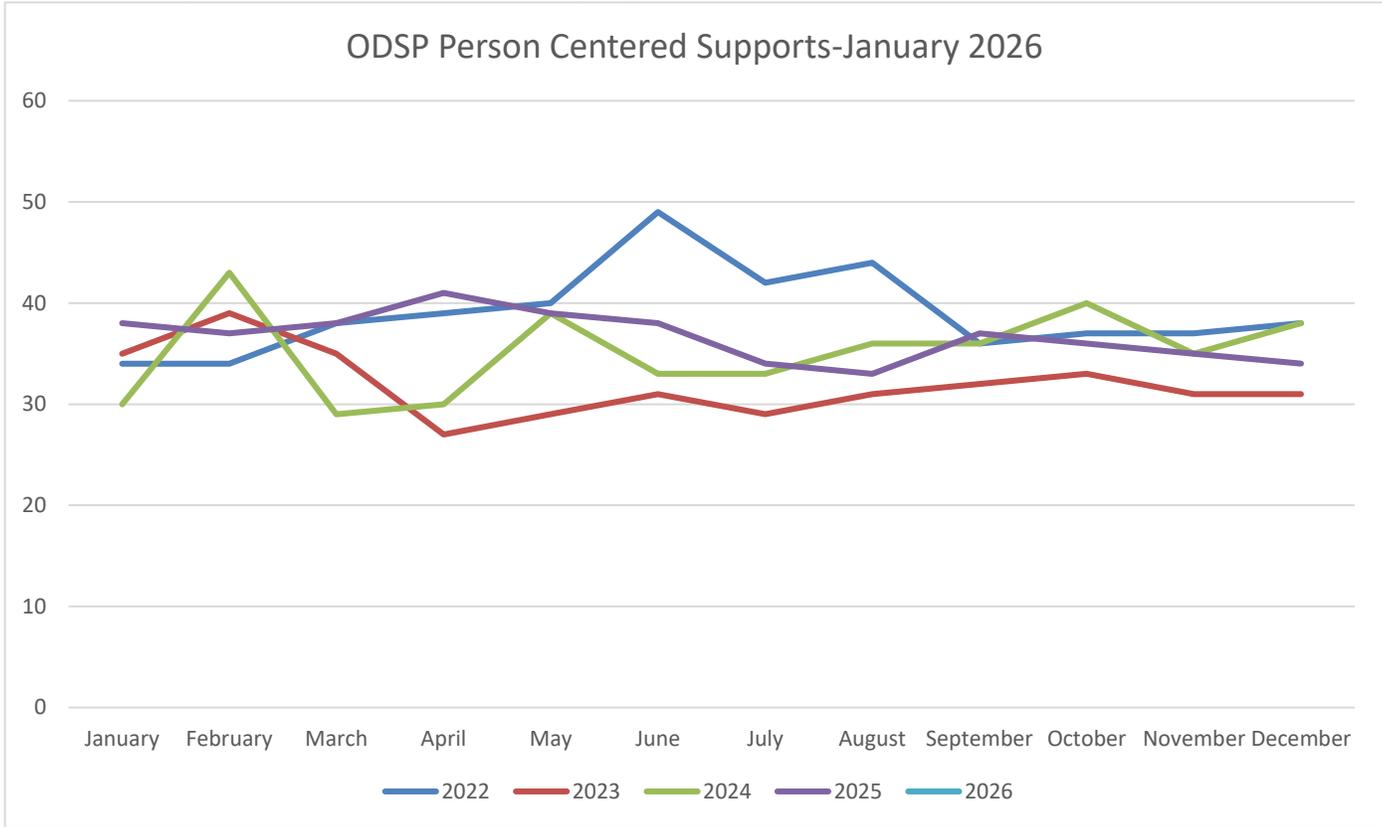
EXITS		
Funding Source	# of Children	# of Families
CWELCC	0	0
CWELCC Full Fee	0	0
Extended Day Fee Subsidy	0	0
Fee Subsidy	0	0
Full Fee	0	0
Ontario Works	0	0
Total Exits:	0	0



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



ODSP Participants in Ontario Works Employment Assistance



The OW Caseload continues to hold steady at **601** cases. We are providing **34** ODSP participants Person-Centred Supports. We also have **58** Temporary Care Assistance cases. **62** applications were received through the province’s Ontario Works Intake Unit (OWIU).

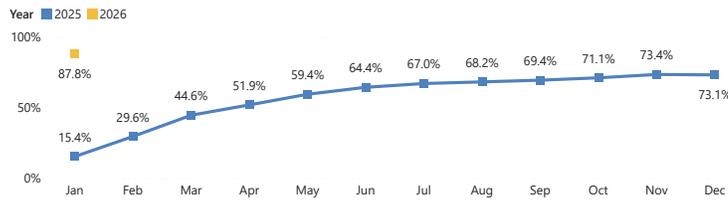
Ontario Works (OW) Performance Measures

On March 1st, 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 Support Pillars.

- 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

*NDA-Non-Disabled Adult

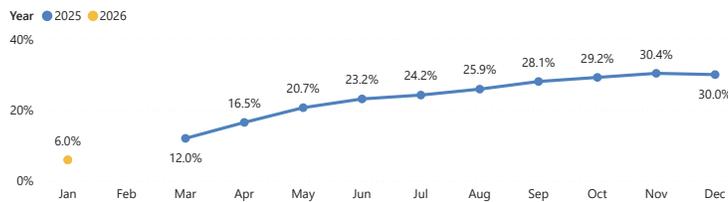
Percentage of OW + NDA Members with mandatory participation requirements that have created a Social Assistance Action Plan (Cumulative Year-to-Date)*



Provincial Value for Latest Month in Selected Range



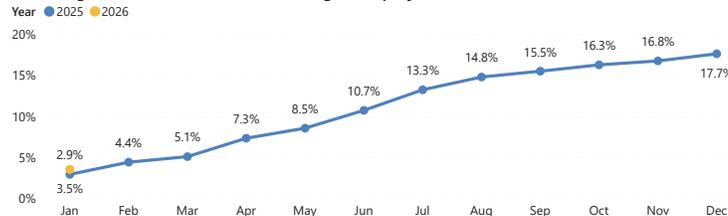
Percentage of OW + NDA Members with mandatory participation requirements that are referred to EO (Cumulative Year-to-Date)



Provincial Value for Latest Month in Selected Range



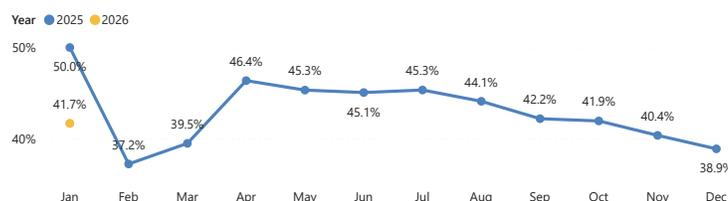
Percentage of Ontario Works cases exiting to employment (Cumulative Year-to-Date)



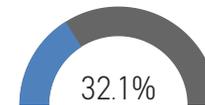
Provincial Value for Latest Month in Selected Range



Percentage of Ontario Works cases who exit the program and return within one year (Cumulative Year-to-Date)

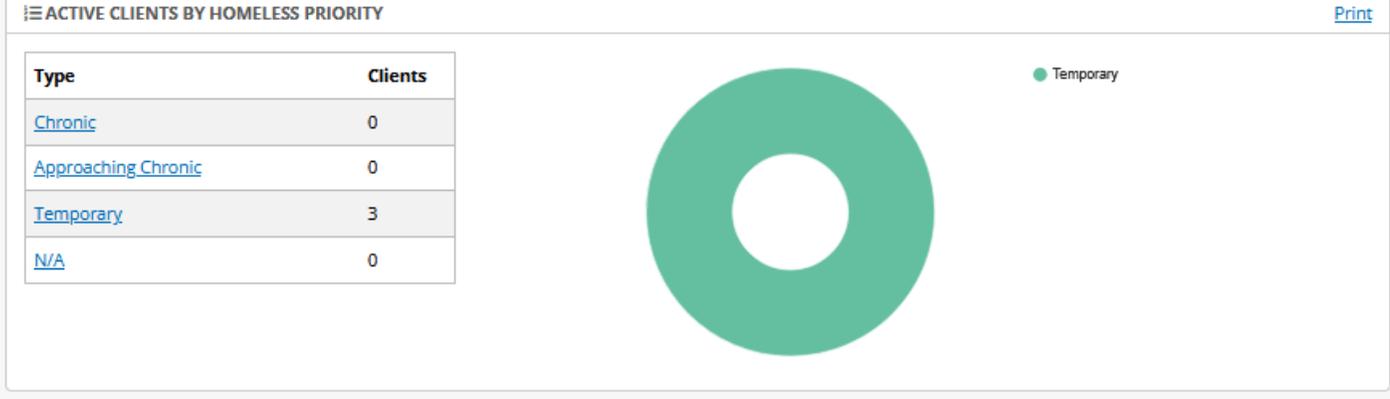
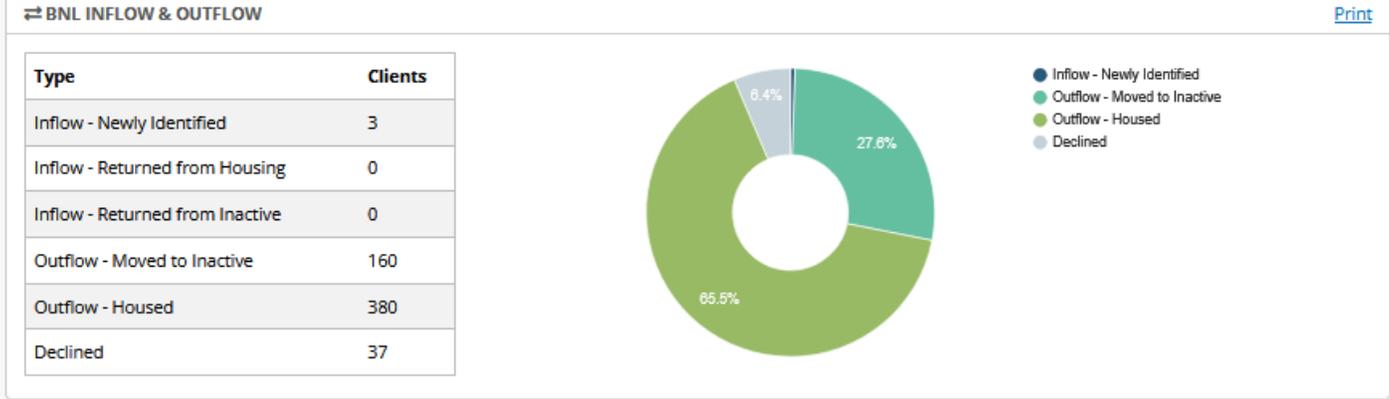
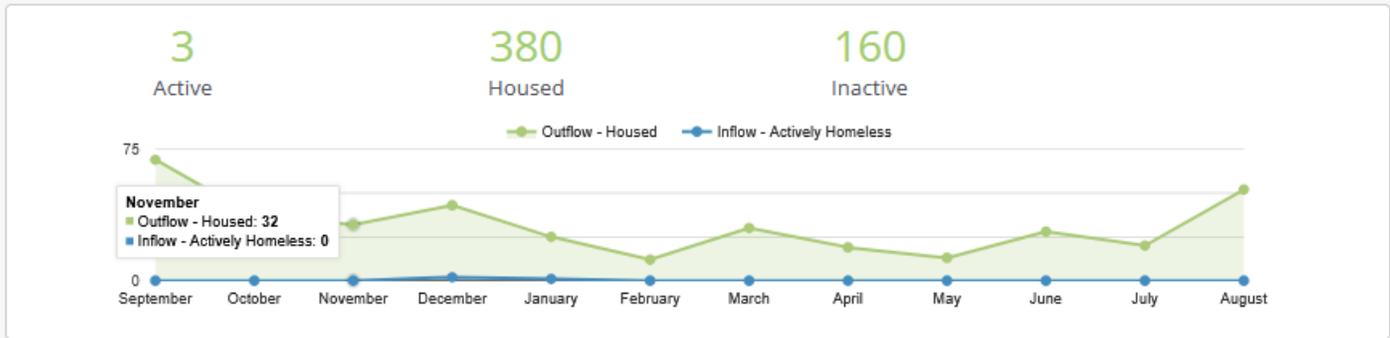


Provincial Value for Latest Month in Selected Range



By Name List

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 obtain affordable and sustainable housing. The individuals who are connected to this program are provided Intense Case Management supports with the foundations from Coordinated Access towards housing focused solutions.

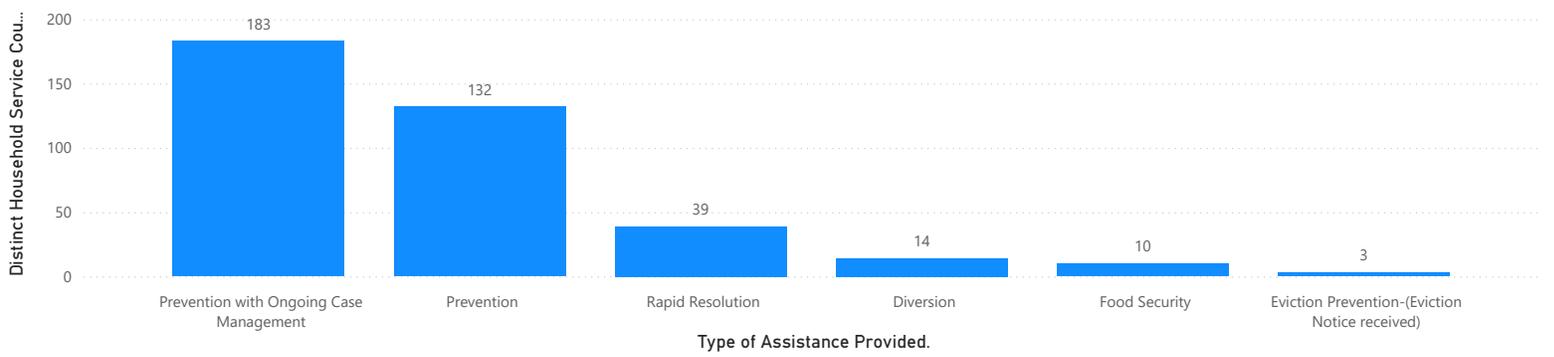


Month, Year

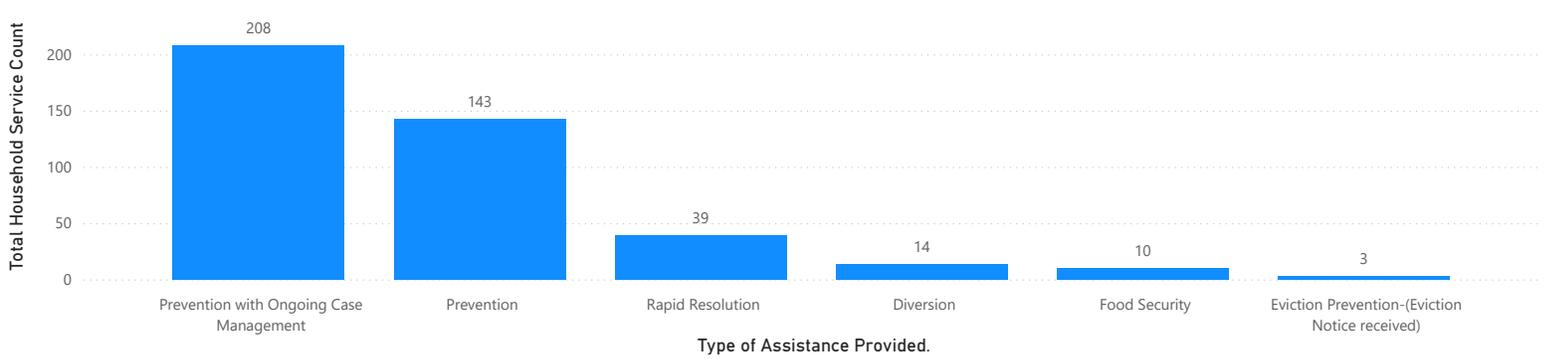
Multiple selections



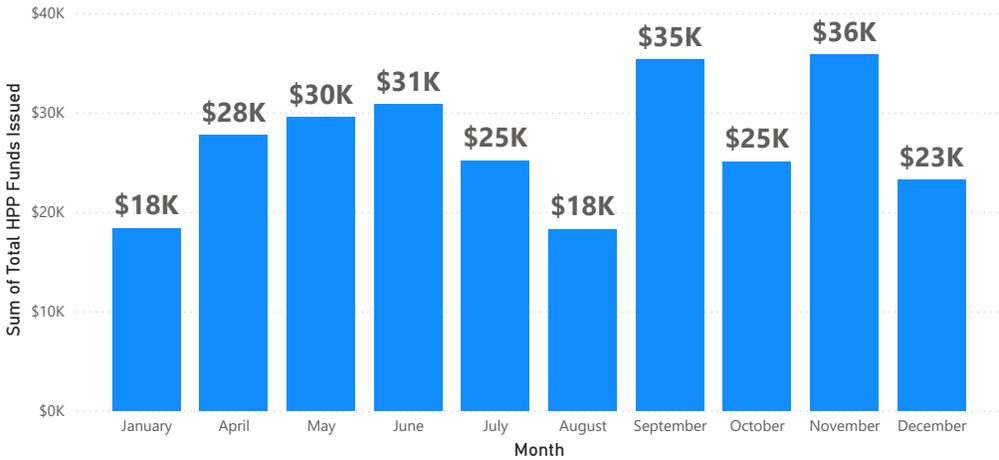
Distinct Household Service Count by Type of Assistance Provided.



Total Household Service Count by Type of Assistance Provided.



Total HPP Funds Issued by Month



Type of Assistance-HPP

All

Month, Year

Multiple selections

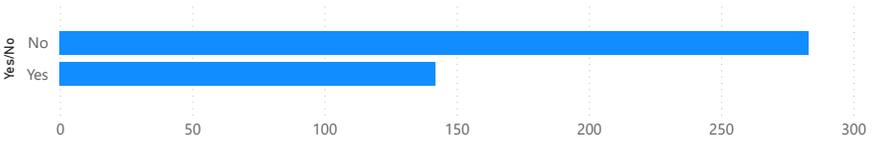
\$269,660.19
Sum of Total HPP Funds Issued

Provincial Priority Groups	Unique Households Served
Chronic Homelessness	20
Indigenous	10
Transitioning from Provincial Institution	2
Youth aged 16-25	20
Total	52

Income Source	Unique Households Served	Sum of Total HPP Funds Issued
OW	133	\$120,928.38
ODSP	108	\$94,182.79
Low Income Senior	51	\$33,802.76
Low Income	70	\$20,746.26
Total	347	\$269,660.19

Housing Status	Unique Households Served
At Risk of Homelessness	293
Experiencing Homelessness (and not currently on BNL)	43
On BNL	22
Total	347

Has the client been issued HPP in the past?



Type of Assistance Provided.	Low Income	Low Income Senior	ODSP	OW	Total
Prevention with Ongoing Case Management	16	14	52	121	201
Prevention	44	39	59	14	152
Rapid Resolution	13	5	7	17	42
Diversion	5	1	4	5	15
Food Security	1		1	8	10
Eviction Prevention-(Eviction Notice received)	1	1	1		3
Total	80	60	124	164	422

Month, Year

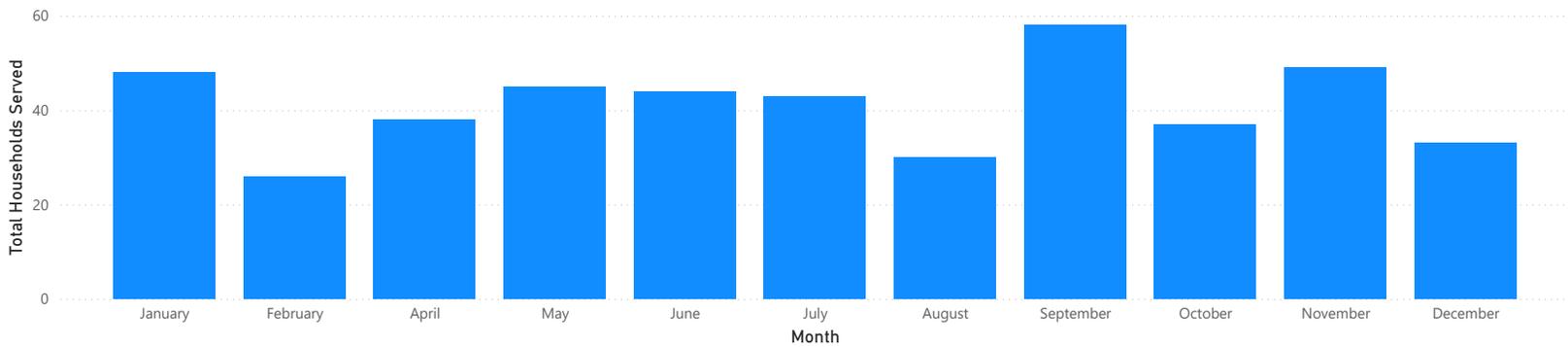
347

Unique Households Served

425

Total Households Served

Total Households Supported through HPP by Month-All



Housing Programs Update—January 2026

Social Housing Centralized Wait List Report			
	East	West	TOTAL
January 2026	Parry Sound	Parry Sound	
Seniors	53	136	189
Families	181	510	691
Individuals	570	175	745
TOTAL	804	821	1625
Total Wait List Unduplicated			445

Social Housing Centralized Wait List (CWL) 2025-2026 Comparison Applications and Households Housed from the CWL												
Month 2025	New APP	New SPP	Cancelled	Housed	SPP Housed	Month 2026	New App	New SPP	Cancelled	Housed	SPP Housed	
Jan	9			2		Jan	6	0	9			
Feb	8		2	3		Feb						
Mar	9	1	4	1		Mar						
Apr	6	1	10			Apr						
May	11		1	2		May						
June	12	2	1	2		June						
Jul	14			2	1	Jul						
Aug	9	1	1	2	1	Aug						
Sept	7	4	1	2	2	Sept						
Oct	8		1	1		Oct						
Nov	1	1	1			Nov						
Dec	7		5	2	1	Dec						
Total	101	10	27	19	5	Total	6	0	9	0	0	
						SPP = Special Priority Placement						

- Housing Programs approved 6 new applications to the Centralized Waitlist in the month of January.
- There were 9 cancelled applications; 4 applicants requested, one applicant deceased, 3 were approved for the Canada-Ontario Housing Benefit, and one applicant had assets in excess.

HOUSING OPERATIONS AND SERVICE MANAGEMENT

January 2026 Statistical Information

Activity for Tenant Services

	CURRENT MONTH	YEAR TO DATE
Move-Outs	1	1
Move In (Centralized Waitlist along with Internal transfers)	1	1
L1/L2 Hearings	3	3
N4 Delivered to tenant or filed with the LTB– Notice of eviction for non-payment of rent	0	0
N5 Filed with the LTB– notice of eviction disturbing the quiet enjoyment of the other occupants	2	2
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 (new) (Formal & informal)	0	0
No Trespass Order	0	0
Mediation/Negotiation/Referrals	34	34
Tenant Home Visits/Wellness checks	39	39
Tenant Engagements/Education	0	0

Activity for Property Maintenance

Pest Control		Monthly pest control inspections were completed at 8 buildings. 32 units were inspected. Of the 32 units, 2 units required treatment.
Vacant units	6	5 one-bedroom, 1- multiple bedrooms (asbestos abatement, and significant repair contributes to longer vacancy times)
Vacant units: TMV	0	NO VACANCY
After Hours Calls	12	monitoring station offline, lock out, frozen exterior door lock, heater not turning on, EMS requiring access (did not have access code with them)
Work Orders	126	Work orders are created for our staff to complete routine maintenance repairs for all DSSAB/LHC Buildings
Purchase Orders	176	Purchase Orders are for services, and materials required outside of the Housing Operations Department scope of work for the LHC/DSSAB properties
Fire Inspections	3	3 Fire inspections completed on properties in January with Huronia Alarms/FPO's. Monthly inspections continue at every building.
Annual Inspections	0	Annual inspections will be planned for early spring.
Inspections (Other)	0	Housing keeping, Fire Prevention Officer follow up, and preconstruction/postconstruction
Incident Reports	1	Slip and fall. No reported injuries.

Capital Projects Monthly Report—January 2026

This monthly report provides an overview of capital project activities undertaken during January 2026. January was a busy month focused on receiving approved budgets, organizing the capital work plan for the year, and beginning the first stages of tendering and procurement for the 2026 construction season.

Hazardous Material Remediation and Water Damage Repairs

Remediations continued as normal throughout January, with several remediation projects underway or completed during the month. Work progressed through clearance, reinstatement, and closeout sequencing as required, with completed scopes continuing to follow required inspection and environmental clearance protocols.

Plumbing, HVAC, and Duct Maintenance

Winter HVAC maintenance and inspections continued as normal during January. Duct insulation installation is underway at an office building, and mechanical systems continue to be monitored closely to support reliable winter operations.

Doors, Siding, Painting, and Cosmetic Upgrades

No new door work, siding projects, painting, or cosmetic upgrades occurred during January. These scopes remain subject to prioritization within the broader 2026 capital work plan as seasonal conditions and procurement timelines advance.

Generator and Electrical Work

No major new generator-related activity occurred during January. Investigation and planning for electrical panel replacements in townhomes has begun, with scope development and sequencing underway to support future procurement and delivery.

Roofing and Eavestrough Projects

No major new changes occurred under active roof or eavestrough projects during January. However, ice damming events resulted in localized interior damage requiring response and repairs. Identifying and implementing measures to reduce recurring ice damming risk will be a key focus within the 2026 work program.

Structural Repairs, Infrastructure and Foundation Assessments

Structural repairs in Callander remain underway under active management. Inspections are scheduled for an office building to inform next steps, and a damaged roof canopy serving a residential building was inspected with repairs now underway.

Security Enhancements

No new security enhancements were undertaken during January. Existing measures remain in place and operational, with ongoing monitoring to support building safety and access control.

Consulting and Engineering Contracts

Consultant and engineering activity remained active in support of the 2026 capital program. One tender mandatory site visit occurred in January, with tender close scheduled for February. Two additional projects, siding replacement and septic replacements, are currently in the investigation phase to support scope definition, cost planning, and future sequencing.

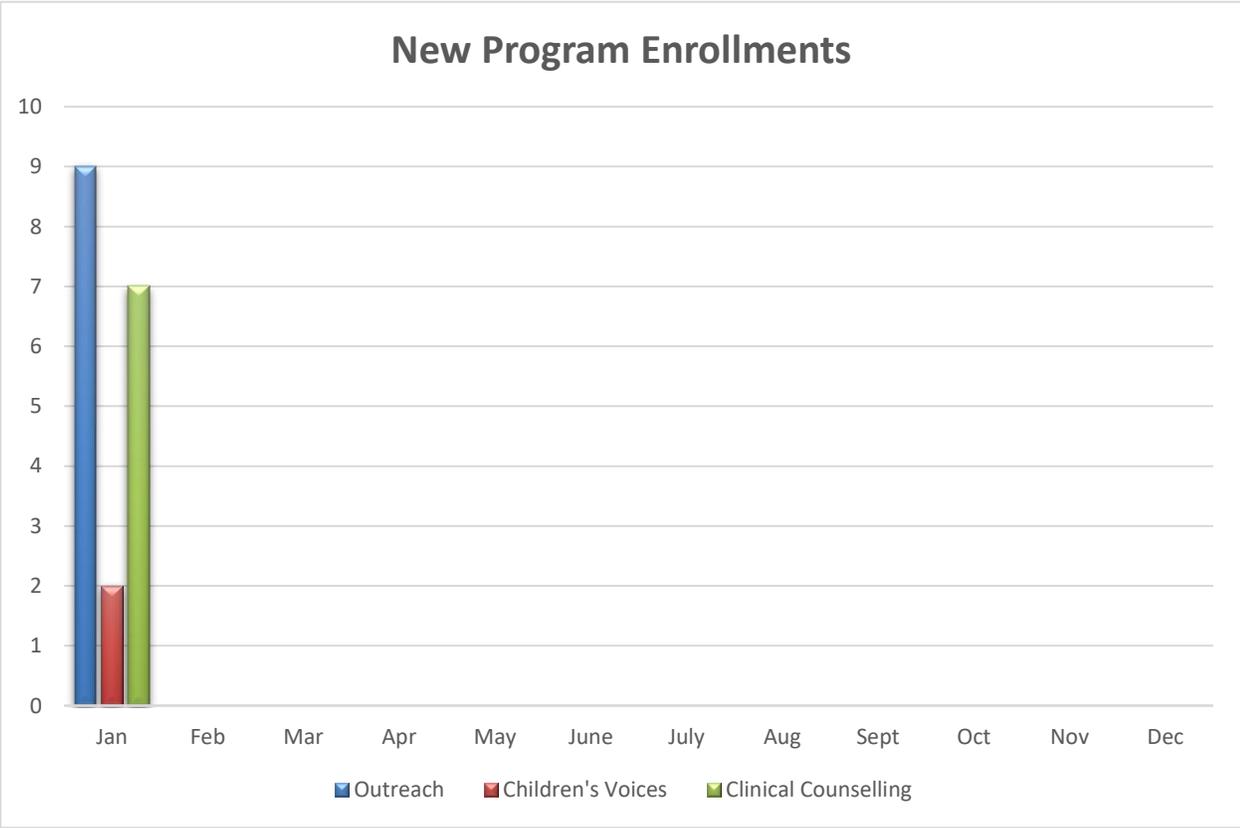
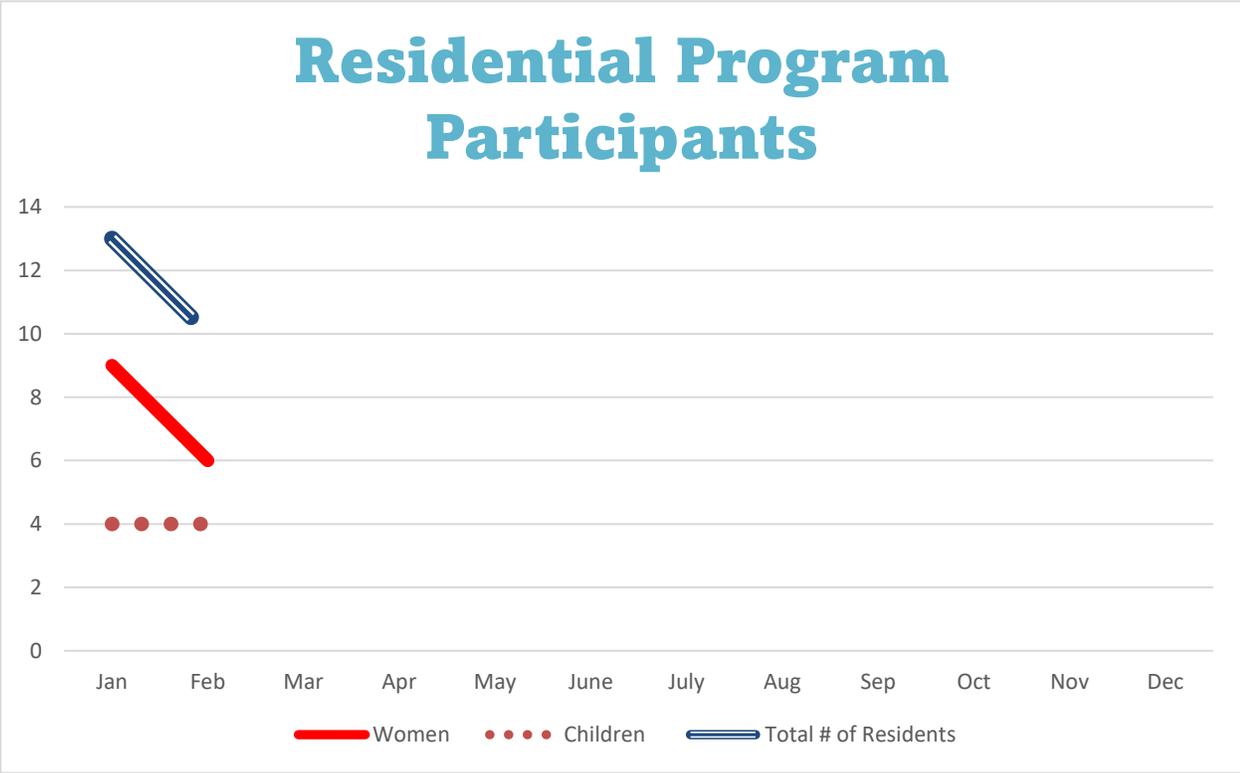
Childcare Capital Acceleration

No childcare capital acceleration work occurred during January. Childcare-related capital activity will continue to be reviewed alongside the broader 2026 program as priorities and funding opportunities arise.

Completion Highlights (January 2026)

January marked the transition from budget approval into active implementation of the 2026 capital work program. The month focused on organizing approved budgets into deliverable work plans, maintaining active winter operations/projects, advancing investigations, and initiating early tendering and procurement activities. The next reporting period will focus on tender closings, project mobilization, and continued progression of 2026 capital priorities as scopes move from planning into execution.

Esprit Place Family Resource Centre Update – January 2026



Social Media Stats

Facebook –District of Parry Sound Social Services Administration	SEPT 2025	OCT 2025	NOV 2025	DEC 2025	JAN 2026	FEB 2026
Total Page Followers	780	786	791	797	819	837
Post Reach this Period (# of people who saw post)	33,114	18,590	23,572	5332	26,803	56,115
Post Engagement this Period (# of reactions, comments, shares)	211	138	178	132	913	1,760

Facebook -Esprit Place Family Resource Centre	SEPT 2025	OCT 2025	NOV 2025	DEC 2025	JAN 2026	FEB 2026
Total Page Followers	229	229	248	249	250	251
Post Reach this Period (# of people who saw post)	424	313	17,684	2136	884	308
Post Engagement this Period (# of reactions, comments, shares)	2	3	189	34	10	3

DSSAB LinkedIN Stats https://bit.ly/2YyFHIE	SEPT 2025	OCT 2025	NOV 2025	DEC 2025	JAN 2026	FEB 2026
Total Followers	561	561	579	585	594	598
Search Appearances (in last 7 days)	122	113	170	147	154	80
Total Page Views	26	27	77	23	44	50
Post Impressions	235	1092	2,953	1124	1521	1735
Total Unique Visitors	14	15	29	16	21	20

Instagram - Esprit Place Family Resource Centre https://www.instagram.com/espritplace/	SEPT 2025	OCT 2025	NOV 2025	DEC 2025	JAN 2026	FEB 2026
Total Followers	109	112	115	115	117	120
# of accumulated posts	67	69	81	81	81	81



REPORT TO THE BOARD OF DIRECTORS

DATE PREPARED: March 3, 2026	PROGRAM: Housing Operations and Service Management
MEETING DATE: March 12, 2026	REPORT NO: 9.1
PREPARED BY: Sharon Davis, Director HOSM	PRESENTED BY: Sylvia Roy, Director, Finance
SUBJECT: Tender Award - Window Replacements, 66A and 66B Waubeek Street, Parry Sound	

Proposed Resolution:

THAT the Board direct staff to proceed with awarding the tender for the Window Replacements at 66A and 66B Waubeek Street, Parry Sound, ON, according to the outlined specifications and requirements detailed in ITT #26-557-03 to Enerfrees Building Group Ltd. in the amount of \$147,783.47 plus HST.

Introduction:

The District of Parry Sound Social Services Administration Board (PSDSSAB) issued a comprehensive tender for window and associated door replacements at 66A Waubeek Street and 66B Waubeek Street, Parry Sound. The project is intended to address aging window systems that have reached or exceeded their expected service life and to reduce the risk of ongoing air leakage, water infiltration, deterioration, and related operational disruption.

Background:

66A Waubeek Street: Telstorm identified the windows and related doors at this childcare location as being generally in fair to poor condition and estimated the existing systems to be more than 30 years old. Observed deficiencies included cracks and splits in wood frames, weathered vinyl frames, faded aluminum frames, split and de-bonded perimeter sealant, and an east elevation door in poor condition with deterioration at the base. Telstorm's findings report identifies 66A Waubeek Street as the highest priority of the two sites and estimates replacement work at \$92,400 plus HST.

66B Waubeek Street: Telstorm identified the windows and fenestration at this childcare location as being generally in fair to poor condition, with window systems estimated to be more than 30 years old. Observed deficiencies included deteriorated and brittle perimeter sealant, end-of-service-life window systems, two side entrance steel doors in poor condition, and soffit removals required to facilitate the work. Telstorm ranked 66B Waubeek Street second in priority and estimated replacement work at \$108,000 plus HST.

Comments:**Tender Timeline:**

TASK	TARGET DATE
Issue of tender documents	January 26, 2026
Mandatory site meeting location: 66A Waubeek St., and 66B Waubeek St., Parry Sound	February 4, 2026 @ 11:30 am
Tender Closing Date	February 23, 2026, by 2:00 pm
Evaluation of Bids	February 23 to February 26, 2026
Recommendation to Award issued by HSC	February 26, 2026
Tentative Award of Contract	Following Board approval
Agreement to Take Effect	Upon contract execution
Completion of Work	June 2026

Mandatory Site Visits:

Twelve (12) construction companies attended the mandatory site visit, including Associated Building Restoration, Barne, BBC Construction, Corner Point/A | N Infrastructure, Designed Roofing/Northland Glass, Enerfrees, Euro Choice Windows and Doors, Kenalex, Nu-Style, Summit Crest, Vidan Roofing, and W.S. Morgan.

Tender Submission:

Eight (8) bids were received, and all were deemed compliant. The tender was structured with 66A Waubeek Street as the base bid and additional pricing for the remaining location. This report recommends proceeding with the scope of work for 66A and 66B Waubeek Street.

Housing Services Corporation (HSC) issued its Recommendation to Award dated February 26, 2026 following tender review. Enerfrees Building Group Ltd. was the lowest compliant bidder for the 66A base bid. Based on the tender results.

Bid summary for 66A and 66B scope (all amounts exclude HST):

CONTRACTOR	66A	66B	TOTAL
Associated Building Restoration Ltd.	\$59,920.00	\$71,580.00	\$131,500.00
Barne Building and Construction Inc.	\$174,365.84	\$104,875.98	\$279,241.82
BBC Construction (1001492321 Ontario Ltd.)	\$93,000.00	\$96,000.00	\$189,000.00
Designed Roofing Inc.	\$153,000.00	\$169,000.00	\$322,000.00
Enerfrees Building Group Ltd.	\$58,102.44	\$89,681.03	\$147,783.47
Nu-Style Construction	\$207,000.00	\$214,500.00	\$421,500.00
Summit Crest Platinum Contracting Inc.	\$147,000.00	\$194,199.00	\$341,199.00
W.S. Morgan Construction Ltd.	\$179,400.00	\$195,000.00	\$374,400.00

Financial Considerations: Childcare Operators have secured funding from the Childcare Service Manager via Flexibility Funding for repairs and maintenance.

Strategic Initiatives:

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

- Effective Infrastructure Renewal

Legislative/Risk Analysis:

The proposed work will be completed in accordance with the tender specifications, Ontario health and safety requirements, and applicable construction standards. Timely replacement of the deficient window and door systems will reduce the risk of continued air leakage, water infiltration, occupant discomfort, building envelope deterioration, and avoidable reactive repair costs.

Recommendation/Conclusion:

Staff recommends awarding the tender to Enerfrees Building Group Ltd. for the window replacements at 66A and 66B Waubeek Street, Parry Sound, in the amount of \$147,783.47 plus HST (\$166,995.32 inclusive of HST), in accordance with ITT #26-557-03. HSC and Telstorm have confirmed that Enerfrees has provided satisfactory services on past projects.



REPORT TO THE BOARD OF DIRECTORS

DATE PREPARED: March 4, 2026	PROGRAM: Income Support & Stability
MEETING DATE: March 12, 2026	REPORT NO: 9.2
PREPARED BY: Jeff Degagne, Director of Income Support & Stability	PRESENTED BY: Tammy MacKenzie
SUBJECT: Built for Zero (BFZ) Canada Invitation	

Proposed Resolution:

For information only

Introduction:

To provide information to the board on the invitation by the Canadian Alliance for Ending Homelessness to apply to be a part of the Built for Zero (BFZ) program.

Background:

Built for Zero is a national change effort that helps leading communities end chronic and veteran homelessness. They provide structured, supportive and data-driven approaches that focus on local homeless systems, accelerating the adoption of proven practices and driving continuous change.

Comments:

This invitation to BFZ aligns very closely with the work we have been undertaking with our Housing Loss Prevention Strategy and Encampment Response Plan with Org Code and our goal to end chronic homelessness in 2026. If accepted, membership benefits include:

- Joining other leading communities across Canada as part of a movement to end homelessness
- Receive tailored support from a BFZ-C Improvement Advisor to advance reductions in homelessness in our community.
- Access to the Homelessness Reduction Innovation Fund
- Peer learning opportunities
- Data visualization and planning tools
- Personalized Community Change Package
- Access to tools and resources to support our work

Financial Considerations:

There is a small fee upon acceptance of \$1250, that can be absorbed by the Homeless Prevention Program budget. Acceptance in this program will also allow us to apply to the Homelessness Reduction

Innovation Fund that can be used to fund initiatives that will enhance our prevention work and support our goal of ending chronic homelessness in the District of Parry Sound.

Strategic Initiatives:

The project has the potential to help the PSDSSAB achieve its strategic goals of:

- *Modernize Service System Planning*
- *Strengthen Collaboration*
- *Holistic Approach to Human Services*
-

Risks and Mitigations:

Financial risk: none

Administrative risk: none as worked with a BFZ Improvement Advisor from 2021 to 2023 when the province mandated CMSM's and DSSAB's implement By-Name Lists. This partnership ended when the contract with the province ended in 2023.

Recommendation/Conclusion:

An application was submitted on March 4th, 2026. We will be advised of status by March 31st, 2026

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 41: February 23 rd to March 1 st , 2026	0	0	N/A	N/A	N/A	N/A
Week 40: February 16 th to February 22 nd , 2026	3	0	February 17 th , 2026 February 19 th , 2026 February 22 nd , 2026	2	North Bay On Reserve (Name Supressed) Parry Sound	Crack Fentanyl (2) Non-Opioid Pharmaceutical
Week 39: February 9 th to February 15 th , 2026	1	0	February 9 th , 2026	1	Perry	Non-Opioid
Week 38: February 2 nd to February 8 th , 2026	3	0	February 2 nd , 2026 (2) February 8 th , 2026	3	North Bay (3)	Prescription Opioids Unknown Opioids (2)
Week 37: January 26 th to	4	1	January 22 nd , 2026 January 29 th , 2026 January 30 th , 2026	4	North Bay (4)	Fentanyl (4)

February 1 st , 2026		February 1 st , 2026				
Week 36: January 19 th to January 25 th , 2026	4	0	January 20 th , 2026 January 23 rd , 2026 January 25 th , 2026 (2)	4	Nipissing North Bay Parry Sound, Unorganized, Northeast Part Whitestone	Alcohol (2) Cocaine Crack Fentanyl Hallucinogens/Party Drugs Polypharmacy Prescription Opioids
Week 35: January 12 th to January 18 th , 2026	2	0	January 17 th , 2026 January 18 th , 2026	2	Perry Seguin	Alcohol Hallucinogens/Party Drugs Marijuana/Cannabis Unknown Opioid
Week 35: January 12 th to January 18 th , 2026	2	0	January 17 th , 2026 January 18 th , 2026	2	Perry Seguin	Alcohol Hallucinogens/Party Drugs Marijuana/Cannabis Unknown Opioid
Week 34: January 5 th to January 11 th , 2026	3	1	December 30 th , 2025 January 3 rd , 2026 January 5 th , 2026	1	North Bay (2) Seguin	Don't Know (2) Non-Opioid Pharmaceutical
Week 33: December 29 th to January 4 th , 2026	0	0	N/A	N/A	N/A	N/A
	1	0	December 27 th , 2025	1	North Bay	Don't Know

Week 32:
December 22nd
to December
28th, 2025

Week 31:
December 15th
to December
21st, 2025

0

0

N/A

N/A

N/A

N/A

Week 30:
December 8th
to December
14th, 2025

5

1

December 10th, 2025 (3)
December 11th, 2025
December 14th, 2025

5

Parry Sound (2)
North Bay (2)
West Nipissing

Cocaine
Don't Know
Unknown Opioid (3)

Week 29:
December 1st
to December
7th, 2025

4

0

December 1st, 2025
December 2nd, 2025
December 7th, 2025 (2)

4

Parry Sound (3)
On Reserve (Name
Supressed)

Cocaine (3)
Fentanyl
Prescription Opioids
Non-Opioid
Pharmaceutical

Week 28:
November 24th
to November
30th, 2025

4

1

November 17th, 2025
November 27th, 2025
November 28th, 2025
November 29th, 2025

4

North Bay
Sundridge
West Nipissing
On Reserve (Name
Supressed)

Alcohol
Benzodiazepines
Crack
Fentanyl (2)
Prescription Opioids
Non-Opioid
Pharmaceutical

Week 27:
November 17th
to November
23rd, 2025

4

1

November 13th, 2025
November 18th, 2025
November 19th, 2025
November 20th, 2025

4

North Bay (4)

Fentanyl
Unknown Opioid

Week 26: November 10th to November 16th, 2025	2	0	November 9 th , 2025 November 11 th , 2025	2	Powassan Seguin	Cocaine Non-Opioid Pharmaceutical
Week 25: November 3rd to November 9th, 2025	3	0	November 3 rd , 2025 November 6 th , 2025 (2)	3	Armour North Bay South River	Benzodiazepines Non-Opioid Pharmaceutical Unknown Opioid
Week 24: October 27th to November 2nd, 2025	2	0	October 28 th , 2025 October 31 st , 2025	2	North Bay (2)	Fentanyl Unknown Opioid
Week 23: October 20th to October 26th, 2025	1	0	October 23 rd , 2025	1	The Archipelago	Polypharmacy
Week 22: October 13th to October 19th, 2025	3	0	October 9 th , 2025 October 10 th , 2025 October 12 th , 2025	3	McDougall Parry Sound Sundridge	Alcohol Hallucinogens/Party Drugs Marijuana/Cannabis Prescription Opioid (2)
Week 21: October 6th to October 12th, 2025	2	0	October 7 th , 2025 (2)	1	North Bay On Reserve (Name Supressed)	Cocaine Crack Crystal Meth Fentanyl (2)
	5	0		5	Magnetawan	

Week 20: September 29 th to October 5 th , 2025			September 27 th , 2025 September 29 th , 2025 October 1 st , 2025 October 2 nd , 2025 October 5 th , 2025		North Bay (3) Seguin	Crystal Meth Don't Know Fentanyl Unknown Opioid (2)
Week 19: September 22 nd to September 28 th , 2025	6	0	September 12 th , 2025 September 23 rd , 2025 September 25 th , 2025 September 26 th , 2025 (3)	6	North Bay (4) Parry Sound West Nipissing	Alcohol Crystal Meth Fentanyl (4) Unknown Opioid (2)
Week 18: September 15 th to September 21 st , 2025	3	0	September 17 th , 2025 September 19 th , 2025 September 21 st , 2025	3	North Bay (3) Parry Sound	Cocaine Crystal Meth Fentanyl Unknown Opioid
Week 17: September 8 th to September 14 th , 2025	3	0	September 9 th , 2025 September 12 th , 2025 (2)	3	North Bay On Reserve (Name Supressed) Parry Sound	Fentanyl (3)
Week 16: September 1 st to September 7 th , 2025	4	0	August 29 th , 2025 September 2 nd , 2025 (2) September 4 th , 2025	4	North Bay Magnetawan Parry Sound (2)	Cocaine Crack Crystal Meth Prescription Opioid Polypharmacy Unknown Opioid (2)
Week 15: August 25 th to August 31 st , 2025	4	1	August 27 th , 2025 August 29 th , 2025 August 30 th , 2025(2)	4	North Bay (2) Parry Sound West Nipissing	Cocaine Unknown Opioid (3)

Week 14: August 18 th to August 24 th , 2025	5	0	August 19 th , 2025(2) August 20 th , 2025 August 21 st , 2025(2)	5	McDougall North Bay (2) Powassan West Nipissing	Fentanyl Benzodiazepines Prescription Opioid Non-Opioid Pharmaceutical Unknown Opioid (2)
Week 13: August 11 th , to August 17 th , 2025	1	0	August 16 th , 2025	1	Powassan	Non-Opioid Pharmaceutical
Week 12: August 4 th , to August 10 th , 2025	1	0	August 8 th , 2025	1	Seguin	Prescription Opioid
Week 11: July 28 th to August 3 rd , 2025	3	0	August 2 nd , 2025 (3)	3	Parry Sound (2) South River	Crack Fentanyl Unknown Opioid
Week 10: July 21 st to July 27 th , 2025	9	1	July 21 st , 2025 July 23 rd , 2025 (3) July 24 th , 2025 July 25 th , 2025 (2) July 26 th , 2025 (2)	9	Armour Nipissing First Nation North Bay (4) Parry Sound (2) West Nipissing	Alcohol Fentanyl (3) Polypharmacy Unknown Opioid (5)
Week 9: July 14 th to July 20 th , 2025	4	1	July 8 th , 2025 July 14 th , 2025 July 19 th , 2025 July 20 th , 2025	3	North Bay (3) Parry Sound	Benzodiazepines Fentanyl (2) Marijuana/Cannabis Unknown Opioid

Week 8: July
7th to July 13th,
2025

0

0

N/A

N/A

N/A

N/A

MONTHLY JOBS REPORT

January 2026

The Labour Market Group
Guiding partners to workforce solutions.

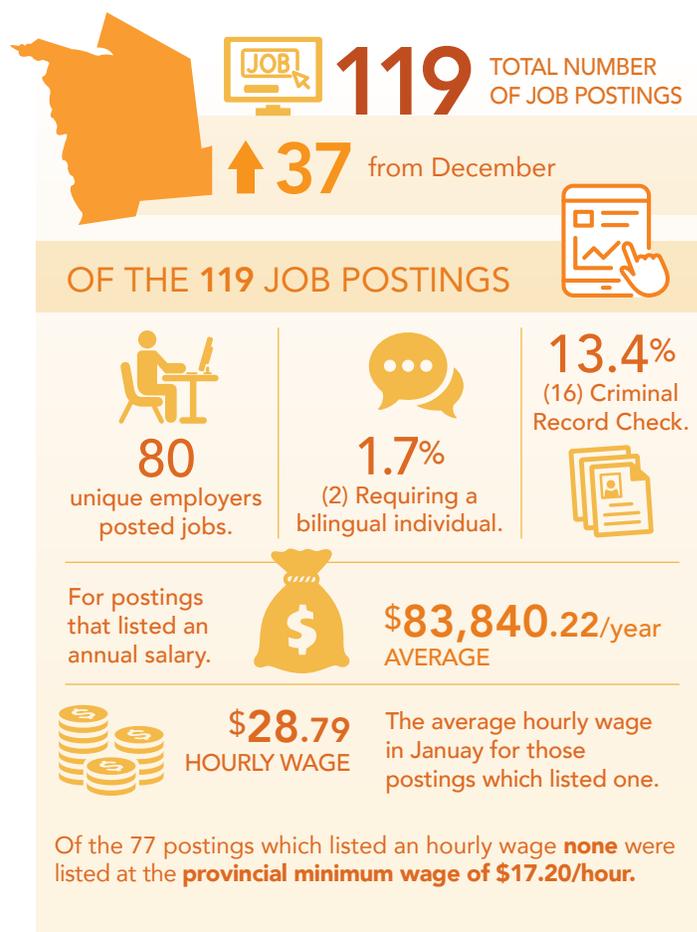
NIPISSING DISTRICT

There were 542 job postings recorded in January for the Nipissing District, a significant month-over-month increase of 58.9% (201 postings) compared to December. There was also a year-over-year growth (+7.5%, +38) over January 2025. Employer participation also rebounded by 35.5% from December, with 233 employers posting vacancies.

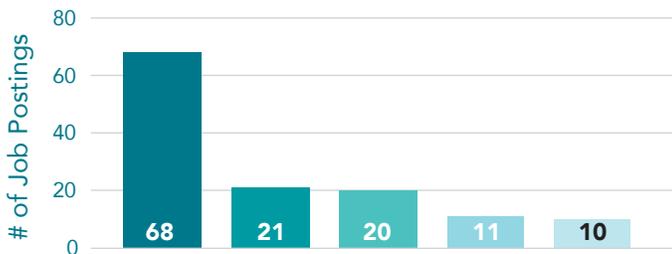


PARRY SOUND DISTRICT

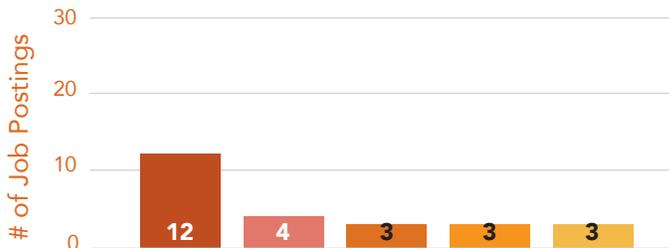
There were 119 job postings recorded in January for the Parry Sound District, representing a month-over-month increase of 45.1% (+37 postings). Despite this seasonal rebound and unlike Nipissing, the total volume remained 17.4% below January 2025 level (148 postings) and 17.1% below the previous four-year January average. Employer participation saw a significant recovery, with 80 employers posting vacancies, a 60% increase (+30 employers) from December.



TOP 5 EMPLOYERS POSTING JOBS



TOP 5 EMPLOYERS POSTING JOBS



TOP 5 INDUSTRIES HIRING (NAICS)



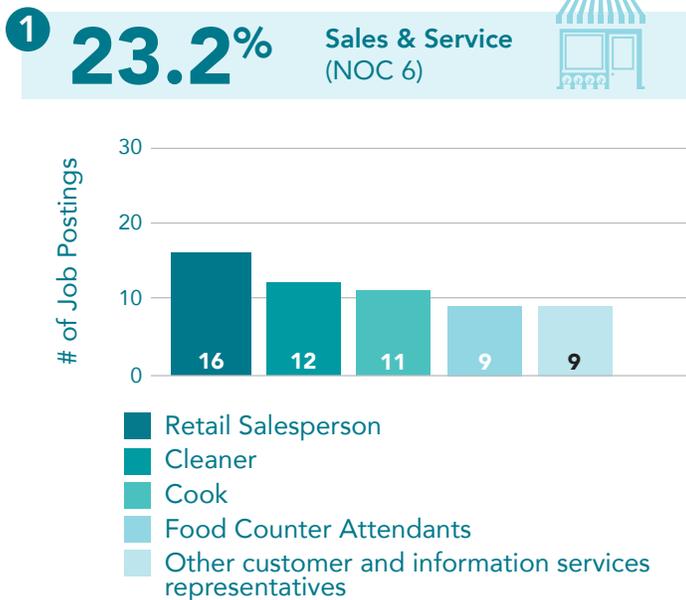
The Health Care and Social Assistance (NAICS 62) sector remained the largest contributor in January, accounting for 31.0% (168) of all postings. The largest month-over-month increase in volume occurred in Retail Trade (NAICS 44-45), which added 36 postings (+2.2%), making it the second largest contributor. The largest month-over-month decrease in share was recorded in the Accommodation and Food Services (NAICS 72) sector, which saw its share drop by 2.7%.

TOP 5 INDUSTRIES HIRING (NAICS)

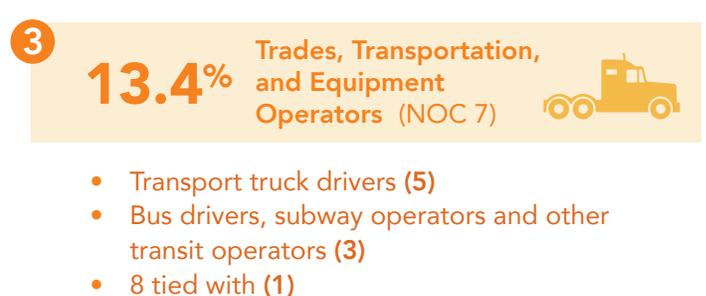
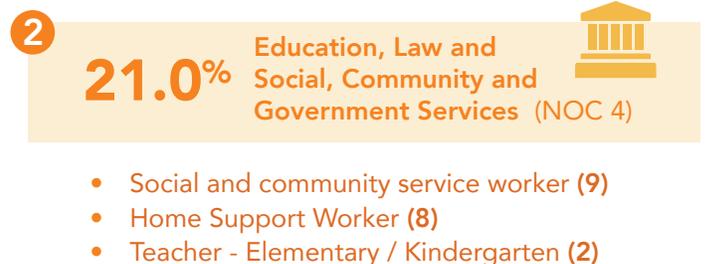
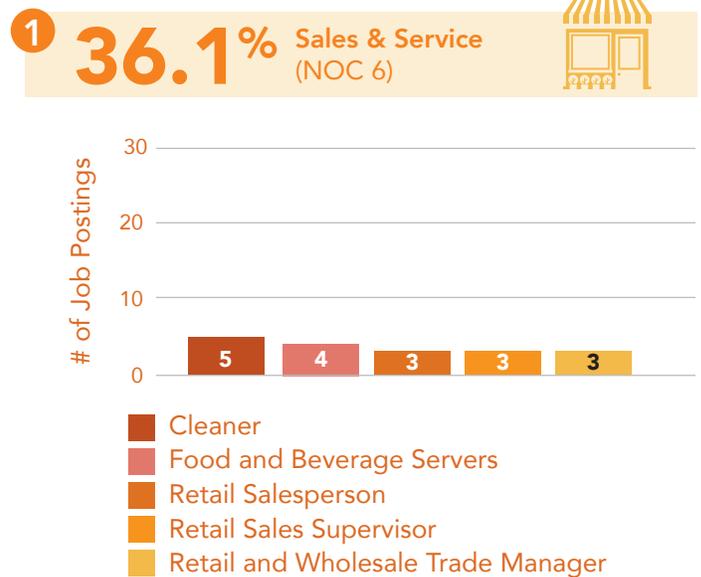


The Health Care and Social Assistance (NAICS 62) sector remained the dominant industry, accounting for 29.4% (35) of all postings. The largest month-over-month increase in volume occurred in Educational Services (NAICS 61), which added 6 (+5%) postings as regional school boards reactivated recruitment for the new calendar year. Conversely, the largest month-over-month decrease in share was recorded in Arts, Entertainment and Recreation (NAICS 71), which saw its share drop by 7.2% (-5).

TOP 3 OCCUPATIONAL CATEGORIES (NOC)



TOP 3 OCCUPATIONAL CATEGORIES (NOC)



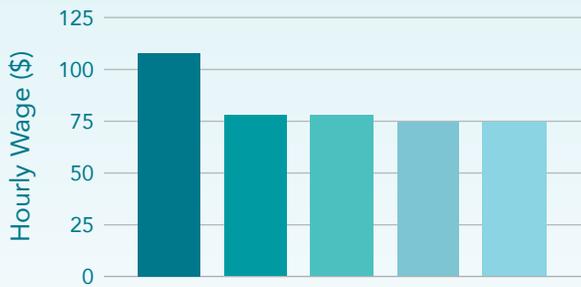
Sales and Service (NOC 6) remained the largest occupational group, making up 23.2% (126) of postings. The largest month-over-month increase was seen in Trades, Transport and Equipment Operators (NOC 7) with 42 (+3.7% additional postings, as technical and transport roles saw a significant early-year hiring push. Conversely, Health occupations (NOC 3) saw the largest month-over-month decrease in share, dropping 4.2%. 36 managerial postings were recorded in January, with the highest concentration in Sales and Service (13 roles), and 6 each in Business, Finance and Administration and Trades and Transport. There were 3 senior management positions, all in Healthcare and Social Assistance.

Sales and Service (NOC 6) remained the largest occupational group, making up 36.1% (43) of postings, led by demand for cleaners and retail staff. The largest month-over-month increase in volume was seen in Education, Law and Social, Community and Government Services (NOC 4), which added 14 (+7.6%) postings as community service agencies and school boards expanded their frontline teams. The largest decrease in share occurred in Business, Finance and Administration (NOC 1), which fell by 4.8% (just 1 posting though). 9 managerial positions were advertised in January of which, 6 were in Sales and Service. There were no senior manager roles posted this month.

TOP 5 HOURLY WAGE VACANCIES



\$115.00 Facility Supervisor
@ Black & McDonald Limited



- \$80.00** Physiotherapist
@ Novo Peak Health
- \$80.00** Pharmacist
@ Shoppers Drug Mart
- \$74.46** Nurse Practitioner
@ North Bay Regional Health Centre
- \$74.46** Nurse Practitioner
@ West Nipissing General Hospital

TOP 5 HOURLY WAGE VACANCIES



\$107.00 Social Worker/Psychotherapist
@ Sound Youth Counselling



- \$78.31** Nursing Manager
@ West Parry Sound Health Centre
- \$57.68** Registered Nurse
@ West Parry Sound Health Centre
- \$45.03** Registered Practical Nurse
@ Ontario Works
- \$42.46** Human Resources Coordinator - Health And Safety
@ District of Parry Sound Social Services Administration Board

TOP 3 ANNUAL SALARY VACANCIES

\$193,446.00
Surintendance De L'Education
@ Conseil scolaire public du Nord-Est de l'Ontario



\$173,268.00
Director of Transportation
@ Conseil scolaire public du Nord-Est de l'Ontario

\$170,000.00
Dean - Environmental Studies And Health Science
@ Canadore College

Lowest Annual Salary \$36,260.00

Palliative Care Services Intern
@ Near North Palliative Care Network (Nipissing-Parry Sound)

53.3% (289 postings) listed an hourly wage in January, with an average of \$32.70/hour. This is \$3.04/hour higher (+10.2%) than the 12-month average of \$29.66/hour. Only 1.0% (3 postings) were listed at the provincial minimum wage. For postings that listed an annual salary, the average was \$85,946.29, which is 8.2% higher (+\$6,479.76) than the 12-month average of \$79,466.53.

TOP 3 ANNUAL SALARY VACANCIES

\$150,000.00
Financial Controller
@ Crofters Food Ltd



\$150,000.00
Real Estate Salesperson
@ Royal LePage Real Estate

\$104,541.00
By-law Enforcement Manager
@ Town of Parry Sound

Lowest Annual Salary \$41,600.00

Hairstylist
@ Magic Scissors

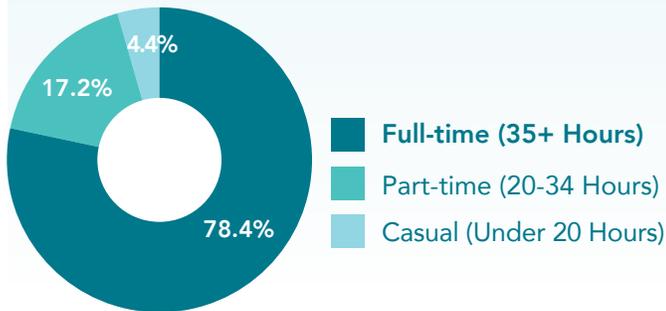
64.7% (77 postings) listed an hourly wage in January, with an average of \$28.79/hour. This is \$1.30/hour higher (+4.7%) than the 12-month average of \$27.49/hour, following the regional trend of upward wage pressure. Notably, 0 postings were listed at the provincial minimum wage (\$17.60). For postings that listed an annual salary, the average was \$83,840.22, an increase of 14.2% over the 12-month average, though only 12.2% of jobs listed an annual salary so the figure should be interpreted with caution.

FULL-TIME / PART-TIME BREAKDOWN

78.4% of listings in January

↑ 6.6%
from December

78.4% of job postings (425) in January were for full-time positions. This represents an increase of 6.6% from December (71.8%).



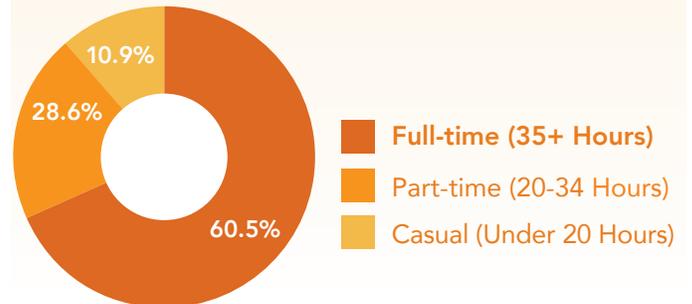
542 Postings listed hours offered (100%)

FULL-TIME / PART-TIME BREAKDOWN

60.5% of listings in January

↓ 6.6%
from December

60.5% of job postings (72) in January were for full-time positions, this represents a decrease of 6.6% from December (67.1%).



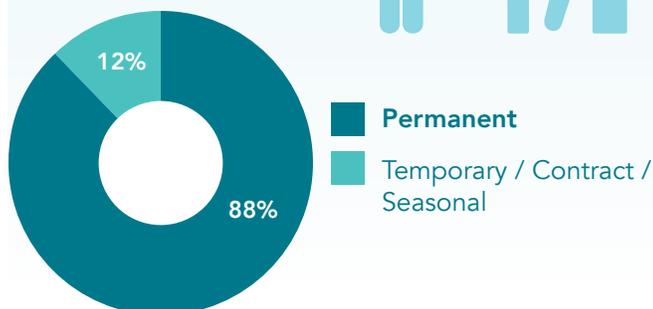
119 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

88% of listings in January

↑ 1.2%
from December

88.0% (477) of postings in January were for permanent positions, compared to 85.6% in December, an increase of 2.4%.



542 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

82.4% of listings in January

↑ 0.7%
from December

82.4% (98) of postings in January were for permanent positions, a slight increase of 0.7% from December (81.7%).



119 Postings listed hours offered (100%)

ALL EMPLOYERS WITH POSTINGS IN MONTH



NIPISSING DISTRICT

401 Auto - North Bay Chrysler
A&W (Sturgeon Falls)
AIDS Committee of North Bay
and Area
Adjusters SSA Limited
Aecom
Algonquin Nursing Home of
Mattawa
Apollo Transport
BMO - North Bay
Bath & Body Works
Battano Construction Limited
Bay Psychology
Bay Roofing and Exteriors Ltd.
Bay Truck Stop Family Restaurant
Bayshore Health Care
Bee-Clean Building Maintenance
Bentley Business Management
Services Inc.
Best Western North Bay Hotel
& Conference Centre
Binx Professional Cleaning
BioScript Solutions
Birch Lane Builders
Bishops Building Services
Black & McDonald Limited
Boart Longyear Inc.
Bradwick Property Management
Brainworks
Brand Momentum Inc.
Brandt Industries
Brookfield Global Integrated
Solutions
Bulk Barn Foods Limited
Bumper to Bumper - H.E. Brown
Burger World - Hammond
CIBC - North Bay
CTS Canadian Career College
Caisse Alliance
Campus Living Centres
Can-Blast Inc
Canadian Forces Morale and
Welfare Services
Canadian Mental Health Association
Canadian Shield Health Care
Services Inc.
Canadore College - College Drive
Canadore College - Commerce Court
Cannabis Jacks
CarePartners
Carter's|OshKosh
Cascades Casino
Cassellholme Home for the Aged
Cementation Canada
Chatters
Closing the Gap Healthcare
Columbia Forest Products Ltd
Comfort Inn - Lakeshore
Commissionaires
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
Cosmoprof Canada
Crisis Centre North Bay
DECO Windshield Repair
David Reynolds and Associates Inc.
Dawson Dental - North Bay
Designed Roofing Inc
District of Nipissing Social Services
Administration Board
Dynamic Dentistry
Dyno Nobel
EMCO Corporation
Ecotrex Ltd.
Ed Seguin & Sons Trucking and
Paving
Enbridge Inc.
Englobe Corp.
Enterprise Rent-A-Car
Estee Lauder
Express Parcel
FDM4
Fairstone Financial
FedEx Express
Feldcamp Equipment Limited
First Choice Haircutters
First Student / First Transit
Fur Harvesters Auction
GardaWorld
Gardwine
Gateway Optometry
GeoVerra Inc.
Goulet Contracting
Grant Thornton LLP
GreenFirst Forest Products Inc.
Guy's Tire Sales Inc
Hands, TheFamilyHelpNetwork.ca
Haskins Industrial Inc.
Hearing Life Canada
HearingLife Canada Ltd.
Home Instead Senior Care
Homewood Suites by Hilton
North Bay
Hopper Buick GMC
IG Wealth Management
IPC
Indigo Books & Music
Janveaux Forest Products
Karis Disability Services
(formerly Christian Horizons)
Kia North Bay
Kinoomaadziwin Education Body
LCBO
LOSS PREVENTION SERVICES
LIMITED
La Voyager Inc
Lavigne Vezeau Law Office
Lawn Care Plus
Linde Plc.
Loblaw Companies Limited
Mac Lang
MacLean Engineering & Marketing
Co Limited
Magnera Corporation
Manitoulin Group of Companies
Mario's Auto Body

Mark's Work Wearhouse Ltd.
McDougall Energy Inc.
Metro - Sturgeon Falls
Michaels
Miller Technology Incorporated
Ministry of the Attorney General
Ministry of the Environment,
Conservation and Parks
Motion
MyCar
National Veterinary Associates
Near North District School Board
Near North Palliative Care Network
(Nipissing-Parry Sound)
Neddy's North Bay Hyundai
New York Fries
Nipissing Transition House
Nipissing University
Nipissing-Parry Sound Catholic
District School Board
Nordic Minesteel Technologies Inc.
North Bay Animal Hospital
North Bay Auto Group
North Bay Cycle and Sports
North Bay Endodontics
North Bay Food Bank
North Bay Golf & Country Club
North Bay Humane Society
North Bay Indigenous Hub
North Bay Life Care Pharmacy
North Bay Museum
North Bay Parry Sound District
Health Unit
North Bay Police Service
North Bay Public Library
North Bay Regional Health Centre
North Bay-Mattawa Conservation
Authority
North Care Dental
Northern Ontario Film Studios/
Hideaway Pictures
Northland Glass & Metal
Novo Peak Health
OCP Construction Supplies
OSL Retail Services
Old Dutch Foods
One Kids Place Children's Medical
Treatment Center of North East
Ontario - North Bay
One Plant
Ontario Aboriginal Housing Services
Ontario Health
Ontario Ministry of Natural
Resources and Forestry
Ontario Ministry of Transportation
Ontario Northland
Oxford Learning Centres, Inc.
P&G Auto Parts
PHARA
ParaMed Home Health Care
PepsiCo
PetSmart
Pharmacie Nipissing Pharmacy
Pilot Diamond Tools Ltd.
Pop's Cannabis Co.
Premier Mining Products
Quantum Lifecycle Partners LP

Queen Street Family Dentistry
RONA - McGaughy Ave.
Rainbow Concrete Industries Ltd.
Redpath Mining Contractors and
Engineers
Reliance Home Comfort
Royal Bank of Canada - North Bay
Royal LePage Real Estate
SPEEDY GLASS
Sally Beauty Canada
Sangster Law
Savage Ford Sales Limited
Science North
Scotiabank - North Bay
Screechy Clean Cleaning services
Seaboard Transport Group
Shoppers Drug Mart
Sienna Senior Living
Sobeys - North Bay
Sodexo Inc.
Spencer Gifts
Stantec
Staples Canada
Starbucks
Steeltech Machining Inc
Stock Transportation
Stockfish Automotive Group
Sturgeon Falls IDA
Subway - Lakeshore Drive
Subway - Pinewood Park Drive
Subway - Shirreff Ave.
Superior Shiropane
Syl's Neighbourhood Kitchen
Talize
The Beer Store
The Body Sculptors
The Children's Aid Society of
the District of Nipissing and
Parry Sound
The Corporation of the City
of North Bay
The Erb Group of Companies
The Home Depot - North Bay
The Lindsay Weld Centre
for Children
The Salvation Army
The Urban Cafe
Tim Hortons - North Bay
Trans Canada Safety
Transport Training Centres
of Canada
Valois Motel & Restaurant
Victim Services of Nipissing District
Victorian Order of Nurses / VON
Voyageur Aviation Corp
Voyago
Waggy Tails Resort
Walmart - North Bay
West Ferris Day Nursery
West Nipissing General Hospital
Westburne
Winmar Property Restoration
Wolves Den Gas Bar
YMCA of Northeastern Ontario
goeasy

Continued on next page



PARRY SOUND DISTRICT

1886 Lake House Bistro
 Adams Bros. Construction
 Air Liquide
 Almaguin Highlands Community Living
 Aramark Canada Ltd.
 Bayshore Health Care
 Bowes Dental Centre
 BrokerLink - Parry Sound
 Buffed Total Cleaning
 CSN Buchans
 Callander IDA
 Canada Post
 Canadian Shield Health Care Services Inc.
 Canadian Tire - Parry Sound
 CarePartners
 Closing the Gap Healthcare
 Community Living Parry Sound
 Constable Towing and Recovery Corporation of the Township of Seguin

Country Haven Acres Residential Services Inc
 Crofters Food Ltd
 Dairy Queen
 Dairy Queen - Parry Sound
 Dent Bay Baking Company
 District of Parry Sound Social Services Administration Board
 Eastholme Home for the Aged
 FYidoctors Parry Sound
 Fowler Construction
 G Force Security
 Gardens of Parry Sound Retirement Home
 Georgian Bay Travel Center
 Grand Tappattoo Resort
 Hands, TheFamilyHelpNetwork.ca
 Home and Community Care Support Services
 IBW Surveyors
 Kawartha Credit Union
 Lakeside Cottage Care

Lofthouse Manufacturing (a Division of Brawo Brassworking Limited)
 Magic Scissors
 Magnetawan Grill and Grocery
 Mark's/L'quipeur
 Marshall Well Drilling
 McDougall Insurance and Financial
 Ministry of the Attorney General
 Near North District School Board
 Nipissing-Parry Sound Catholic District School Board
 No Frills - Stacie and Troy's
 OUR Center Foster Care
 Oak Ridge Timber Company
 Ontario Health
 Ontario Public Service
 ParaMed Home Health Care
 Parry Sound Golf & Country Club
 Royal LePage Real Estate
 Scotiabank - Parry Sound
 Shawanaga First Nation
 Sound Youth Counselling

South Parry Lumber
 South River Freshmart
 Statistics Canada
 Subway - Parry Sound
 Superior Propane
 Terrace Suites
 The Friends
 The Gas Man
 The Home Depot - Parry Sound
 The Kart
 Tim Hortons - Parry Sound
 Town of Parry Sound
 Township of McKellar
 Township of Strong
 Value Buds
 Voyago
 Walmart
 Walmart - Parry Sound
 Wasauksing First Nation
 West Parry Sound Health Centre
 Wilson Transportation LTD
 Wine Rack
 YMCA of Simcoe/Muskoka



WHAT IS THE LMG MONTHLY JOBS REPORT?

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

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

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

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

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



The Labour Market Group
 Guiding partners to workforce solutions.

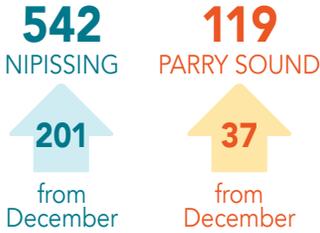


CONTINUING THE REVIEW OF 2025

The goal of the **Employment Recruitment, Training and Retention Northeastern Ontario** is to gain some insight at the local level, and in this issue, the broader Northeastern Ontario region on employee recruitment, training and retention.

JOBS REPORT JANUARY 2026

TOTAL NUMBER OF JOB POSTINGS



TOP INDUSTRY WITH VACANCIES

NIPISSING
Health Care & Social Assistance (31%)

PARRY SOUND
Health Care & Social Assistance (29.4%)

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

Succession Planning

When asked about succession planning, less than four in ten respondents have a succession plan in place either for key roles or for some key roles

39% acknowledge that they do not have a formal succession plan

10% of respondents say they do not know if their business had a succession plan



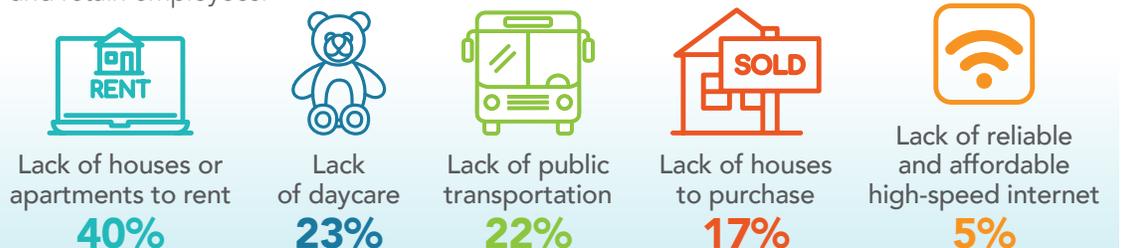
BIGGEST CHALLENGES WHEN RECRUITING NEW EMPLOYEES



Applicants lack the skills required	60%
Applicants lack work experience required	51%
Low number of applicants	50%
Applicants lack the qualifications required	48%
Competition from other employers	38%
Applicants lack soft skills (communication, work ethics, etc.)	36%
Compensation expectations	33%
Location challenges	32%
Other	13%

Other Factors Impacting Employee Recruitment and Retention

Respondents were further asked about other factors which affected their ability to recruit and retain employees.



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



T. 705.478.9713

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Suite 103, North Bay, ON
P1B 3B9

The Labour Market Group is funded by:



Source: The Northeast Ontario Employee Recruitment, Training and Retention Survey

Looking for Board members!

Are you interested in the future workforce of Nipissing or Parry Sound?



Become an **LMG Board member!** We are currently seeking applications from those individuals interested in joining the LMG team!

For more information contact info@thelabourmarketgroup.ca

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



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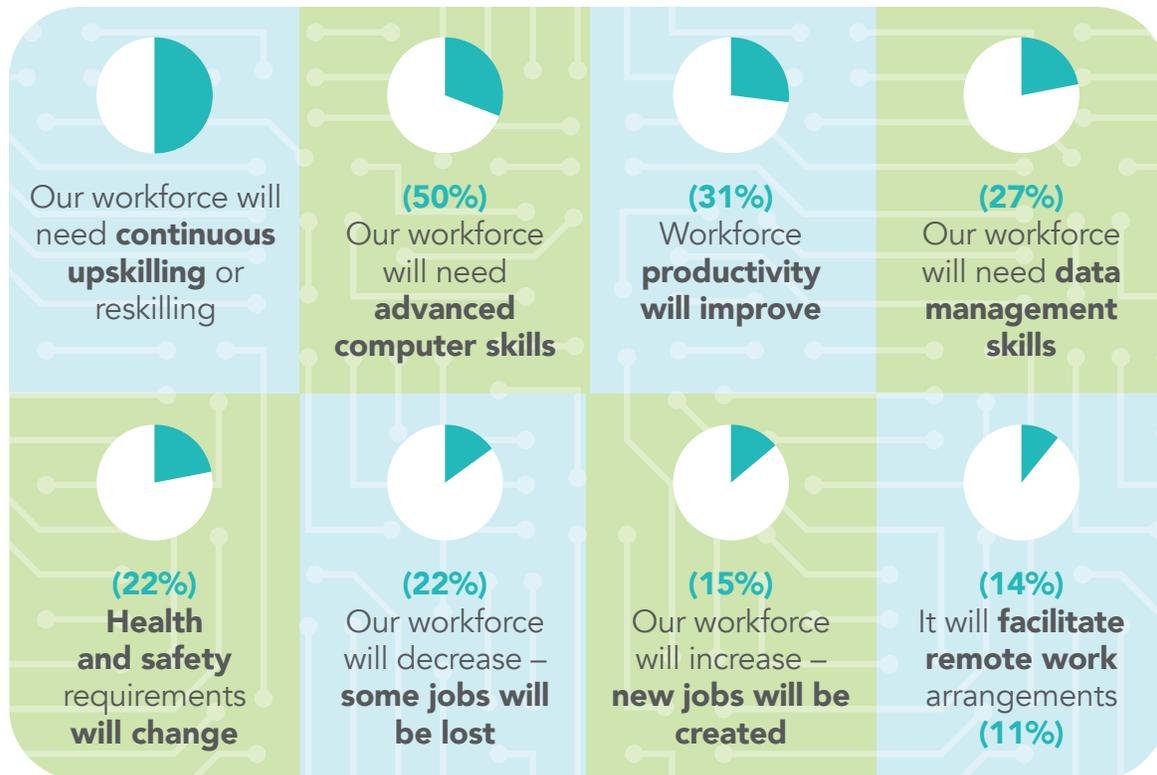
ADAPTING WHEN VACANCIES CANNOT BE FILLED

By far, having current staff work more overtime is the most likely way of coping with unfilled vacancies in 2024 and 2025. It is noteworthy that the proportion choosing this option declined slightly for 2025 – might this suggest that relying on overtime has its limits? In 2025, close second and third options were redistributing work and cross-training for current employees. In both instances, these options increased from 2024, suggesting that employers were putting their minds to other options.

	2024	2025
More overtime for current staff	51%	48%
Redistribution of work	40%	45%
Cross training for current employees	38%	44%
Subcontract/Outsourcing	25%	30%
Access staffing agencies	13%	12%
Offer job placements and internships	12%	15%
Diversify our workforce	11%	14%
Offering remote work options	9%	9%
Implementation of technology/automation	8%	12%
Reduction of our workforce	8%	8%
Other	10%	9%

Impact of Technological and Environmental Changes on the Workforce

When asked about what impact these technological and environmental changes will have specifically on their workforce, a number of potential impacts were provided. By far, the biggest impact predicted by respondents was on the need for upskilling and reskilling at 50% followed by other impacts such as:



Other (14%) respondents who chose this said they did not know or that it was not applicable to them.

Source: The Northeast Ontario Employee Recruitment, Training and Retention Survey