

AGENDA

Thursday, January 12, 2023 at 6:30 p.m.

Board Meeting Via Zoom Video Conference



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1. **CALL MEETING TO ORDER.**
 2. **TRADITIONAL LAND ACKNOWLEDGMENT.**
 3. **DISCLOSURE OF PECUNIARY INTEREST.**
 4. **ELECTIONS:**
 - 4.1 Election of Chair
 - 4.2 Election of Vice-Chair
 5. **APPROVAL OF MINUTES:**
 - 5.1 November 10, 2022
 6. **DEPUTATIONS & PRESENTATIONS.**
 7. **REPORTS:**
 - 7.1 Chair
 - 7.2 Chief Administrative Officer
 - 7.3 Chief Financial Officer
 8. **OUTSTANDING ISSUES.**
 9. **NEW BUSINESS:**
 - 9.1 Appointment of LHC Board for 2023
 10. **IN-CAMERA: 2**

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

 - i) the security of the property and services of the Board;
 - v) an opinion of the Board's solicitor, disclosure of which would not be in the public interest;
 11. **CORRESPONDENCE:**
 - 11.1 Correspondence from L. Mumford
 - 11.2 The Labour Market Group November 2022 Newsletter
 - 11.3 The Labour Market Group October 2022 Jobs Report
 - 11.4 West Parry Sound OPP Domestic Report for November
 - 11.5 Resolutions from the Townships of Conmee and East Ferris re: Child Care Workforce Shortage
 - 11.6 West Parry Sound OPP Domestic Report for December
 - 11.7 The Labour Market Group December 2022 Newsletter
 - 11.8 The Labour Market Group November 2022 Jobs Report

12. ADJOURNMENT.

MEETING MINUTES

Thursday, November 10, 2022 at 6:30 p.m.

Board Meeting via Zoom Video Conference



Board Members Present:

Rick Zanussi
Joseph Vella
Peter McIsaac
Jamie McGarvey
Ted Knight
Teresa Hunt
Lyle Hall
Gail Finnson

Steve Crookshank
Joel Constable
Ted Collins
Roger Burden
Teri Brandt
Jerry Brandt

Board Members Absent:

Linda Alkins

Staff:

Tammy MacKenzie, CAO
Shannon Johnson, CFO
Jennifer Harris, Administrative Officer

Guests:

Bonnie Ramsay

1. CALL MEETING TO ORDER:

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

2. TRADITIONAL LAND ACKNOWLEDGMENT.

3. DISCLOSURE OF PECUNIARY INTEREST.

4. APPROVAL OF MINUTES:

4.1 October 13, 2022

Resolution 22 11 01

Moved by Gail Finnson

Seconded by Lyle Hall

“THAT the Board meeting minutes of Thursday, October 13, 2022 be approved as presented.

CARRIED

5. DEPUTATIONS & PRESENTATIONS.

6. REPORTS:

6.1 Chair

Last meeting of our four-year term and thanked the Board for all they've done. Special thanks to those not returning; Linda Alkins, Roger Burden, Steve Crookshank (15 years on the Board), Lyle Hall (8 years on the Board) and Joseph Vella.

Been an interesting four years, had COVID ups and downs, but one of the positives has been our virtual meetings. Our organization/staff is stronger and more effective now than it has ever been. The next four years will have housing at the top of the list with many discussions to come.

6.2 Chief Administrative Officer

Monthly report was presented and reviewed by Ms. MacKenzie.

Highlighted the CWELCC portion of the report and is happy to report that we have 100% of licensed child care in the District of Parry Sound signed up for the program.

Thanked those who are leaving and appreciates the support that has been given to her and staff over the years.

6.3 Chief Financial Officer

Financial statement was presented and reviewed by Ms. Johnson.

Spoke about the new HiMama billing system in our child care centres that has recently been implemented. It's been a positive change and will be going live with all centres starting January 1, 2023.

Mr. Burden joined the meeting at 6:53 PM.

7. OUTSTANDING ISSUES.

8. NEW BUSINESS.

9. IN-CAMERA: 3

Resolution 22 11 02

CARRIED

Moved by Teri Brandt

Seconded by Ted Collins

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

- i) the security of the property and services of the Board;
- v) an opinion of the Board's solicitor, disclosure of which would not be in the public interest;"

Resolution 22 11 03

CARRIED

Moved by Ted K.

Seconded by Teresa

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

10. ADJOURNMENT.

The meeting was adjourned to the next regular meeting to be held Thursday, January 12, 2023 via Zoom Video Conference.

Resolution 22 11 04

CARRIED

Moved by Jamie McGarvey

Seconded by Jerry Brandt

“THAT the Board meeting now be adjourned to the next regular meeting to be held Thursday, January 12, 2023 at the hour of 6:30 PM via Zoom Video Conference;

AND THAT the Board approves not holding a meeting in December.”

District of Parry Sound



Social Services
Administration Board

Chief Administrative Officer's Report

January 2023

Mission Statement

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

Supportive Housing Roundtable

On November 9th I had the pleasure of traveling to Sudbury to participate in a roundtable on supportive housing with Associate Minister of Housing, Michael Parsa. The Associate Minister of Housing was hosting six (6) regional roundtables in November 2022 to hear how supportive housing is working in local communities, and how we can continue to collaborate to improve supportive housing in Ontario.

Participants included key supportive housing stakeholders such as Service Managers (including District Social Services Administration Boards), local supportive housing and service providers, Indigenous partners and other sector organizations.

These engagements built on the consultations that the Ministries of Municipal Affairs and Housing (MMAH), Health (MOH) and Children, Community and Social Services (MCCSS) undertook between October 2020 and February 2021.

OMSSA's 2022 Policy Conference

OMSSA hosted more than 270 human and public services leaders from across Ontario for their in-person 2022 Policy Conference held on December 7th and 8th in Toronto. Myself and our Director of Income Support & Stability were able to attend.

The 2022 Policy Conference focused on strategic conversations about the policy priorities into 2023 and beyond. This included key issues such as: economic recovery and public policy turmoil, mental health partnerships, affordable and supportive housing, decriminalization of illicit drugs, food insecurity, human services integration, child care workforce planning and data collection, anti-Indigenous racism, employment services transformation, encampment policies, and climate change and its impact on human services.

OMERS Update

In the last quarter of 2022, we experienced some big changes in Human Resources. As previously mentioned, we have been preparing for the change to OMERS eligibility for 2023. The OMERS Sponsors Corporation approved a change to the OMERS Primary Pension Plan that will allow immediate eligibility to join the Plan for all existing and newly hired non-full-time (NFT) employees who are not currently Plan members. The effective date of this Plan change is January 1, 2023. Previously, only continuous full-time employees were eligible to participate in the OMERS Pension Plan. NFT employees are referred to as “other than continuous full-time” (OTCFT) employees under the Plan. An OTCFT employee is any employee who is working for and paid directly by an OMERS employer on a less than continuous full-time (CFT) basis. This fall, we offered OMERS enrollment to thirty-nine NFT employees, and 19 employees elected to enroll. Our Pensions and Benefits Coordinator has been busy!

New Performance Management Process

We have created a new performance management process and all new performance evaluations. The new performance management process provides everyone in the organization with a framework for both individual and organizational success by aligning individual performance expectations and career planning objectives with the strategic direction of the organization. Throughout the process we strive to embed our core values in everything we do. Our core values (as defined within our Strategic Plan) are as follows: Kind, Inclusive, Collaborative, Respectful, Integrity, and Dependable. This new process is a collaborative approach with each employee working with their supervisor to identify goals for the upcoming year. At the performance review meeting the supervisor and employee will also discuss performance achievements and opportunities of the previous period. We are looking forward to using this new process to assist with identifying individual and group training needs as well as with succession planning. This new process became effective January 1, 2023 and has moved us to electronic forms and capabilities.

New Policy Management System

Our third major change this fall was the implementation of a new Policy Management System (DocTract), which gives employees easy on-line access to all policies and procedures. DocTract automates the entire Policy and Procedure process. Each key step from adding/revising documents, getting feedback, completing approvals to periodic reviews is fully integrated with built-in notifications. We can now quickly and easily obtain confirmation from employees that they have read Policies and Procedures with built-in Attestation capabilities.

Progress on the Become an ECE Campaign

Our third and final billboard has been installed, and is located on Joseph Street in Parry Sound, directly in front of Adventure Academy Inc (Licensed Child Care Centre). This will provide ideal visibility on this busy street to families entering the centre, traffic, and especially to high school students who walk past this sign regularly.



Canada-Wide Early Learning Child Care (CWELCC)

We are happy to announce that we are at 100% opt in for CWELCC and all agreements have been signed for the District of Parry Sound. The province remains at 92%. A significant amount of time, energy and formula building has gone into ensuring that parents received rebates and licensed providers received funding to support the implementation. We are now preparing for the next reduction to be implemented for January 2023. We have a total of 21 Licensed Child Care Providers:

- Home Child Care Program (1)
- Directly Operated Child Care Programs (4)
- Private, For-Profit Child Care Provider (1)
- Non-Profit Child Care Providers (15)

In late fall, the Child Care Service Management team began working closely with the Finance department to look at improving our current billing system. We have spent time learning and implementing additional features in the HiMama platform that will allow for seamless billing and payment options. This upgrade will make payment options convenient and easy for families.

Quality Assurance

Our Quality Assurance supervisor has over 70 child care sites to visit in the District of Parry Sound. Our QA provides pedagogical support to programs and staff to reach their potential for high quality child care. During November and December, our QA attended the following:

- 2 Home Child Cares
- 2 Licensed Child Cares
- 7 Afterschool Programs
- 8 EarlyON Centres

Recruitment and retention of Early Childhood Educators remains a priority for our district and echoed throughout the province. We continue to offer training and development opportunities to support staff. Our partnership with Agilec continues to be a great success. Agilec closed the second cohort of workshops on December 19th, from there the final 3rd cohort will begin starting January - March 2023. We have opened all courses to front line staff wanting to take additional leadership courses to help support succession planning. To date we have had 129 course registrations with 72 courses now completed. QA also organized a webinar with a registered dietician from the North Bay Parry Sound District Health Unit for a *Menu Planning Workshop* with all cooks and supervisors of licensed childcare centers on December 2nd.

Our QA has met with Indigenous partners at the Parry Sound Friendship Centre and the Parry Sound High School, Indigenous Curriculum Teacher, to discuss opportunities for introducing Indigenous teachings into our childcare programs. A series of resources have been recommended and purchased. We are hoping to introduce teachings in 2023.

Quality Assurance continues to support development of programs and was able to support the purchase of educational learning equipment (Tuff Trays & Play Trays) for all programs in the district to enhance and support *“How Does Learning Happen”* in each environment. These trays will assist staff in delivering high quality programming and will allow additional learning opportunities for the children in each setting.

With Workforce funding, we also purchased 124 Scholar's Choice One-year "Vault Memberships" for all RECE, and Non-ECE's working districtwide in our childcare programs. The memberships provide exclusive resources to help support the classroom, educators, in both childcare and home learning environments.

We are finally starting to see a return to normal from COVID. Our QA will be participating with The Comprehensive Approach to Positive Parenting committee (CAPP) - a group designed to plan, implement, and evaluate an integrated system of services to promote positive parenting of every child and family in the District of Parry Sound.

Out and About in the Community

This month, DSSAB & Esprit staff visited the Home Depot during the Orange Door Campaign which raised \$6,624.05 for Esprit Place between November 29th & December 18th. We are grateful for the support of the Home Depot Canada Foundation for selecting Esprit Place Family Resource Centre to be the charitable partner of our local Parry Sound Home Depot store during their Orange Door Project Campaign. Pictured below: Home Depot staff member, joined by JJ Blower, Communications Officer.



We'd also like to thank the Ontario Provincial Police Veterans Association (OPPVA) for their generous donation of \$250.00 which will help support the women and children residing at Esprit Place and served through outreach within the District of Parry Sound.

Pictured below: Ken Sexton presents a \$250 donation cheque on behalf of the OPPVA to Jennifer Bouwmeester, Director of Women's Services at [Esprit Place Family Resource Centre](#).



Facebook Pages



A friendly reminder to follow our Facebook pages!

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

Social Media

Facebook Stats

District of Parry Sound Social Services Administration Board	JUNE 2022	AUG 2022	SEPT 2022	OCT 2022	NOV 2022	DEC 2022
Total Page Followers	358	382	393	400	409	410
Post Reach this Period (# of people who saw post)	8,955	10,269	3,847	3,827	6,431	4,180
Page Views this Period	127	183	166	424	450	171
Post Engagement this Period (# of reactions, comments, shares)	692	945	446	406	437	59

Esprit Place Family Resource Centre	JUNE 2022	AUG 2022	SEPT 2022	OCT 2022	NOV 2022	DEC 2022
Total Page Followers	119	121	121	121	127	127
Post Reach this Period (# of people who saw post)	208	17	49	32	1,155	353
Page Views this Period	18	10	8	20	105	18
Post Engagement this Period (# of reactions, comments, shares)	11	4	6	1	46	36

The Meadow View	JUNE 2022	AUG 2022	SEPT 2022	OCT 2022	NOV 2022	DEC 2022
Total Page Followers	457	464	409	479	487	488
Post Reach this Period (# of people who saw post)	8,636	461	3,041	260	8,588	750
Page Views this Period	263	143	96	68	220	60
Post Engagement this Period (# of reactions, comments, shares)	448	36	39	31	101	70

Twitter Stats

Link to DSSAB's Twitter page - <https://twitter.com/psdssab>

	AUG 2022	SEPT 2022	OCT 2022	NOV 2022	DEC 2022
Total Tweets	9	5	3	8	1
Total Impressions	226	146	63	50	13
Total Profile Visits	20	16	11	18	24
Total Followers	25	23	23	25	26
Total Mentions	1	1	1	1	1

Linkedin Stats - used primarily for HR recruitment & RFP/Tender postings

Link to DSSAB's Linkedin page - <https://bit.ly/2YyFHIE>

	AUG 2022	SEPT 2022	OCT 2022	NOV 2022	DEC 2022
Total Followers	179	274	297	377	377
Search Appearances (in last 7 days)	339	307	338	225	176
Total Page Views	61	132	150	73	45
Post Impressions	315	571	397	767	374
Total Unique Visitors	26	37	47	29	15

Licensed Child Care Programs

Total Children Utilizing Directly Operated Child Care in the District November 2022

Age Group	Fairview ELCC	First Steps ELCC	Highlands ELCC	Waubeeek ELCC	HCCP	Total
Infant (0-18M)	3	0	3	4	14	24
Toddler (18-30M)	13	7	11	19	36	86
Preschool (30M-4Y)	20	15	19	36	38	128
# of Active Children	36	22	33	59	88	238

Some of the Directly Operated Child Care Centres have been offering the Seeds of Empathy program to the preschool children. This program uses a combination of baby visits, stories, and other means to teach young children empathy as they track a baby's growth over several months. The children embrace the visits and are eager to talk about all the new things the baby is able to do.

The Ministry of Education has created an updated on-line Parent Screening Tool and is reminding parents to screen their child daily and remain at home should their child be experiencing any respiratory or gastrointestinal symptoms of illness. Staff and Home Child Care Providers are completing a daily health check prior to children entering the programs in an attempt to keep everyone as healthy as possible.

For the first time in two years, Santa was able to attend our programs in-person. The children were super excited to meet the big guy and receive a special book to take home. Staff took photos of the big event and sent them to parents through HiMama.

Starting this month, all centre-based families will be on HiMama Autopay where fees will be automatically charged to a credit card or automatically withdrawn. School Age Program families will be using the new payment system starting in February. Some logistics still need to be sorted before the Home Child Care Program families will be joining.

School Age Programs

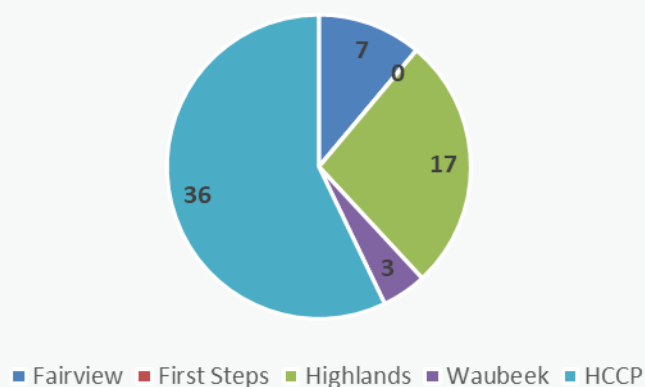
November 2022

Location	Enrollment	Waitlist
Mapleridge After School	19	7
Mapleridge Before School	8	
St. Gregory's After School	12	
St. Gregory's Before School	1	
Sundridge Centennial After School	19	
Sundridge Centennial Before School	4	
Magnetawan Central After School	5	
Land of Lakes After School	15	
Home Child Care	34	8
# of Active Children	117	15

Attendance continues to be consistent in the remaining After School Programs. We will be reviewing program viability this year and working with the Nipissing Parry Sound Catholic Board and the Near North District School Board to do projections for September 2023. The School Boards will be responsible for preparing and distributing the annual school age needs survey in March.

Directly Operated Child Care Waitlist by Program

November 2022



Highlands has seen an increase in the need for preschool spaces and is at capacity to start the year.

Online Application Form - OLAF

Fee Subsidy Applications

2021	Eligible	Not Eligible	2022	Eligible	Not Eligible
January	1	7	January	2	4
February	0	5	February	2	6
March	1	6	March	0	5
April	0	6	April	0	3
May	0	3	May	0	3
June	4	11	June	0	2
July	0	3	July	2	2
August	1	7	August	2	4
September	1	5	September	3	3
October	1	3	October	1	3
November	0	3	November	0	0
December	1	4	December		

Total Children by Funding Source November 2022

Active	# of Children	# of Families
Afterschool Fee Subsidy	32	31
Fee Subsidy	143	136
Full Fee	233	225
Ontario Works	7	7
Total	415	399

Funding Source - Exits	# of Children	# of Families
Afterschool Fee Subsidy	2	2
Total	2	2

Funding Source - New	# of Children	# of Families
Afterschool Fee Subsidy	1	1
Fee Subsidy	5	5
Full Fee	1	1
Total	7	7

Inclusion Support Services

November 2022

Age Group	EarlyON	Licensed ELCC's	Monthly Total	YTD Total	Waitlist	New Referrals	Discharges
Infant (0-18M)	0	0	0	0	1	1	0
Toddler (18-30M)	3	7	10	23	1	1	1
Preschool (30M-4Y)	7	39	46	62	1	3	6
School Age (4Y+)	8	20	28	32	0	0	10
Monthly Total	18	66	84	-	3	5	17
YTD Total	24	72	-	153	29	50	50

Inclusion Support Services staff have been assisting with the licensed child care centres and the School Age Programs to maintain their required staffing levels. Referrals continue to be made to the program from a number of sources including families, community agencies, EarlyON Child and Family Programs, and licensed child care programs. All transition to school plans have been completed and the Resource Consultants will be turning their focus to preparing eligible children for entry to school in September.

EarlyON Child and Family Programs

November 2022

Activity	November	YTD
Number of Children Attending	763	4,889
Number of New Children Attending	69	632
Number of Families Visiting	697	3,798
Number of New Families Visiting	59	546
Number of Virtual Programming Events	3	82
Number of Family Engagements with Virtual Events	161	7,185

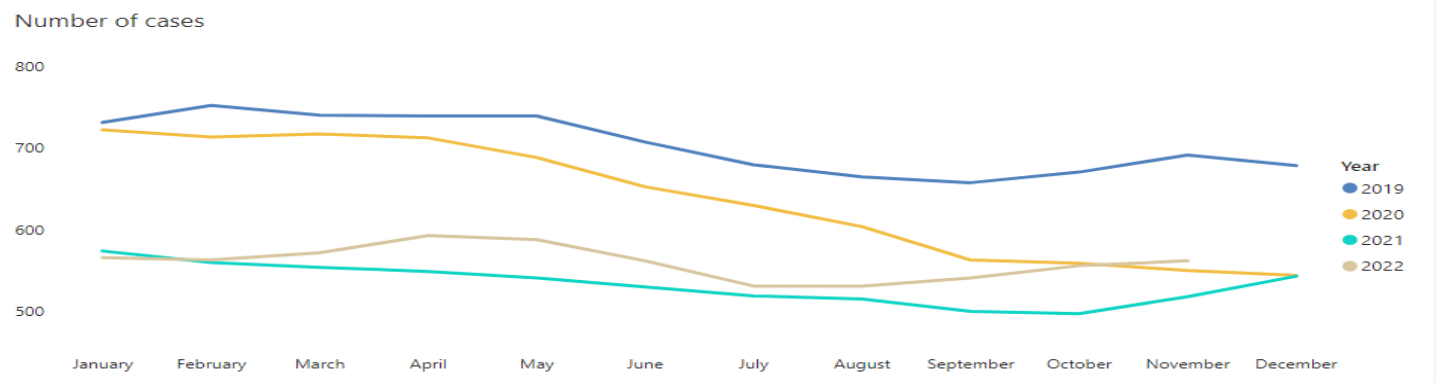
New and returning families are excited to have all programs open at least one morning a week. Programs are well-attended and supported by all the communities.

EarlyON staff are currently working with the Great Beginnings Program staff through Handsthefamilyhelpnetwork to re-open in-person programs in Burk's Falls and Parry Sound. The Great Beginnings Program offers new families post-natal care and the opportunity to meet together with multi-disciplinary support from the North Bay Parry Sound District Health Unit nursing and nutrition teams, Inclusion Support Services, Hands Infant Development Team, and EarlyON Program Facilitators.

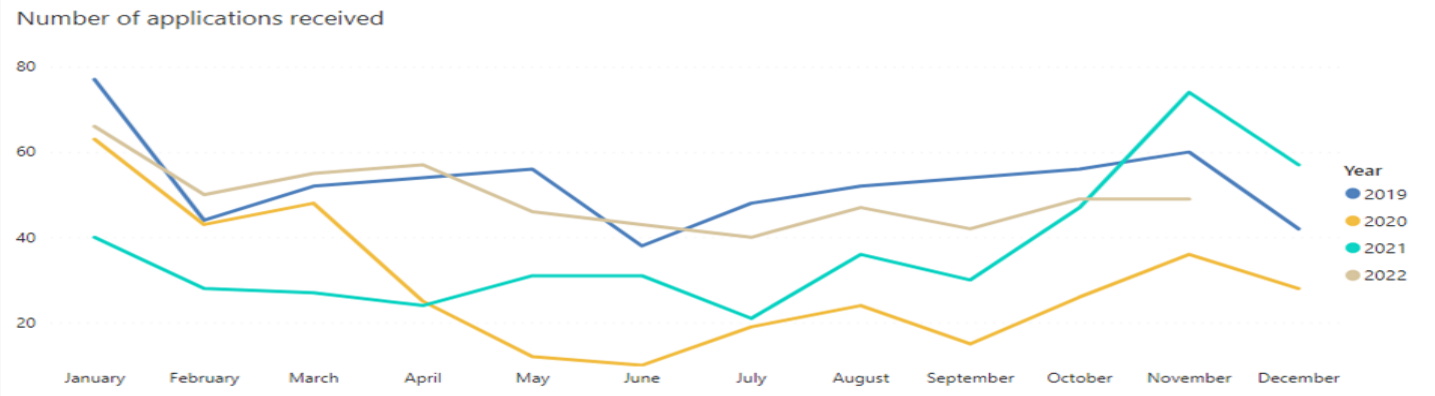
Income Support & Stability Update

- In November a joint program meeting was held with all of Income Support and Stability program staff (Ontario Works and Housing Stability) attending. The day was a great collaboration of ideas, things to come, and celebrating everyone's successes.
- Yubikeys have been provided to staff so that they are able to connect with FIIT while out in the community providing increased mobility and flexibility in our Outreach work. This allows for more flexibility when requiring to be out in the community and connected to the program.
- Trauma Informed Care training took place over a period of a week. Staff feedback from the training was positive and it provided an excellent foundation as to how trauma can affect so many aspects of someone's life and the best way to support through a trauma informed care lens. This tied in nicely with the Motivational Interviewing Training that was completed in early 2022. The training was completed virtually through OMSSA.
- The Director of Income Support and Stability attended the OMSSA Policy Conference. Plenaries of interest included a review of the implementation of Employment Services Transformation from pilot sites and integrating Social Services and Health Care.

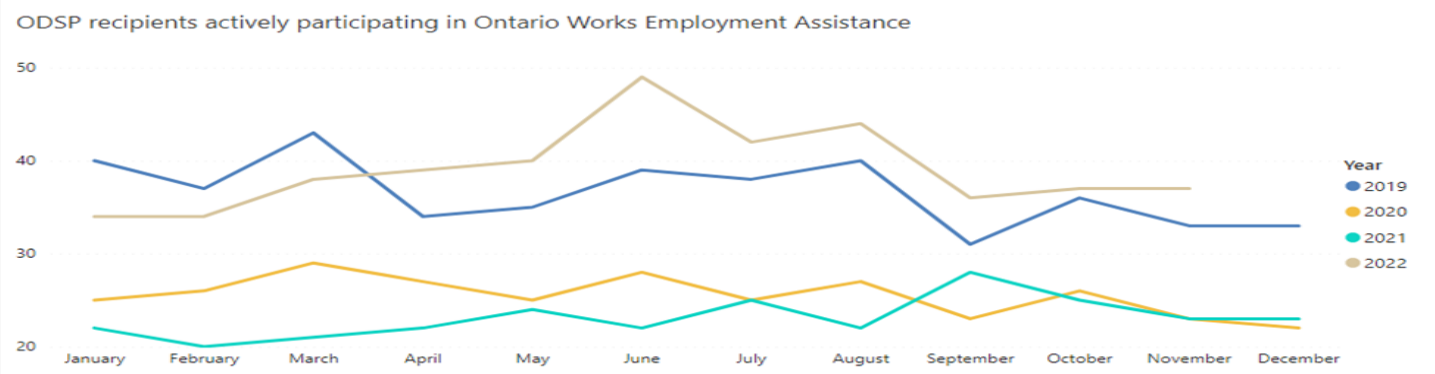
Ontario Works Caseload November 2022



Ontario Works Intake - Social Assistance Digital Application (SADA) & Local Office November 2022



ODSP Recipients Actively Participating in Ontario Works Employment Assistance November 2022



The Ontario Works Caseload is up slightly to **562** as we enter to the winter season. There are also **55** Temporary Care Assistance cases on caseload as well. There are **37** ODSP recipients participating in OW Employment Assistance.

Ontario Works applications

2 ▼

Average received per business day

49

Received Nov 2022

Emergency Assistance applications

1 ▲

Average received per business day

15

Received Nov 2022

Average number of business days from screening to grant

1.5 -

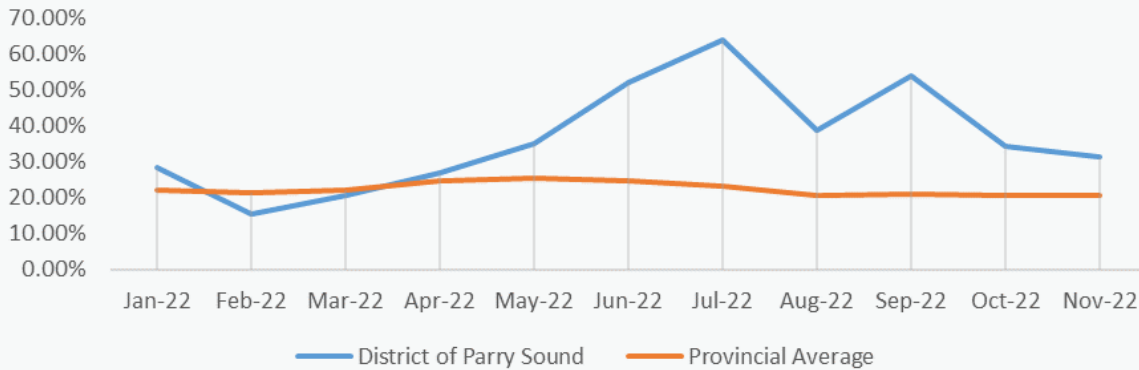
Ontario Works

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Emergency Assistance

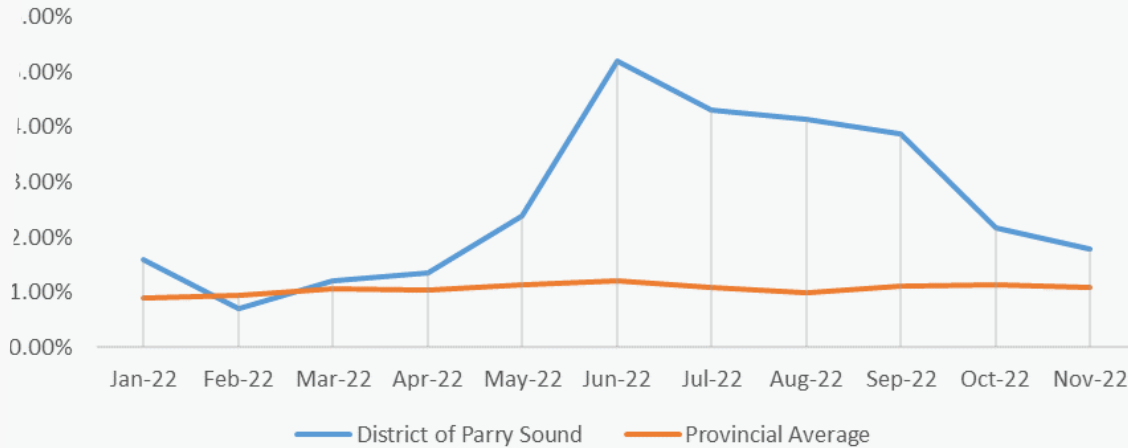
Employment Assistance & Performance Outcomes

% of Closures Exiting to Employment



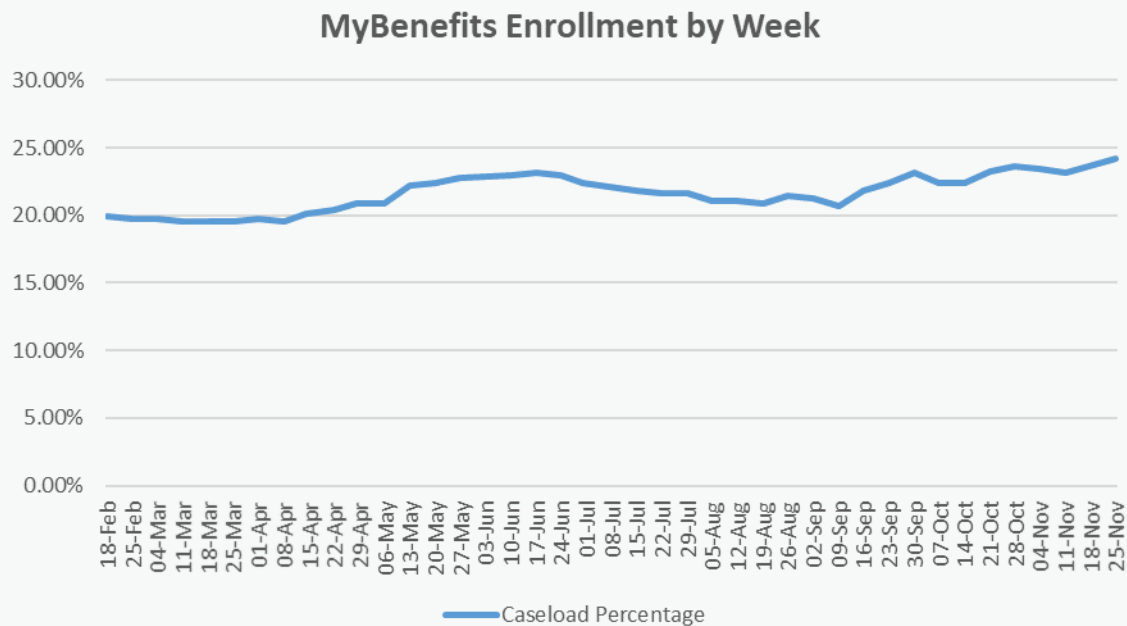
Target - 30.34%
1Q Result - 27.85%
2Q Result - 43.93%
3Q Result - 51.25%
November 2022 - 31.25%
YTD - 38.95%

% of Caseload Exiting to Employment

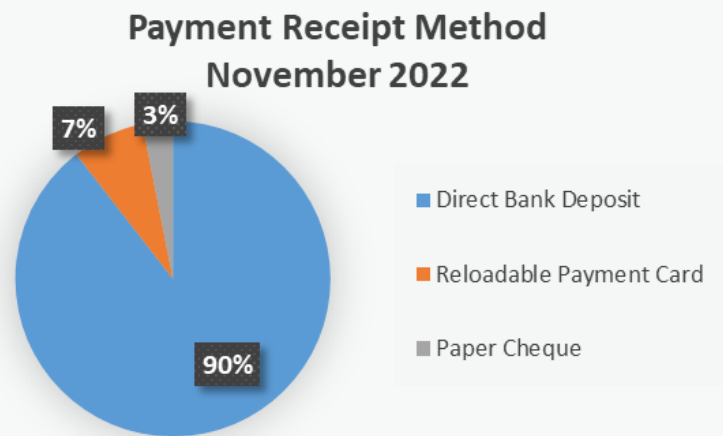


Target - 2.47%
1Q result - 1.53%
2Q result - 3.3%
3Q result - 4.12%
November 2022 - 1.78%
YTD - 2.73%

MyBenefits Enrollment 2022

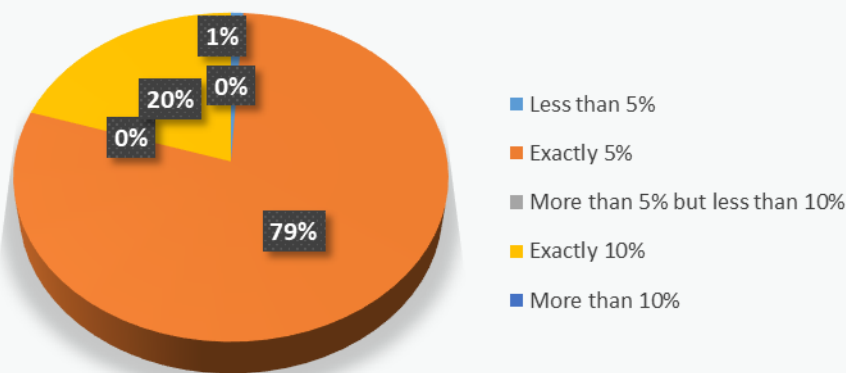


DBD Enrollment



Overpayment Recovery Rate

November 2022



Ontario Works Update

- The last few months have been busy ones in Ontario Works East. A van that was purchased was delivered and staff are taking every advantage they can to take it out into the community to meet their participants where they are at rather than having participants struggle to find rides to come into our office. This has been a big success considering the large area we serve, and that clients can be upwards of an hour away from our office. Having a van has also allowed for the transportation of clients when required, which continues to break down barriers and help move participants towards self-sufficiency.
- The Greener Pathways Bike Drive generated approximately 30 bikes for individuals across the district. A big thank you to our partners at Parry Sound Bikes and Canadian Tire in Parry Sound.
- Discussions have begun with Nipissing North Bay ODSP and Ontario Works to discuss joint protocols and create a healthy partnership between the offices. Meetings have been scheduled for this month. We continue to meet bi-monthly with the ODSP Manager from Bracebridge. ODSP staff continue to attend our offices on a regular basis.
- A partnership is being formed with the Almaguin Adult Learning Center to deliver training to participants labelled “Fresh Start”. The sessions in this training will provide such things as getting ready for change, preparing for employment, managing change, and starting and retaining your new job. These topics were prepared in collaboration with feedback from Case Workers who identified specific needs of the participants.
- In October, Ontario Works staff participated in First Aid/CPR training.
- Employment Services Transformation has begun for the North. The transfer of Social Assistance Employment Assistance to Employment Ontario through a Service System Manager model has been taking place since 2020 in various municipalities. The North and Toronto are the final catchment areas to go through this process and the Income Support and Stability Management Team have been participating in Market Sounding Engagement Sessions hosted by the Ministry of Labour, Immigration, Skills, Training and Development and with potential Service Managers. As the proposed Northeast catchment area is quite large, we have been communicating and advocating for the needs of the District and the people we serve.
- We continue to expand our Electronic Document Management system in Ontario Works. Our historic Overpayment files have been uploaded into SAMS through our vendor Nimble.

- In December, OW West had CAS attend their staff meeting.
- We are working with Accerta regarding Eligibility Verification (EV) for Dental Services. With a February 2023 implementation timeframe, the EV would utilize a Data Extract from SAMS that is uploaded to AccertaWorx and confirms eligibility for OW participants and ODSP Dependent Adults for Dentists without manual letters.
- We are also using this extract to upload SAMS information into FIIT to reduce duplication for Case Workers. We have also onboarded our Tenant Services Department onto FIIT to further improve and promote integration between departments.
- We entered into a Service Agreement with Employment North to provide the Employment Placement with Incentive program. The program provides incentives to employers to hire, train and retain OW participants at various milestones.
- E-signature continues to be enhanced in SAMS with the addition of the Form 1 added. This tool will support those that may have transportation barriers but still require assistance.
- 20 Laptops were purchased through RCT Technologies to support appropriate OW participants in their education, training, or employment goals.

Housing Stability Program - Community Relations Workers November 2022

Support

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

Income Source	East	West
Senior	6	14
ODSP	12	35
Ontario Works	4	12
Low Income	11	22

Intense Case Management

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

Income Source	East	West
Senior	13	18
ODSP	12	25
Ontario Works	6	11
Low Income	10	31

Contact/Referrals

	East	West	YTD
Homeless	3	5	76
At Risk	2	8	77
Esprit Outreach Homeless	0	1	8
Esprit Outreach at Risk	0	0	17
Esprit in Shelter		3	17
Program Total			213

Short Term Housing Allowance

	Active	YTD
November	16	129

Housing Stability: Household Income Sources and Issuance from HPP:

Income Source	Total	HPP
Senior	2	\$125.00
ODSP	5	\$637.27
Ontario Works	2	\$150.00
Low Income	2	\$450.00
No Income	0	\$0

Reason for Issue	Total
Rental Arrears	\$0
Utilities/Firewood	\$0
Transportation	\$0
Food/Household/Misc.	\$1,110.00
Emergency Housing	\$252.27
Total	\$1,362.27

Ontario Works: Household Income Sources and Issuance from HPP

Income Source	Total	HPP
Senior	2	\$1,745.95
ODSP	25	\$17,078.56
Ontario Works	15	\$10,056.11
Low Income	8	\$4,969.96
No Income	0	\$0

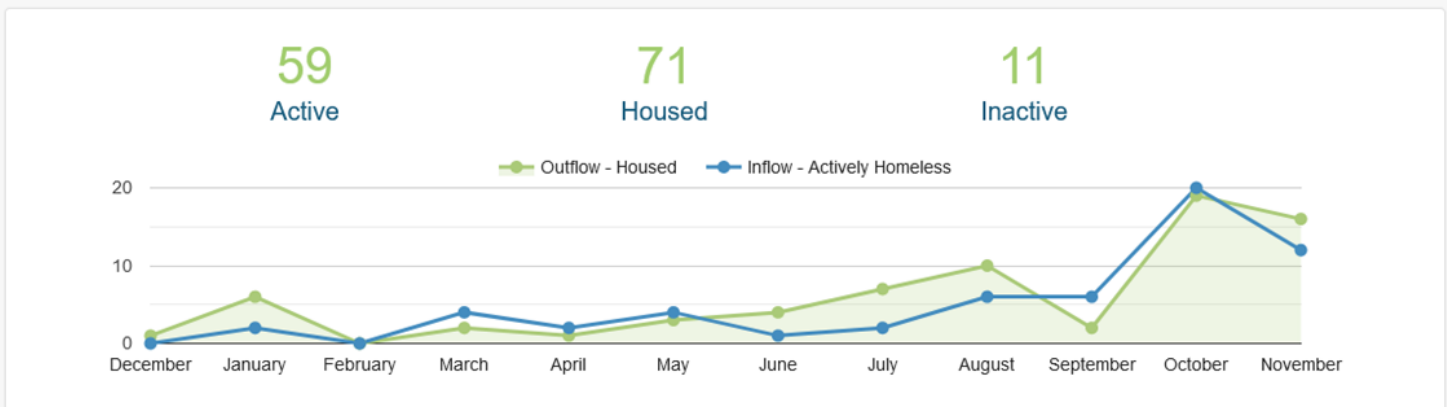
Reason for Issue	Total
Rental Arrears	\$3,978.28
Utilities/Firewood	\$10,566.64
Transportation	\$0
Food/Household/Misc.	\$19,305.66
Emergency Housing	\$0
Total	\$33,850.58

Hotel Project

	MidTown Parry Sound	YTD Total	Caswells Sundridge	YTD Total
Adults	10	48	6	26
Children	0	1	0	1
Totals	10	49	6	27

These numbers represent the number of people who stayed in one of the hotel projects in the month of November.

By-Name List Report November 2022



A By-Name List is a real time list of all people experiencing homelessness in our community who would like to receive assistance to access housing services and supports. This is an ongoing process with people being added to the list as they connect or re-connect. The list will be created by conducting a Point-in Time Count which includes collecting demographic information about people experiencing homelessness using a set of 17 common questions that align with the enumeration approach used by the federal Reaching Home Program.

A people-centered approach to the By-Name List process will consider individual needs and promote safety, including cultural safety and cultural appropriate responses and practices. People and their experiences and stories are vital to conducting both enumeration (Point-in Time Count) and the By-Name Lists.

Housing Stability Update

- Our Hotel Pilot Projects at the Midtown and Caswell's wrapped up on December 31, 2022. Staff have dedicated their time to working with the clients that were still living at the hotels to find alternative options that included filling out housing applications and rent supplements, searching for rental accommodations, transportation to other districts where they have family and friends for supports, or transportation to shelters with space available. CRW's have successfully transitioned everyone at the hotels into more stable housing and applying for COHB and Short-Term Housing Allowances (STHA) supplements to make rental situations more affordable. With these projects ending, lots of thought is being put into alternative options to pursue in the District and the focus will be on building relationships with local landlords to help transition people into affordable, safe and stable housing.
- The Supervisor of Housing Stability and Housing Stability staff continue to look for opportunities to increase our presence in the community and to build relationships with community partners and clients through outreach. HS Program has partnered up with Ontario Works to start connecting with municipal offices across the district on a monthly and semi-monthly basis to increase the knowledge of what our programs do and how we can help people living in their communities. We continue to work closely with the WPSHC and their Social Worker to manage clients being discharged from the hospital that are experiencing homelessness or at risk of homelessness as well as case conferencing our complex clients with system navigation needs. CRW's continue to connect with foodbanks, by-law, warming centres, Community Paramedicine and the CMHA Housing team.
- VAW Community Relations workers have continued to build relationships in the district and are working one day a week out of the Esprit Shelter. This day is dedicated to working with the women that are staying in the shelter on Transitional and Housing Support Needs.
- The By-Name List continues to grow as the community and staff become more aware of homelessness situations in our district. We have also worked with many people on the BNL to achieve stable housing, especially with the wind down of the hotel projects at Caswell's in Sundridge and The Midtown in Parry Sound. Staff continue to achieve great success with finding stable housing for those experiencing homelessness. 54% of those individuals on the By-Name List have been housed!
- The Canadian Alliance for Ending Homelessness hosted the annual conference this past November in Toronto. The Income Support and Stability management team attended this conference where many best practices and inspiring stories were shared.
- The Almaguin Highlands Community Partner meeting was held at our South River office on December 13th. Representatives from Outloud North Bay attended and provided great information on the program that supports LGBTQ2S youth in North Bay and the Northeast part of the district. We also shared information on the By-Name List with the various partners at the table.
- We had a "FIIT Blitz" ensure our information in FIIT was up-to-date and ensured our By-Name List is up-to-date.

Housing Programs

Social Housing Centralized Waitlist Report November 2022

	East Parry Sound	West Parry Sound	Total
Seniors	41	108	149
Families	126	430	556
Individuals	516	220	736
Total	683	758	1,441
Total Waitlist Unduplicated			491

Social Housing Centralized Waitlist (CWL) 2021 - 2022 Comparison Applications and Households Housing from the CWL

Month 2021	New App.	New SPP	Cancelled	Housed	SPP Housing	Month 2022	New App.	New SPP	Cancelled	Housed	SPP Housing
Jan	4		5	5	1	Jan	5			1	
Feb	12	3	3	2		Feb	9	1	2		
Mar	8		4	1	1	Mar	12		5	2	1
Apr	9		6	1		Apr	12	1	1		
May	8	1	3	1		May	11	1		3	
June	8	1	4	1	1	June	15		3	2	
July	7			1		July	13	2	10	1	
Aug	9		1	2		Aug	5		17	2	1
Sept	22		5			Sept	16		10	1	1
Oct	16	1	6	1		Oct	14		12	6	
Nov	9		16	2		Nov	12	1	8	3	
Dec	9		2	2		Dec					
Total	121	6	55	19	3	Total	124	6	68	21	3

SPP = Special Priority Applicant

Housing Programs Update

Housing Programs has wrapped another busy year. We were able to complete a Centralized Waitlist update, in which we were able to capture information on our applicants current living situations and utilize that information to better serve our clients. November saw a total of 491 households on the waitlist.

Housing Programs also saw just over fifty new households begin receipt of Canada Ontario Housing Benefit - COHB funding for the 2022-2023 year, and we are currently waiting for another twenty to be approved by the ministry. This funding currently allows over eighty households to be affordably housed in the District of Parry Sound, and the hope is that we will be able to submit more applications in the early months of 2023.

Several amendments were made to the *Housing Services Act (HSA)* in 2022. The first amendment is regarding service agreements and had to be in effect by July 1, 2022. A Service Agreement is a contract negotiated between the housing provider and the Service Manager for the provision of community housing under Part VII.1 of the HSA that stipulates terms regarding operations, administration, and funding arrangements. Service Agreements will enable Service Managers and housing providers to negotiate more flexible funding approaches, incentivize housing providers to stay in the system once their current obligations expire and allow new housing providers to enter the system.

Another amendment made to the HSA was related to local income and asset limits. This amendment came into force on July 1, 2022, but Service Managers have a flexible one-year implementation period and must comply with the new requirements by July 1, 2023. Service Managers will be required to apply local income limits as part of determining initial eligibility for RGI assistance (i.e., new RGI applicants and applicants on waitlists) and apply local asset limits as part of determining both initial and continued eligibility for RGI assistance (i.e., new RGI applicants, applicants on waitlists, and households in receipt of RGI assistance). Our DSSAB has had income and asset limits in effect for several years.

Service Level requirements amendments also came into effect July 1, 2022. These amendments allow additional types of Service Manager funded housing assistance towards existing service level standards, rather than just rent-gear-to-income housing units. Service Managers can now include households receiving housing assistance in where they pay no more than 30% of the adjusted family net income on rent, such as a rent supplement, or a benefit that follows existing portable housing benefit calculation rules.

The last amendment requires Service Managers to have an access system for providing support related to housing in its service area. This assistance includes rent-gear-to-income housing, as well as any specified program approved by the ministry. The following information must be made publicly available through the access system: forms of assistance available under the access system, a description of how to apply, and eligibility rules and how households are prioritized and selected for each form of assistance administered by the Service Manager. This was required by January 1, 2023. Our DSSAB has utilized our social media platforms and website to provide access.

Parry Sound District Housing Corporation
November 2022

Activity for Tenant and Maintenance Services

	Current	YTD
Move outs	5	24
Move in	7	59
L1/L2 Forms	0	3
N4 - notice of eviction for non payment of rent	2	7
N5 - notice of eviction disturbing the quiet enjoyment of the other occupants	1	6
N6 - notice of eviction for illegal acts or misrepresenting income for RGI housing	0	0
N7 - notice of eviction for willful damage to unit	0	0
Repayment Agreements	2	33
Wellness Checks	1	92
Mediation/Negotiation/Referrals	9	133
No Trespass Order	0	1

Maintenance

Pest Control	8	8 buildings monitored monthly
Vacant Units	15	one-bedroom (10); multiple bedroom (5) (not inclusive of The Meadow View)
After Hours Calls	9	no heat, smoke detector maintenance, loose toilet, toilet plugged, snow removal, septic tank pump out, front door intercom maintenance, fridge not working 3 staff participate in on call phone tree system
Work Orders	35	maintenance work and related materials for the month of September
Fire Inspections	0	
Incident Reports	1	

Housing Operations Update

We have a new Supervisor of Tenant Services. She comes to us from her previous position as Supervisor of Esprit.

Funding was received from the Federal Government (COVID Relief) to refurbish the common rooms in each of the apartment buildings across the district. Each space now has wipeable surfaces, and furniture to encourage social distancing. This project was initiated early 2022 and was completed this fall.

Common rooms have been offered to all DSSAB programs requiring space to meet or host program events.

FIIT (Flexible, Integrative, Innovative Tool) software was introduced and implemented. This tool allows sharing of information with Ontario Works, and Housing Stability. Tenant Services Community Relations Workers can now enter tenant notes electronically.

Every year, the Province of Ontario sets the maximum amount that landlords can raise market rents for most Ontario renters without approval from the Landlord and Tenant Board. The rent increase guideline for 2023 is 2.5%. The guideline applies to rent increases between January 1, 2023 and December 31, 2023. The guideline is based on the Ontario Consumer Price Index, a measure of inflation calculated monthly by Statistics Canada that reflects economic conditions over a 12-month period (June to May). The guideline is capped at 2.5% to prevent significant rent increases. All tenants have been notified of this increase.

Holiday Cheer was shared in all buildings across the district. This event has not happened since the pandemic restrictions. Hot chocolate, light treats and great conversation was had.

Supervisors and Directors participated in Transformative Mentoring and Coaching training.

Capital Projects

November 2022

Local Housing Corporation and DSSAB Buildings

- Funding approved from the Canada Ontario Community Housing Initiative for window replacements, along with updated surveillance equipment. Installation of surveillance equipment was initiated in December. Windows have been ordered and an installation date is anticipated this month.
- Asbestos Management building assessment survey was completed.
- Carpets cleaned at the Beechwood office.
- Drainage issue being investigated at the Beechwood office.
- YARDI Housing software training on mobile maintenance.
- Capital projects are progressing with the assistance of the Housing Services Corporation on the following projects:
 - * Duplex Renovations: Burk's Falls, South River- Tender documents completed; will be going to tender this month
 - * Esprit expansion –Tender documents are being completed; anticipate going to tender this month

Challenges:

Difficulty securing contractors/labourers as well as materials are often backordered. Obtaining quotes, as per our Procurement Policy, from contractors is presenting a challenge.

We continue to complete capital projects; however, this is taking longer than expected.

Esprit Place Family Resource Centre

Emergency Shelter Services	November 2022	YTD
Number of women who stayed in shelter this month	11	93
Number of children who stayed in the shelter this month	4	30
Number of hours of direct service to women (shelter and counselling)	98	873
Resident bed nights (women & children)	196	1,899
Phone interactions (crisis/support)	56	394

Outreach Services	November 2022	YTD
Number of women served this month	8	79
Number of NEW women registered in the program	1	36
Number of public ed/groups offered	0	1

Transitional Support	November 2022	YTD
Number of women served this month	2	37
Number of NEW women registered in the program	0	19
Number of public ed/groups offered	0	0

Child Witness Program	November 2022	YTD
Number of children/women served this month	18	78
Number of NEW clients (mothers and children) registered in the program	2	27
Number of public ed/groups offered	0	3

Esprit Place Update

October through December proved to be a very busy period for Esprit Place. Esprit Place has become part of the newly created Women's Service's Division under the leadership of it's new Director. As part of the transition, staff have been fully engaged in supporting the Director's orientation to the shelter, team building, and reviewing existing policies and processes.

Outreach and shelter client circumstances continue to be complex and challenging. This has been exacerbated by the ongoing housing crisis, increased rates of violence against women and worsening mental health as unintended consequences of the pandemic, and rising rates of substance use among the population. The lack of availability of timely and appropriate mental health and addictions services in our community puts strain on existing systems, including Esprit Place. This creates difficult and stressful situations for staff and requires significant advocacy and system navigation to ensure that our clients receive the support they need.

COVID-19 and other seasonal respiratory viruses continue to have an impact on shelter operations. Staff illness has created challenges with scheduling, and ongoing COVID protocols reduce our room capacity from 10 to 7. Staff, clients, and visitors continue to wear masks while in shelter and must complete routine Rapid Antigen Tests.

On a positive note, our community was very generous during the Christmas period. Parry Sound EMS selected Esprit Place as a recipient of its toy drive, many local citizens donated cash, toys, gift cards, and food, both the OPP Veteran's Association and the Parry Sound Fire Fighter's Association delivered cheques, and several other community groups dropped off gifts and goodies for the shelter residents. These donations were used to ensure the women and children staying at Esprit Place, as well as many other families across the district had the Christmas season they deserved.

DISTRICT OF PARRY SOUND SOCIAL SERVICES ADMINISTRATION BOARD
FINANCIAL REPORT - FOR MANAGEMENT PURPOSES ONLY
FOR THE PERIOD ENDING BUDGET 2022
12 MONTHS (100%)

	YEAR TO DATE	2022 BUDGET	% USED	REMAINING
EXPENDITURES - OPERATING				
ONTARIO WORKS	8,137,624	11,263,354	72%	3,125,730
SOCIAL HOUSING PROGRAM	2,928,621	2,693,700	109%	-234,921
MUNICIPAL SAR PROGRAMS	146,341	281,200	52%	134,859
CHILD CARE RESOURCES	7,092,933	7,750,530	92%	657,597
COMMUNITY SERVICE PROGRAMS	2,081,091	2,174,680	96%	93,589
CORPORATE SERVICES	1,326,515	1,357,500	98%	30,985
INTEREST EARNED	-387,526	-100,000	388%	287,526
TOTAL EXPENDITURES	\$21,325,600	\$25,420,964	84%	4,095,364
MUNICIPAL LEVY - OPERATING				
ONTARIO WORKS	1,031,379	1,162,954	89%	131,575
SOCIAL HOUSING PROGRAM	2,779,136	2,532,000	110%	-247,136
MUNICIPAL SAR PROGRAMS	146,341	281,200	52%	134,859
CHILD CARE RESOURCES	465,080	449,590	103%	-15,490
COMMUNITY SERVICE PROGRAMS	215,739	231,409	93%	15,670
CORPORATE SERVICES	496,697	676,000	73%	179,303
TOTAL MUNICIPAL LEVY	\$5,134,372	\$5,333,153	96%	198,781

Report #: 9.1
Subject: Appointment of LHC Board for 2023
To: Board Members
Presented By: Shannon Johnson, CFO
Prepared By: Shannon Johnson, CFO
Date: January 12, 2023

Resolution:

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

Directors: Ted Collins, Gail Finnson, Teresa Hunt, Ted Knight, Tom Lundy, Jamie McGarvey, Sharon Smith and Rick Zanussi.

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

Report:

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

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

Box 652
Sundridge, Ont.
P0A 1Z0
Nov. 19, 2022

District of Parry Sound Social Services
Administration Board
1 Beachwood Dr.
Parry Sound, Ont.
P2A 1Z1

Administration Board:

I understand Social Services have been bringing
homeless people out of Toronto and setting them up in small towns and villages to the north.

Who is responsible for them? Who supplies them with their medical needs? Some obviously need
mental help. Where are they getting it when local people can't? For such services would they not be
better off in the GTA where they might have a chance of help?

Have they been thrown from the frying pan into the fire?

Wondering?

Yours truly,



Lynn Mumford

C.C. Graydon Smith, MPP
Constituency Office
26 James St.
Parry Sound, Ont.
P2A 1T5

Almaguin News
345 Ecclestone Dr., Unit 8
Bracebridge, Ont.
P1L 1R1



IN THIS EDITION

IN A TIGHT LABOUR MARKET,
THIS IS WHERE CANADIAN
WORKERS ARE GOING: CANADA'S
SHIFTING LABOUR LANDSCAPE

JOBS REPORT
OCTOBER 2022

TOTAL NUMBER OF JOB POSTINGS

605

NIPISSING

150

PARRY SOUND

70

from
September

35

from
September

TOP INDUSTRY WITH VACANCIES

NIPISSING

Health Care & Social
Assistance (24.8%)

PARRY SOUND

Health Care & Social
Assistance (30%)

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

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

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The Labour Market Group is funded by:

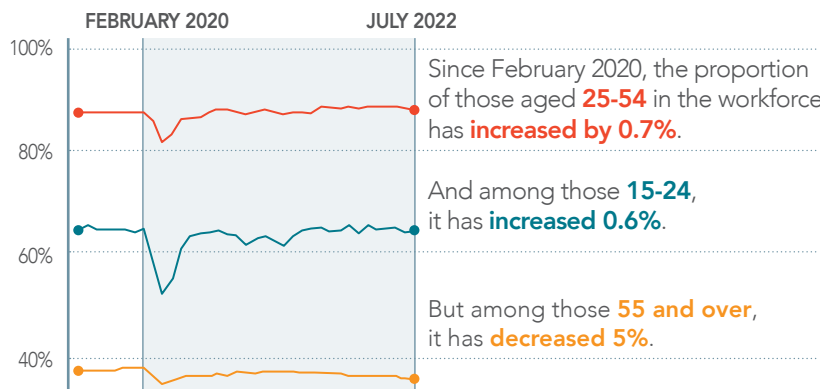
Ontario

IN A TIGHT LABOUR MARKET, THIS IS WHERE CANADIAN WORKERS
ARE GOING: CANADA'S SHIFTING LABOUR LANDSCAPE

This chart shows the *dramatic shift among workers TOWARD* certain sectors, such as public administration and real estate, and *AWAY* from others, such as food services.

INDUSTRIES CANADIAN WORKERS ARE FLOCKING TO, AND WHICH ONES THEY'RE FLEEING
Number of employees between January 2019 and July 2022

	Professional, scientific & technical services	1.5M → 1.8M	↑ 19.5%
	Public administration	969.6K → 1.1M	↑ 17.1%
	Finance, insurance, real estate, rental & leasing	1.2M → 1.3M	↑ 14.4%
	Information, culture & recreation	744.8K → 821.6K	↑ 10.3%
	Educational services	1.3M → 1.5M	↑ 10.2%
	Construction	1.4M → 1.5M	↑ 6.5%
	Health care & social assistance	2.5M → 2.6M	↑ 5%
	Wholesale & retail trade	2.8M → 2.9M	↑ 4%
	Manufacturing	1.7M → 1.8M	↑ 0.7%
	Utilities	144.3K → 144.9K	↑ 0.4%
	Transportation & warehousing	1M → 1M	↓ 2.3%
	Forestry, fishing, mining, quarrying, oil & gas	345.7K → 327.9K	↓ 5.1%
	Agriculture	282.8K → 252.5K	↓ 10.7%
	Business, building & other support services	802K → 708.9K	↓ 11.6%
	Other services (except public administration)	812.6K → 712.1K	↓ 12.4%
	Accommodation & food services	1.2M → 1M	↓ 14.2%

MORE OLDER WORKERS LEFT THE JOB MARKET DURING THE PANDEMIC
Proportion of each age group either working or looking for work

Source: Benjamin Shingler, Graeme Bruce - CBC News



In many ways, the tight job market resembles what had already been expected prior to March 2020 — **though the pandemic appears to have pushed some older people to exit the job market earlier**, as seen in the chart.


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MINING SURVEY

LMG and partners want to understand the workforce skills required in the **mining** and **mining supply sector** as **new technologies** and **innovations emerge**.

COMPLETE OUR ONLINE SURVEY TODAY TO SHARE YOUR KNOWLEDGE:
www.thelabourmarketgroup.ca

COMING SOON!

NEW CENSUS INFORMATION

As LMG receives new census data for our region, we will update all of our LMI resources for your usage.

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

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 P1B 3B9

The Labour Market Group is funded by:

Ontario



Amid this tight labour market, the offered hourly wages increased substantially in certain sectors — such as **technical** and **information services**.



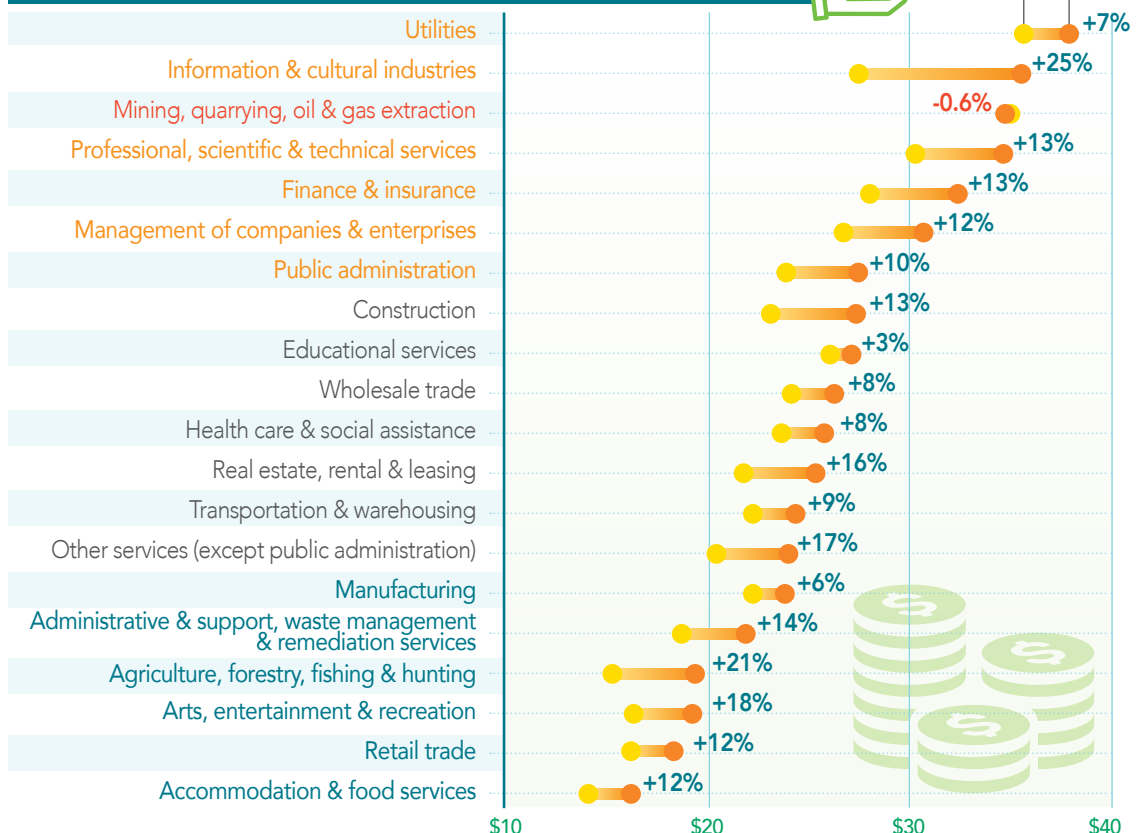
Meanwhile, **manufacturing**, **food services** and **retail**, have continued to lag.

In fact, when taking into account the **rising cost of living**, some of these sectors saw the **average offered wage decline** during the pandemic.



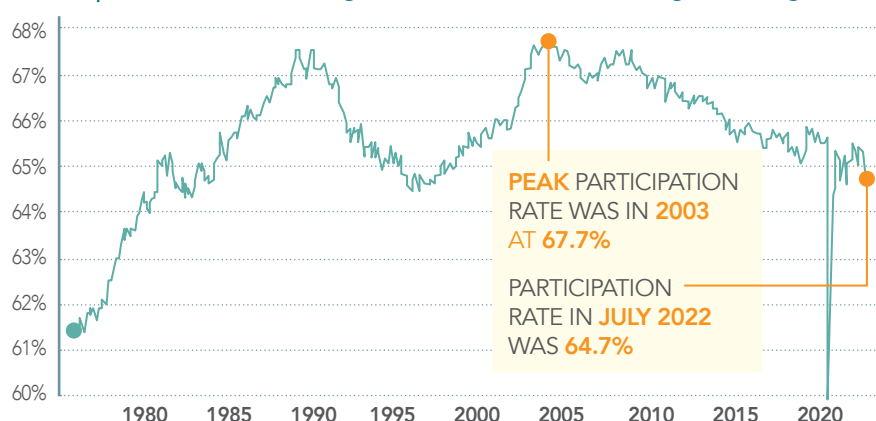
HOW WAGES HAVE INCREASED SINCE THE PANDEMIC STARTED

Change in average offered hourly wage



CANADA'S LABOUR FORCE PARTICIPATION RATE IS STEADILY DECLINING

Proportion of Canadians aged 15 and over either working or looking for work



But the **leading factor** driving down the labour market participation rate, is the **country's shifting demographics**.



A recent report by **BMO** (*Where have all the workers gone? Don't blame COVID, economists say*) examined the effect of the country's aging population on the workforce and stressed this trend began long before the pandemic.

"While this demographic drain on the labour force was coming at us full speed, the pandemic appears to have created at least some additional disturbance through earlier retirements, lifestyle change and job switching." **QUOTE FROM REPORT**

Source: Benjamin Shingler, Graeme Bruce - CBC News

www.thelabourmarketgroup.ca

MONTHLY JOBS REPORT

OCTOBER 2022

The Labour Market Group
Guiding partners to workforce solutions.

NIPISSING DISTRICT

There were 605 job postings recorded for Nipissing district in the month of October. This is a notable decrease; -10.4% (-70), from the previous month's figure of 675 postings. This month-over-month drop is likely attributed to a combination of seasonal trending and indications of an upcoming recession. The October 2022 figure is close; +6.3% (+36), to the October 2021 figure of 569 recorded postings. This is only the second year-over-year comparison in which the new collection system is being utilized and thus it can be said with confidence that there has been no significant change in known labour market needs from the same month last year. 297 unique employers posted jobs in October which is nearly identical; -1.7% (-5), to the 2021 figure for the same month.



OF THE 605 JOB POSTINGS



100%

Collected from online sources.



28.4%

(172) Requiring a bilingual individual.

18%
(109) Criminal Record Check



For postings that listed an annual salary.



\$62,275.21/year
AVERAGE



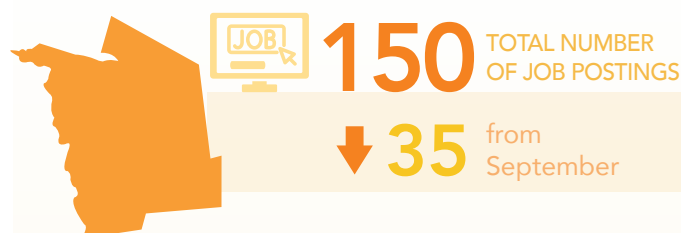
\$23.45
HOURLY WAGE

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

Of the 102 postings which listed an hourly wage 11.8% (12) were listed at the provincial minimum wage of \$15.00/hour.

PARRY SOUND DISTRICT

There were 150 job postings recorded for the Parry Sound district in the month of October. This figure is significantly below; -18.9% (-35), the previous month's total of 185 postings. This monthly decrease could be related to either seasonal trends or signs of a possible recession approaching or both. September is the second comparable year-over-year opportunity under the new data collection system and there was a significant decrease; -23.5% (-46), in the known job postings from the October 2021 figure of 196. 74 Unique employers posted positions in October which is also notably below the October 2021 total of 83 unique employers.



OF THE 150 JOB POSTINGS



100%

Collected from online sources.



16.7%

(25) Requiring a bilingual individual.

15.3%
(15.3) Criminal Record Check



For postings that listed an annual salary.



\$59,432.99/year
AVERAGE



\$24.21
HOURLY WAGE

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

Of the 40 postings which listed an hourly wage 2.5% (1) were listed at the provincial minimum wage of \$15.00/hour.

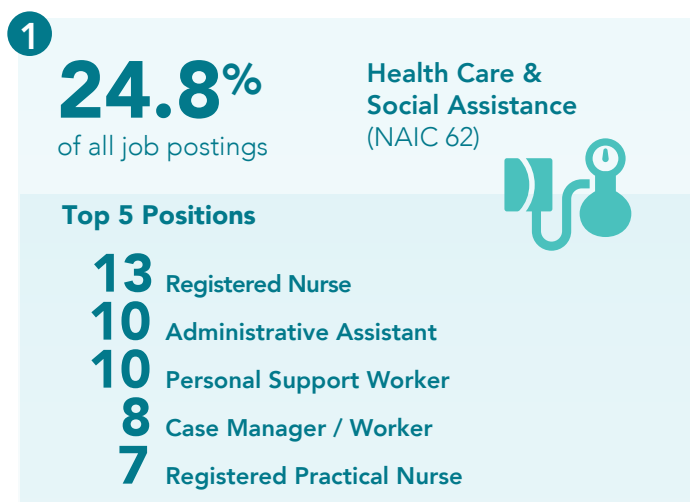
TOP 5 EMPLOYERS POSTING JOBS



TOP 5 EMPLOYERS POSTING JOBS



TOP 5 INDUSTRIES HIRING (NAICS)



TOP 5 INDUSTRIES HIRING (NAICS)



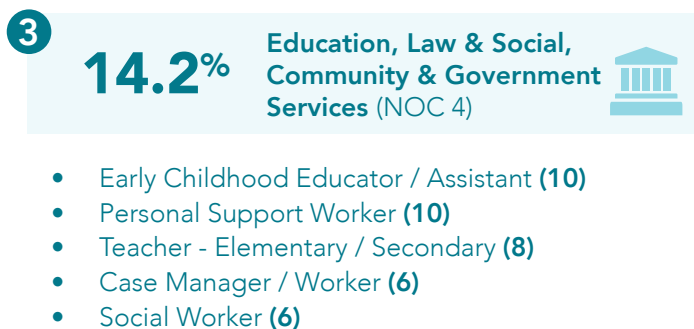
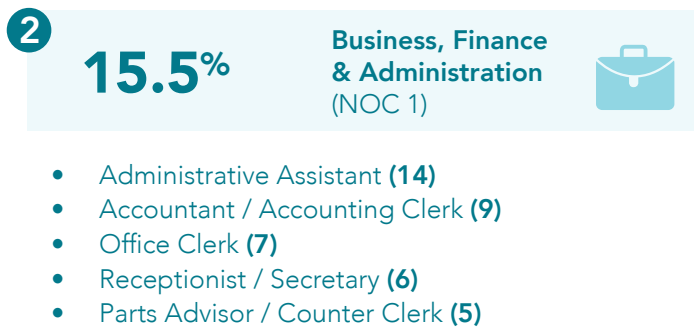
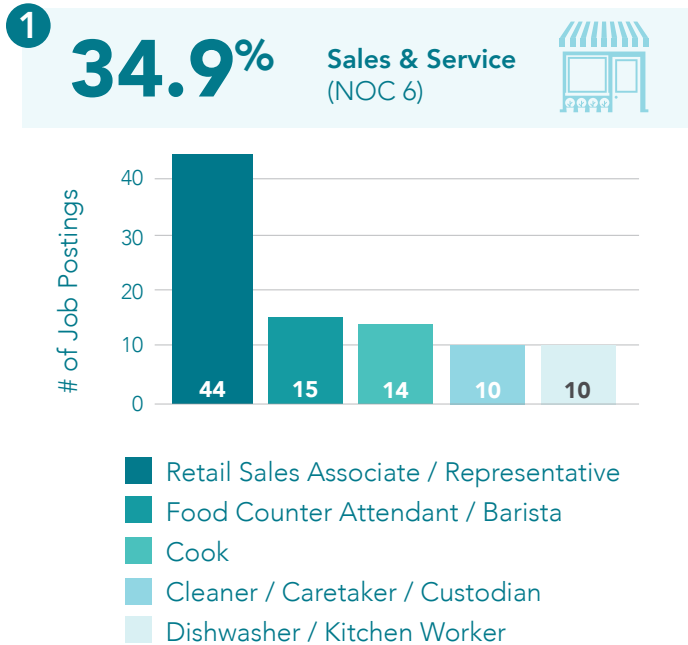
- 2** **20%** : Retail Trade (NAIC 44-45)
- 3** **10.2%** : Accommodation & Food Services (NAICS 72)
- 4** **8.1%** : Manufacturing (NAICS 31-33)
- 5** **6.9%** : Educational Services (NAICS 61)

- 2** **20.7%** : Retail Trade (NAICS 44-45)
- 3** **14.7%** : Accommodation & Food Services (NAICS 72)
- 4** **11.3%** : Educational Services (NAICS 61)
- 5** **6.7%** : Construction (NAICS 23)

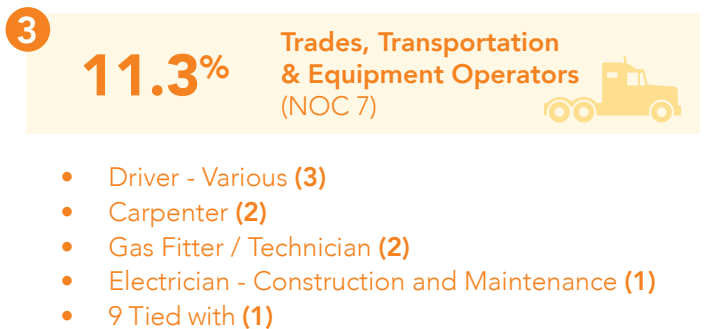
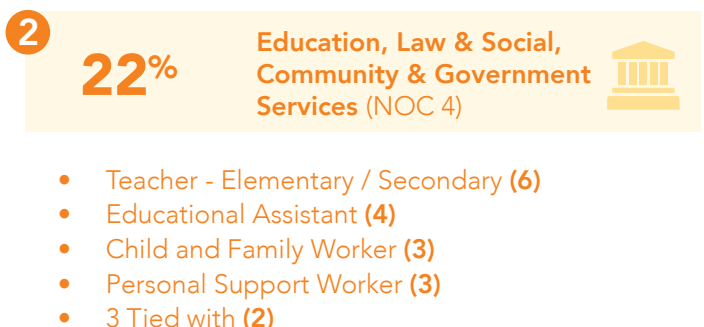
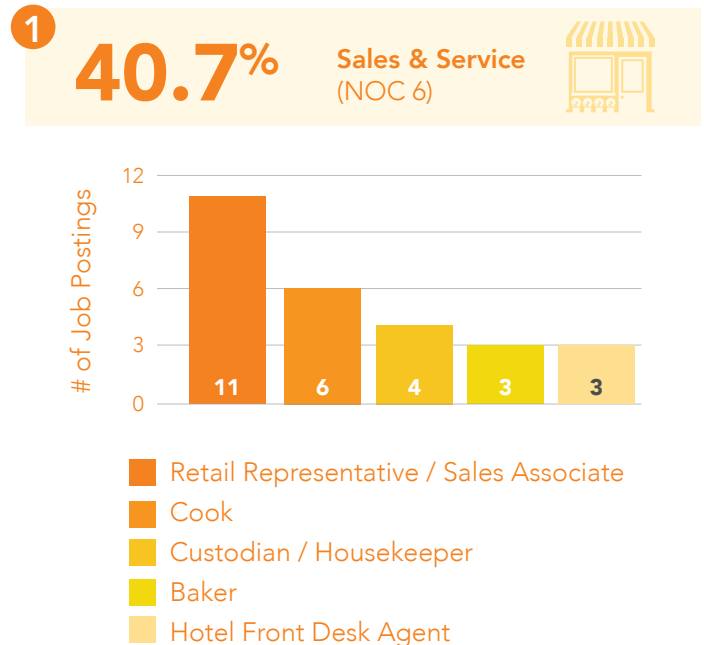
The Health Care and Social Assistance (NAICS-62) industry saw the greatest number of job postings in October with 24.8% (150) of the overall share amongst all major industry classifications. The largest month-over-month increase of +2.2% occurred within the Manufacturing (NAICS-31-33) industry; making up 8.1% of the October job postings. The largest month-over-month decrease amongst all major industry classifications of -1.3% was seen in the Wholesale Trade (NAICS-41) industry; making up 0.5% of the job posting in October.

The Health Care and Social Service (NAICS-62) industry saw the greatest number of job postings in October with 30% (45) of the overall share amongst all major industry classifications. This industry also saw the largest month-over-month change of job posting share with a +5.1% increase. The Public Administration (NAICS-91) industry held the largest month-over-month decrease of -3.5%; to make up 1.3% of the job share in October.

TOP 3 OCCUPATIONAL CATEGORIES (NOC)



TOP 3 OCCUPATIONAL CATEGORIES (NOC)



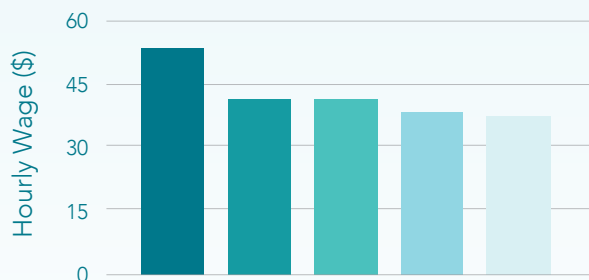
Sales and Service (NOC-6) based occupations made up the largest portion of job postings with 34.9% (211) of all postings in October when compared to the major occupational classifications. The highest month-over-month increase of +0.6% occurred for the Education, Law and Social, Community and Government Services (NOC-4) based occupations. Inversely Trades, Transportation and Equipment Operator (NOC-7) based occupations saw the largest month-over-month decrease of -1.3% to account for 11.7% of the known job postings in October.

Sales and Service (NOC-6) based occupations represented the largest number of job postings with 40.7% (61) of all postings when compared to the major occupational classifications. These occupations also saw the largest month-over-month increase of +7.2%. The largest month-over-month decrease in job posting share was for Business, Finance and Administration (NOC-1) based occupations which dropped -5.1% to make up 10% of the October postings.

TOP 5 HOURLY WAGE VACANCIES



\$49.02 Registered Nurse
@ West Nipissing General Hospital

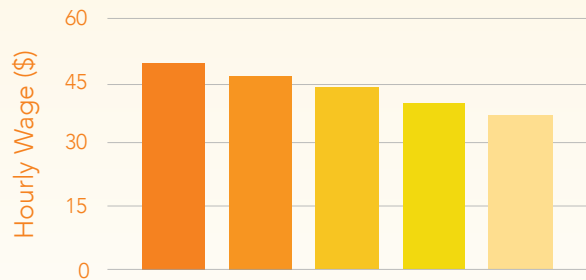


- \$44.10** Teacher - Summer School (Director)
@ Near North District School Board
- \$44.00** Manager - Strategy and Continuous Improvement
@ Hands TheFamilyHelpNetwork.ca - North Bay
- \$42.00** Social Worker
@ One Kids Place Children's Medical Treatment Center of North East Ontario
- \$38.96** Child and Family Therapist
@ Hands TheFamilyHelpNetwork.ca - North Bay

TOP 5 HOURLY WAGE VACANCIES



\$49.02 Registered Nurse
@ West Parry Sound Health Centre



- \$44.38** Speech Language Pathologist
@ One Kids Place Children's Medical Treatment Center of North East Ontario
- \$37.20** Addiction Counsellor
@ Canadian Mental Health Association
- \$30.00** Ice Fishing Guide
@ Snowfari Adventures
- \$30.00** Electrician - Construction and Maintenance
@ North Stone Electrical

TOP 3 ANNUAL SALARY VACANCIES

\$93,029
Gestionnaire Des Services Financiers
@ Conseil scolaire catholique Franco-Nord

\$80,000
Tax Consultant
@ Alex McKillop Tax Ltd.

\$70,000
Purchasing Manager
@ GP Welding & Ironworks



Lowest Annual Salary \$40,000
Assistant Manager - Restaurant
@ Burger King - Pinewood Park Dr.

TOP ANNUAL SALARY VACANCY



\$70,000
Junior Advisor / Service Greeter
@ Parry Sound Chevrolet Buick GMC



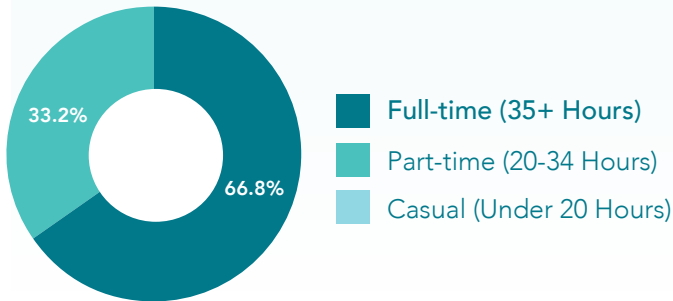
The average hourly wage in October for those postings which listed (16.9%) an hourly wage was \$23.45/hour. This is slightly above; +5.5% (+\$1.22/hour), the current 12-month average of \$22.23/hour. Of the 102 postings which listed an hourly wage 11.8% (12) were listed at the provincial minimum wage of \$15.50/hour. For postings that listed an annual salary the average was \$62,275.21/year. This figure is slightly above; +5.3% (+\$3,136.50/year), the current 12-month average of \$59,138.71/year.

The average hourly wage in October for those postings which listed (26.7%) an hourly wage was \$24.21/hour. This figure is virtually identical; +0.6% (+\$0.15/hour), to the current 12-month average of \$24.06/hour. Of the 40 postings which listed an hourly wage 2.5% (1) were listed at the provincial minimum wage of \$15.50/hour. There was an insufficient number of postings with a listed annual salary to derive any significant data.

FULL-TIME / PART-TIME BREAKDOWN

66.8% of listings in October
↓ **3%** from September

66.8% (404) of the listings in October indicated that the employment offered would be classified as full-time. This figure is slightly below; -3.0%, the previous month when 69.8% of the job postings were classified as full-time.

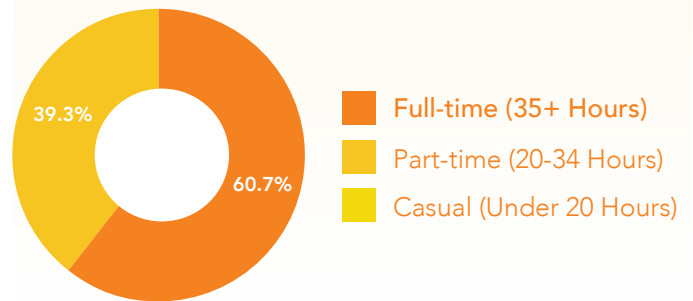


605 Postings listed hours offered (100%)

FULL-TIME / PART-TIME BREAKDOWN

60.7% of listings in October
↓ **3.7%** from September

60.7% (91) of the listings in September indicated that the employment offered would be classified as full-time. This figure is slightly lower; -3.7%, than the previous month where 64.4% of the job postings were classified as full-time.

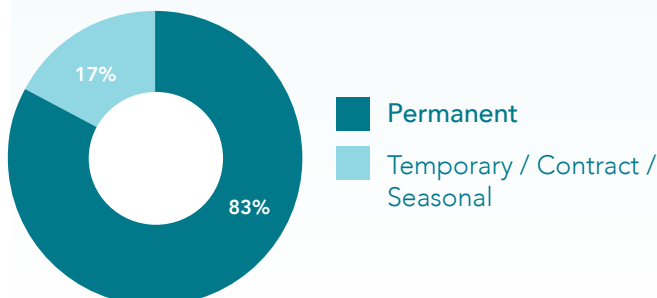


150 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

83% of listings in October
↓ **1.3%** from September

83% of the listings in October stated that the opportunity in question would be permanent. This is nearly identical; -1.3%, to September when these opportunities accounted for 84.3% of the job postings listed.

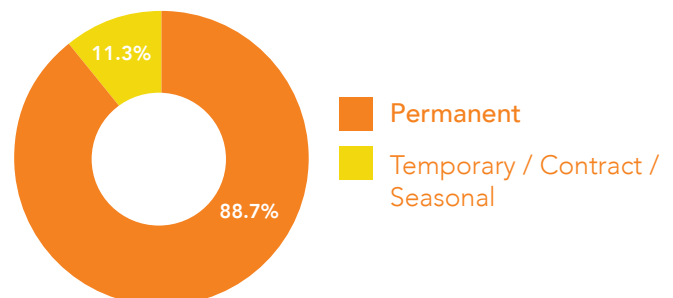


605 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

88.7% of listings in October
↓ **1.6%** from September

88.7% (133) of the listings in October stated that the opportunity in question would be permanent. This is slightly below; -1.6%, than September when these opportunities also accounted for 90.3% of the job postings listed in that month.



150 Postings listed hours offered (100%)

ALL EMPLOYERS WITH POSTINGS IN MONTH



NIPISSING DISTRICT

A&W (McKeown)
 Airport Animal Hospital
 Alex McKillop Tax Ltd.
 Algonquin Nursing Home of Mattawa
 Aramark Canada Ltd.
 Autohaus Stackelberg Inc
 Bath & Body Works
 Battlefield Equipment Rentals
 Bay Builders
 Bay Truck Stop Family Restaurant
 Bay Vision Care
 Bayland Snow
 BDO
 Bentley & Co Ltd
 Best Buy
 Best Western North Bay Hotel
 & Conference Centre
 Beyond Sushi
 Bins and Bins
 Binx Professional Cleaning
 Blanchfield Roofing Co. Ltd.
 Blue Sky Animal Hospital
 Boart Longyear - North Bay
 Boart Longyear - Sturgeon Falls
 Bomark Motel
 Boutique La Vie en Rose Inc.
 Boutique Le Grenier
 Boutique Marie Claire Inc
 Bradwick Property Management
 Brainworks
 Brandt Industries
 Burger King
 Burger King - Pinewood Park Dr.
 Burger World - Hammond
 Caisse Alliance
 Callon Dietz
 Campus Living Centres
 Canada Post - North Bay
 Canada Post - Temagami
 Canadian Forces Morale and Welfare Services
 Canadian Hearing Services
 Canadian Tire - North Bay
 Canadian Tire Gas+ - North Bay
 Canadore College
 Canadore College - Main Campus
 Canarino Nissan
 Can-Blast Inc
 CannAmm
 CarePartners
 CarePartners - North Bay
 Carlson Sports Limited
 Carmine's Barber Shop
 Carter's/OshKosh
 Cascades Casino
 Casselholme Home for the Aged
 Cecil's Brewhouse & Kitchen
 Cementation Canada
 Central Welding & Iron Works
 Chad's Grass Snow and More
 Charmed Aroma
 Cherry Hill Programs
 Christian Horizons (CA)
 CJ Limited - Charm Diamond Centres
 Claude Dubien Custom Woodworking
 Cogeco
 Comfort Inn Airport
 Comfort Inn Lakeshore North Bay
 Commissionaires
 Community Living North Bay
 Compass Group Canada
 Conseil Scolaire Catholique Franco-Nord
 Conseil scolaire public du Nord-Est de l'Ontario
 Contact North (North Bay)
 Con-Tech Mechanical
 Cosmoprof Canada
 Crisis Centre North Bay
 CSN Collision Centre - Phil's
 Dawson Dental - North Bay

Days Inn & Suites North Bay
 Dentistry on Airport
 Dentistry on Worthington
 Designed Roofing Inc., Essential Exteriors
 & Northland Glass & Metal
 Diggers Landscaping
 District of Nipissing Social Services
 Administration Board
 Dollar Bazaar
 Drake International Inc
 DSI Underground Canada Ltd.
 East Ferris Pharmasave
 Eastview Construction
 Enbridge Inc.
 Enterprise Rent-A-Car
 Evergreen Landscaping
 Executive Aviation
 exp Global Inc.
 Express Parcel
 Fastenal
 Feldcamp Equipment Limited
 Fire & Flower Inc
 First Choice Haircutters
 Fisher Wavy Inc.
 Follett Company
 Freightliner North Bay
 GardaWorld
 GFL Environmental
 Giant Tiger - North Bay
 Gincor Werx
 GoodLife Fitness Centre - Main Street
 Goodyear Canada Inc. (Retreading)
 GP Welding & Ironworks
 Grant Energy Inc.
 Green First Forest Products
 Griffin Jewellery Designs
 Groupe Dynamite Inc.
 GRW Transport Limited
 Guy's Tire Sales Inc
 Hampton Inn by Hilton North Bay
 Hands TheFamilyHelpNetwork.ca - North Bay
 Highball Billiards
 Holiday Inn Express & Suites North Bay
 Hope Awaits Ministries
 IDA - Mattawa Pharmacy
 Intelcom Express
 Ironwood Properties
 J.A Agboola Medicine Professional
 Corporation
 Jean M Savignac General Woodwork Ltd
 Jiffy Lube
 JT Sushi
 Kal Tire
 Kennedy Insurance Brokers Inc.
 Kia North Bay
 KPMG LLP
 L.I.P.I. - Low Income People Involvement
 of Nipissing
 La Senza
 La Voyager Inc
 Laurentian Ski Hill
 LCBO - Algonquin Avenue
 LCBO - Mattawa
 LCBO - Sturgeon Falls
 LCBO - Worthington Street
 Le centre de formation du Nipissing
 Leisure Cycle & PowerSports
 Les Soeurs de l'Assomption
 de la Sainte vierge
 Liberty Tax
 Long & McQuade
 Malmac Properties
 March of Dimes Canada
 Marina Point Village
 Mark's (Mindfield) - North Bay
 Marshall Park Pharmasave
 Martin Roy Transport / MRT
 Mattawa Hospital
 Maurices
 McDonald's (North Bay)

McDougall Energy Inc.
 McIntosh Perry
 Metal Fab Ltd.
 MetricAid
 Metro - North Bay
 Michael Hill
 Michaels
 Miller Paving
 Miller Waste Systems
 Mincon Canada
 MindGames
 Ministry of Children, Community
 and Social Services
 Moore Propane
 Moores
 Morguard
 Motion
 Mountain Warehouse
 Municipality of West Nipissing
 Myrt's Family Restaurant
 Near North District School Board
 Nijjaansinaanik Child and Family Services
 - North Bay
 Nijjaansinaanik Child and Family Services
 - Parry Sound Area
 Nipissing Chiropractic Clinic
 Nipissing Serenity Hospice
 Nipissing Transition House
 Nipissing University
 Nipissing-Parry Sound Catholic
 District School Board
 No Frills - Mike and Lori's
 No Frills - Paul and Nancy's
 Nordic Minesteel Technologies Inc.
 NOrgalv
 North Bay Animal Hospital
 North Bay Humane Society
 North Bay Jack Garland Airport
 North Bay Life Care Pharmacy
 North Bay Public Library
 North Bay Regional Health Centre
 Northern Credit Union
 Northern Honda
 Northland Glass & Metal
 One Kids Place Children's Medical Treatment
 Center of North East Ontario
 One Red Maple
 Ontario Addiction Treatment Centre
 - North Bay
 Ontario Northland
 Open Roads Auto Sales
 Oxford Learning
 P&G Auto Parts
 Paragon Bay Group Ltd.
 Paramed Home Health Care
 Parker's Your Independent Grocer
 Partner's Billiards and Bowling
 Paul Davis North Bay
 Penningtons
 Pet Valu - Algonquin Avenue
 Pet Valu - Lakeshore Drive
 Peter Conti Custom Woodworking & Design
 Petro Canada - Algonquin Ave.
 PHARA
 Pop's Cannabis Co.
 Purlator
 QE Home /Quilts Etc
 Rahnmet
 Rainbow Concrete Industries Limited
 Recipe Unlimited Corporation - Harvey's
 Recipe Unlimited Corporation - Montana's
 Recipe Unlimited Corporation - Swiss Chalet
 Redpath Mining Contractors and Engineers
 Regis Canada
 Reliable Cleaning Services
 Reliance Home Comfort
 Remissio Massage Therapy
 and Wellness Center
 Rexall - North Bay
 Robinson's Pharmasave

Roots Canada
 Royal Cuts
 Sally Beauty Canada
 SantaVile
 Savage Equipment Leasing Inc.
 Scotiabank - Mattawa
 Scotiabank - North Bay
 Shoppers Drug Mart - Cassells St.
 Shoppers Drug Mart - Josephine St.
 Showcase
 Sienna Living - North Bay
 Sienna Senior Living
 Softmocc
 Sport Chek
 Sportchek
 Staples Canada
 Starbucks - North Bay
 Stock Transportation
 Stockfish Automotive Group
 Sykes Assistance Services Corporation
 Syl's Neighbourhood Kitchen
 Tailored Brands
 Tan Tan Wok
 TD Bank - North Bay
 Telus - North Bay
 Terry's Place Restaurant
 The Abbey Cards & Gifts Ltd
 The Beer Store - Main St. W.
 The Body Shop
 The Brick North Bay
 The Children's Aid Society of the District
 of Nipissing and Parry Sound
 The Corporation of the City of North Bay
 The Cutter's Edge Corp
 The Finch
 The Miller Group
 The Salvation Army
 The Sisters of St. Joseph of Sault Ste. Marie
 The Urban Cafe
 ThinkOn
 Tim Hortons - Algonquin Ave.
 Tim Hortons - Drury St.
 Tim Hortons - Lakeshore Drive
 and Marshall Avenue
 Tim Hortons - McKeown Ave.
 Tim Hortons - North Bay
 Tim Hortons - Northgate Shopping Centre
 Tim Hortons - Sturgeon Falls
 Tim Hortons - Trout Lake Rd.
 Titanium Transportation Group Inc.
 TJX Companies - Winners
 Total Cabinet Modules
 True North Chevrolet Cadillac Ltd
 / Fix Auto North Bay
 True North Motor Sports
 Twigg's - Cartier St.
 Twigg's - Fraser St.
 United Rentals of Canada Inc.
 Valois Motel & Restaurant
 Value Village
 Van's Delivery, Moving and Storage
 Vaughan Paper Products Inc
 Virgin Plus
 VON Canada (Ontario) - North Bay
 Voyageur Aviation Corp
 Wacky Wings
 Walmart - North Bay
 Wendy's Restaurants - McKeown Ave
 West Nipissing Child Care Corporation
 West Nipissing General Hospital
 WIS International
 Wolseley
 World Gym North Bay
 YMCA of Northeastern Ontario
 Zedd Customer Solutions

Continued on next page



PARRY SOUND DISTRICT

Adams Bros. Construction
Advanced General Contracting
Almaguin Highlands Community Living
Anytime Fitness
Best Value Inn & Suites
Best Western Plus Parry Sound
BrokerLink - Parry Sound
CAA North & East Ontario
Canadian Mental Health Association
Canadian Mental Health Association
- Muskoka Parry Sound Branch
CarePartners
Caswell Resort Hotel
Cedarland Homes Ltd.
Comfort Inn Parry Sound
Conseil scolaire public du Nord-Est de l'Ontario
Contact North (Parry Sound)
Copperhead Distillery and Spirits
Dairy Queen - Parry Sound
Di Salvo's Bella Cucina and Family Style Meals
District of Parry Sound Social Services

Administration Board
Dunn's Parry Sound Self Storage
Fixtures Plumbing & Hardware
Georgian Bay Travel Center
Grand Tappatoo Resort
Hands The FamilyHelpNetwork.ca
Hands TheFamilyHelpNetwork.ca
- North Bay
Harvey's Parry Sound
Henvey Inlet First Nation
Heritage Windows and Doors Inc
Home Instead
Kawartha Credit Union - Parry Sound
Lady Isabelle Nursing Home
Lakeland Long Term Care Services Corporation
LCBO - Parry Sound
LCBO - South River
LCBO - Sundridge
Lofthouse Manufacturing (a Division
of Brawo Brassworking Limited)
M&M Food Market
Marshall Well Drilling
McDonald's (Parry Sound)

Moore Propane
Municipality of the Village of South River
Near North District School Board
Nijjaansinaanik Child and Family Services
- Parry Sound Area
Nipissing-Parry Sound Catholic
District School Board
North Bay Parry Sound District Health Unit
North Stone Electrical
Northern Reflections
Northern Tree Service
One Kids Place Children's Medical Treatment
Center of North East Ontario
Parry Air Heating & Cooling
Parry Sound Chevrolet Buick GMC
Parry Sound Inn and Suites
Parry Sound Ready Mix
Phoenix Building Components Inc
Schlager Inc.
Shoppers Drug Mart
Shoppers Drug Mart - Parry Sound
Snowfari Adventures
Sobeys - Parry Sound

Sundridge Dental
TD Bank - Parry Sound
The Cutter's Edge Corp
The Friends
The Gas Man
The Home Depot - Parry Sound
Tim Hortons - Burks Falls
Tim Hortons - Sturgeon Falls
W.S. Morgan Construction Limited
Walmart - Parry Sound
Waubeeek Early Learning
and Child Care Centre
West Parry Sound Health Centre
Wilson Transportation LTD
YMCA of Simcoe/Muskoka



WHAT IS THE LMG MONTHLY JOBS REPORT?

This Jobs Report is a monthly publication produced by The Labour Market Group. Each month we compile a list of jobs that were posted or advertised through a variety of sources in our community. This report provides current, key information about job postings in the Nipissing & Parry Sound districts. Job postings were gathered online from www.jobbank.gc.ca, www.indeed.ca, and www.wowjobs.ca, and the North Bay & District Jobs Facebook page. They were also gathered from our local newspapers including: Almaguin News, Parry Sound North Star, North Bay Nugget, Mattawa Recorder, and West Nipissing Tribune. The job postings in this study are by no means an exhaustive list of every available job during the collection period. It is simply a tally of jobs posted from the sources listed above. For more clarification on the collection process of this Jobs report, please contact info@thelabourmarketgroup.ca. We would be more than happy to review our process with you!

² Includes placement agencies, employment service providers and temporary agencies postings which could otherwise fall under other industries but actual employers are unknown at this time.

³ HGS and Zedd both post very frequently and state they are looking for large numbers of employees. As a result only 1 posting for each was considered.

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

The Labour Market Group
Toll Free: 1-877-223-8909
info@thelabourmarketgroup.ca



The Labour Market Group
Guiding partners to workforce solutions.



Ontario Provincial Police
Police provinciale de l'Ontario

News Release/ Communiqué

FROM/DE: West Parry Sound Detachment

DATE: December 1, 2022

WEST PARRY SOUND OPP MONTHLY DOMESTIC REPORT FOR NOVEMBER

(PARRY SOUND, ON) – Members of the West Parry Sound Detachment of the Ontario Provincial Police (OPP) have investigated 15 domestic related incidents in the month of November 2022, five of which resulted in someone being charged with a criminal offence.

Some of the charges include:

- Assault – Spousal
- Assault with a weapon
- Assault cause bodily harm
- Utter threats – cause death or bodily harm
- Mischief – Domestic
- Fail to comply with undertaking

The OPP will not release the names of the accused in order to protect the identity of the victims.

Victims in abusive relationships are not alone. If you are in an abusive relationship or know someone who is, there are local resources here to help. A toll free call can be placed to the Assaulted Women's Helpline at 1-866-863-0511 where your information will remain anonymous and confidential. You can also visit the following websites for more information:

East & West Parry Sound Victim Services at: www.psvs.ca
24/7 Crisis Line: 705-938-1476

Esprit Place – Outreach programs and Counselling: www.espritplace.ca
Phone: 1-800-461-1707

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Contact: Provincial Constable Joe Scali
Community Safety Officer / Media Officer
Phone: (705) 746-4225
Email: Joe.Scali@opp.ca

opp.ca

Twitter: @OPP_NER or @PPO_Nordest

Facebook: Ontario Provincial Police – North East Region



19 Holland Rd W. RR.#1
Kakabeka Falls, ON P0T 1W0

www.conmee.com

At the October 25th 2022 regular council meeting, the following resolution was carried:

RESOLUTION NO 2022-173

Moved by: Councillor MacMaster

Seconded by: Councillor Arnold

BE IT RESOLVED THAT the Council of the Township of Conmee supports the resolution passed by the Municipality of East Ferris regarding the child care workforce shortage

AND THAT this resolution be forwarded to OMSSA (Ontario Municipal Social Services Association), Ontario Coalition for Better Child Care, Childcare Resource and Research Unit, NOSDA (Northern Ontario Service Deliverers Association), FONOM (Federation of Northern Ontario Municipalities), AMO (Association of Municipalities of Ontario), all 10 District Social Services Administration Boards in Northern Ontario

CARRIED



REGULAR COUNCIL MEETING

HELD

October 11th, 2022

2022-273

**Moved by Councillor Champagne
Seconded by Councillor Lougheed**

WHEREAS the province of Ontario is currently experiencing an early years and child care workforce shortage;

AND WHEREAS access to quality licensed child care is an essential component of Ontario's social and economic well-being and enables children to grow up with a sense of community;

AND WHEREAS lack of licensed child care is a barrier for parents to return or enter into the workforce, thus putting a strain on families, hindering economic participation, and forcing parents to remain at home to care for their children;

AND WHEREAS in the District of Nipissing, there is a higher demand for child care spaces than the number of spaces available creating waitlists that have parents waiting for several years prior to getting a space, if they receive a space at all;

AND WHEREAS in recent years the recruitment and retention of qualified Registered Early Childhood Educators (RECEs) and child care staff has been a challenge that has been exasperated by the COVID-19 pandemic;

AND WHEREAS the workforce crisis in the early years and child care sector has been further exasperated by the significant wage disparity between the compensation paid to RECEs employed by school boards and those employed in licensed child care centers due to lack of funding which has created an inequity for workers with equal qualifications;

AND WHEREAS Ontario has signed the Canada-Wide Early Learning and Child Care Agreement putting Ontario on the path to reducing child care fees to an average of \$10/day which will create a demand for more child care spaces when a workforce shortage already exists;

AND WHEREAS the province of Ontario committed to creating an additional 86,000 licensed child care spaces in Ontario without an explicit solution for increasing the number of RECEs and child care staff to fulfill this commitment;

AND WHEREAS the province of Ontario's commitment to a minimum wage of \$18/hour for RECEs with \$1 annual increases until reaching \$25/hour does not provide an immediate response to attracting and retaining child care staff and will take many years to correct the wage disparity;

THEREFORE BE IT HEREBY RESOLVED that Council of the Municipality of East Ferris advocates for the Province of Ontario to address the child care workforce shortage in Ontario by immediately increasing the \$18/hour minimum wage and providing benefits to RECEs in licensed child care centres to an equitable level to that which is paid to RECEs employed by school boards;

AND FURTHER that the Province of Ontario launch and financially support an accelerated Early Childhood Education program, to be completed within 14 to 16 months, similar to the program launched in March 2022 for Personal Support Workers (PSWs), where funding supported the costs of tuition, books, and other mandatory fees, to help address the shortage of RECEs in Ontario;

AND FURTHER that a certified copy of this resolution be forwarded to OMSSA (Ontario Municipal Social Services Association), Ontario Coalition for Better Child Care, Childcare Resource and Research Unit, NOSDA (Northern Ontario Service Deliverers Association), FONOM (Federation of Northern Ontario Municipalities), AMO (Association of Municipalities of Ontario), all 10 District Social Services Administration Boards in Northern Ontario, and all Ontario Municipalities to request their support and advocacy for this resolution;

AND FURTHER that a certified copy of this resolution be forwarded to Minister of Education Stephen Lecce, Minister of Economic Development, Job Creation and Trade and Nipissing MPP Vic Fedeli.

Carried Mayor Rochefort

CERTIFIED to be a true copy of
Resolution No. 2022-273 passed by the
Council of the Municipality of East Ferris
on the 11th day of October 2022.

Monica L. Hawkins
Monica L. Hawkins, AMCT
Clerk



Ontario Provincial Police
Police provinciale de l'Ontario

11.6

Media Release/ Communiqué

FROM/DE: West Parry Sound Detachment

DATE: January 3, 2023

WEST PARRY SOUND OPP MONTHLY DOMESTIC REPORT FOR DECEMBER

(PARRY SOUND, ON) – Members of the West Parry Sound Detachment of the Ontario Provincial Police (OPP) have investigated 20 domestic related incidents in the month of December 2022, seven of which resulted in someone being charged with a criminal offence.

Some of the charges include:

- Assault – Spousal
- Assault cause bodily harm
- Utter threats – cause death or bodily harm
- Forcible confinement
- Mischief – Domestic
- Fail to comply with undertaking
- Fail to comply with probation order

The OPP will not release names to protect the identity of the victims.

Victims in abusive relationships are not alone. If you are in an abusive relationship or know someone who is, there are local resources here to help. A call can be placed to the East & West Parry Sound Victim Services 1-705-746-0508 or the Crisis Line 24/7 1-705-938-1476 where your information will remain anonymous and confidential. You can also visit the following website for more information:

East & West Parry Sound Victim Services at: www.psvs.ca .

Esprit Place – Outreach programs and Counselling: www.espritplace.ca

Phone: 1-800-461-1707

- 30 -

Contact: Provincial Constable Joe Scali
Community Safety Officer / Media Officer

Phone: (705) 746-4225

Email: Joe.Scali@opp.ca

opp.ca

Twitter: @OPP_NER or @PPO_Nordest

Facebook: Ontario Provincial Police – North East Region

IN THIS EDITION

SUB INDUSTRIES BY 4 DIGIT
NAICSJOBS REPORT
NOVEMBER 2022

TOTAL NUMBER OF JOB POSTINGS

518

NIPISSING

118

PARRY SOUND

87

from
October

32

from
October

TOP INDUSTRY WITH VACANCIES

NIPISSING

Health Care & Social
Assistance (20.1%)

PARRY SOUND

Health Care & Social
Assistance (33.1%)To view the full report, visit our website
www.thelabourmarketgroup.ca
readysethired.caQuestions or concerns?
Feel free to contact us at
info@thelabourmarketgroup.ca

T. 705.478.9713

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

The Labour Market Group is funded by:

Ontario 

SUB INDUSTRIES BY 4 DIGIT NAICS



Among establishments with no employees, **LANDLORDS** are by far the **BIGGEST SINGLE SECTOR** at this level of industry detail. The **CONSTRUCTION** sector (*residential building construction, building finishing contractors, other specialty trade contractors and Building equipment contractors*) make up a sizeable contribution, as does the **HEALTH CARE** sector (*physicians and other health practitioners*).

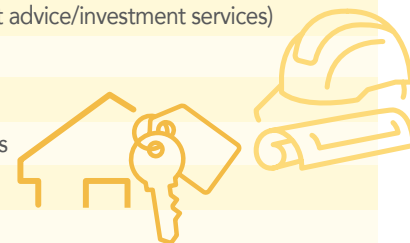
TOP TEN 4-DIGIT NAICS SUBSECTORS WITH ZERO EMPLOYEES, NIPISSING, JUNE 2022

# OF FIRMS	
1326	5311 - Lessors of real estate (i.e., landlords of residential and non-residential buildings)
175	5239 - Other financial investment activities (provide investment advice/investment services)
113	5312 - Offices of real estate agents and brokers
108	5416 - Management, scientific and technical consulting services
91	6213 - Offices of other health practitioners (e.g., optometrists, therapists, chiropractors)
86	2361 - Residential building construction
76	6211 - Offices of physicians
75	2383 - Building finishing contractors
57	4841 - General freight trucking
54	5313 - Activities related to real estate (e.g., appraisers)



TOP TEN 4-DIGIT NAICS SUBSECTORS WITH ZERO EMPLOYEES, PARRY SOUND, JUNE 2022

# OF FIRMS	
126	5311 - Lessors of real estate (i.e., landlords of residential and non-residential buildings)
68	2361 - Residential building construction
64	5312 - Offices of real estate agents and brokers
56	5239 - Other financial investment activities (provide investment advice/investment services)
47	2383 - Building finishing contractors
45	2389 - Other specialty trade contractors
44	5416 - Management, scientific and technical consulting services
40	7211 - Traveller accommodation
35	2382 - Building equipment contractors
32	4841 - General freight trucking



THE NUMBER OF JOB POSTINGS IN
CANADA FOR **COURIERS, MESSENGERS
AND DOOR-TO-DOOR DISTRIBUTORS**
HAVE **INCREASED BY 102%** COMPARED
TO SEPTEMBER 2021.





COMING SOON IN JANUARY 2023

Please join us for our annual community update on local employment trends, jobs numbers and new Census data for our region. Two sessions will take place Thursday January 19th.

Stay tuned for further information on how you can register.

www.thelabourmarketgroup.ca

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



T. 705.478.9713

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

The Labour Market Group is funded by:



TOP TEN LARGEST SUB-INDUSTRY CATEGORIES WITH 1-19 EMPLOYEES



These include the many familiar businesses that populate the main streets of our communities, such as **doctor's offices, restaurants, fast-food outlets, auto repair shops, grocery stores and places of worship**. This list also includes a number of the categories found among the top ten sub-industry categories with zero employees, such as **landlords and construction contractors**.

TOP TEN 4-DIGIT NAICS SUBSECTORS WITH 1-19 EMPLOYEES, NIPISSING, JUNE 2022

# OF FIRMS		
113	6211 - Offices of physicians	
81	7225 - Full-service restaurants and limited-service eating places	
80	5311 - Lessors of real estate (i.e., landlords of residential and non-residential buildings)	
76	2382 - Building equipment contractors	
63	8111 - Automotive repair and maintenance	
61	2361 - Residential building construction	
56	5617 - Services to buildings and dwellings (e.g., janitorial services, landscaping services)	
51	6213 - Offices of other health practitioners (e.g., optometrists, therapists, chiropractors)	
44	4451 - Grocery stores	
41	2381 - Foundation, structure, and building exterior contractors	

TOP TEN 4-DIGIT NAICS SUBSECTORS WITH 1-19 EMPLOYEES, PARRY SOUND, JUNE 2022

# OF FIRMS		
126	2361 - Residential building construction	
68	2382 - Building equipment contractors	
64	2383 - Building finishing contractors	
56	2389 - Other specialty trade contractors	
47	5617 - Services to buildings and dwellings (e.g., janitorial services, landscaping services)	
45	2381 - Foundation, structure, and building exterior contractors	
44	7225 - Full-service restaurants and limited-service eating places	
40	7139 - Other amusement and recreation industries (e.g., marinas, golf courses)	
35	6211 - Offices of physicians	
32	8131 - Religious organizations (e.g., places of worship)	

DID YOU KNOW?

Job postings in Canada for store shelf stockers, clerks and order fillers have **INCREASED BY 127%** compared to September 2021.



There were **112% MORE JOB POSTINGS** for managers in customer and personal services last month than in September 2021.



The number of job postings for **pilots** have **INCREASED BY 103%**, compared to September 2021.

MONTHLY JOBS REPORT

NOVEMBER 2022

The Labour Market Group
Guiding partners to workforce solutions.

NIPISSING DISTRICT

There were 518 job postings recorded for Nipissing district in the month of November. This is a significant decrease; -14.4% (-87), from the previous month's figure of 605 postings. This month-over-month drop is likely attributed to a combination of seasonal trending and indications of an upcoming recession. The November 2022 figure is also significantly below; -25.5% (-177) the November 2021 value of 695 job postings. This year-to-year drop further supports a downturn in the local labour market and again possibly a sign of a recession beginning. 251 unique employers posted jobs in November which is notably below; -196% (-61), the 2021 figure for the same month of 312.



OF THE 518 JOB POSTINGS



100%

Collected from online sources.



26.4%

(137) Requiring a bilingual individual.

22.4%
(116) Criminal Record Check



For postings that listed an annual salary.



\$69,207.05/year
AVERAGE



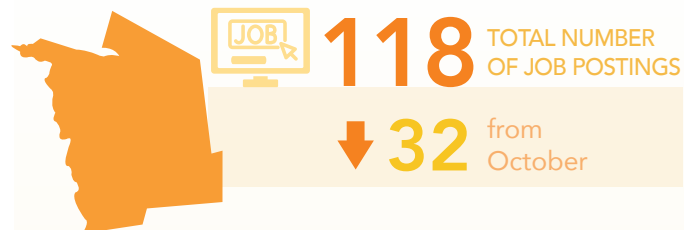
\$21.61
HOURLY WAGE

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

Of the 180 postings which listed an hourly wage 16.1% (29) were listed at the provincial minimum wage of \$15.00/hour.

PARRY SOUND DISTRICT

There were 118 job postings recorded for the Parry Sound district in the month of November. This figure is significantly below; -21.3% (-32), the previous month's total of 150 postings. This monthly decrease could be related to either seasonal trends or signs of a possible recession approaching or both. The 2022 figure for November is also significantly below; -36.9% (-69) the 187 jobs recorded during the same month in 2021. This additionally supports the sign of a possible recession having an effect on the local labour market. 59 Unique employers posted positions in November which is also notably below the 2021 total of 91 unique employers.



OF THE 118 JOB POSTINGS



100%

Collected from online sources.



12.7%

(15) Requiring a bilingual individual.

9.3%
(11) Criminal Record Check



For postings that listed an annual salary.



\$88,269.00/year
AVERAGE

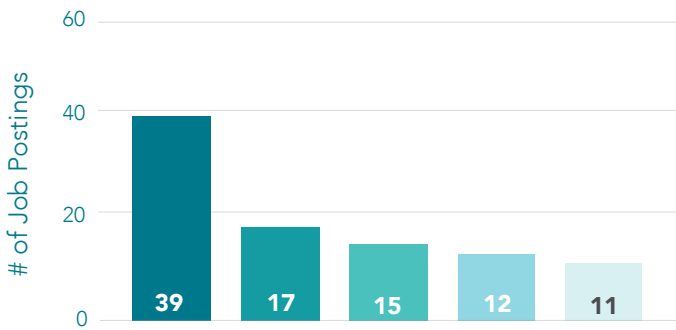


\$22.30
HOURLY WAGE

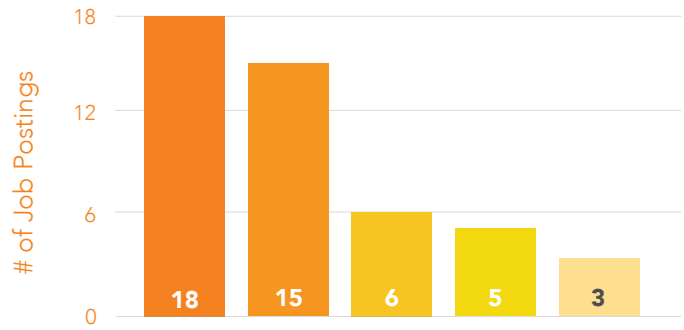
The average hourly wage in November for those postings which listed one.

Of the 53 postings which listed an hourly wage 5.7% (1) were listed at the provincial minimum wage of \$15.00/hour.

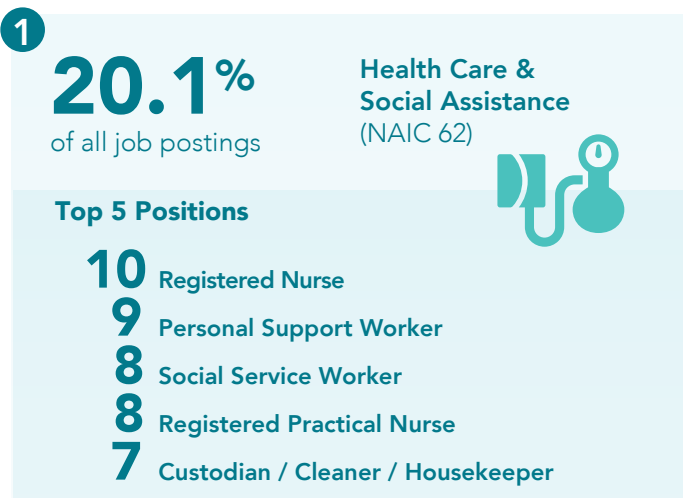
TOP 5 EMPLOYERS POSTING JOBS



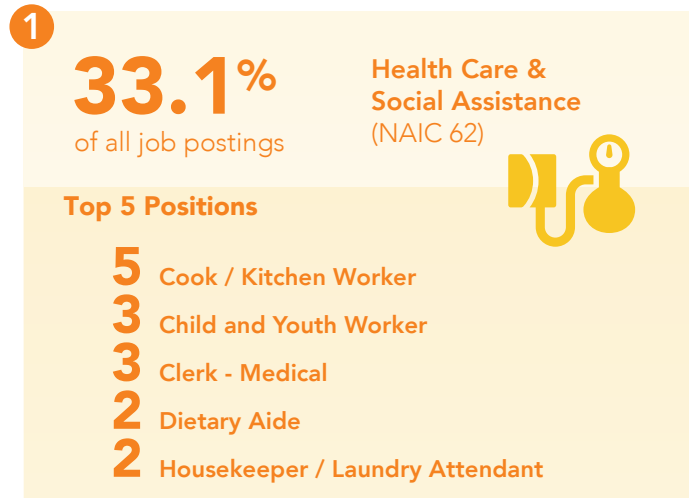
TOP 5 EMPLOYERS POSTING JOBS



TOP 5 INDUSTRIES HIRING (NAICS)



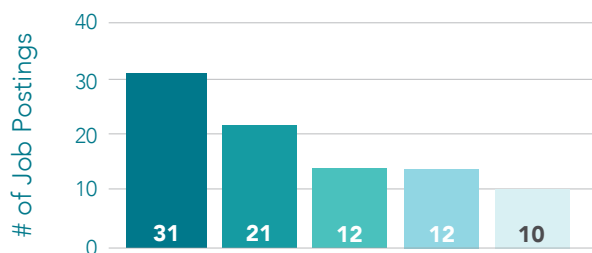
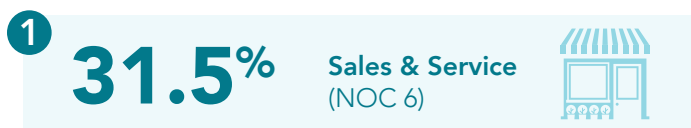
TOP 5 INDUSTRIES HIRING (NAICS)



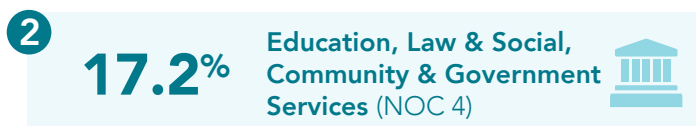
The Health Care and Social Assistance (NAICS-62) industry saw the greatest number of job postings in November with 20.1% (104) of the overall share amongst all major industry classifications. The largest month-over-month increase of +3.5% occurred within the Administrative and Support, Waste Management and Remediation Services (NAICS-56) industry; making up 8.3% of the November job postings. The largest month-over-month decrease amongst all major industry classifications of -4.7% was seen in the above mentioned Health Care and Social Assistance industry.

The Health Care and Social Service (NAICS-62) industry saw the greatest number of job postings in November with 33.1% (39) of the overall share amongst all major industry classifications. The Retail Trade (NAICS-44-45) saw the largest month-over-month change of job posting share with a +3.9% increase to account for 24.6% (29) of the November postings. The Accommodation and Food Services (NAICS-72) industry held the largest month-over-month decrease of -5.3%; to make up 9.3% (11) of the job share in November.

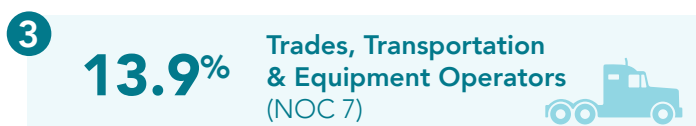
TOP 3 OCCUPATIONAL CATEGORIES (NOC)



- Retail Sales Associate / Representative
- Cleaner / Custodian / Housekeeper
- Food Service Worker
- Cashier
- Cook - Various

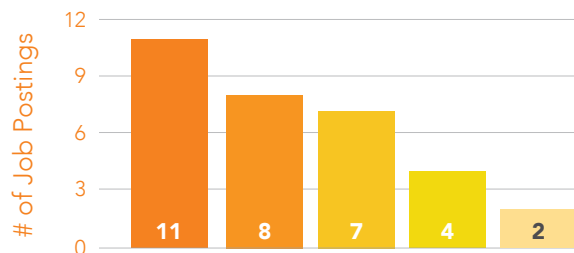
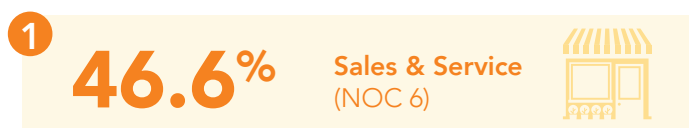


- Personal Support Worker (12)
- College Professor/Instructor (9)
- Social Service Worker (8)
- Teacher - Elementary/Secondary (8)
- 2 Tied with (6)

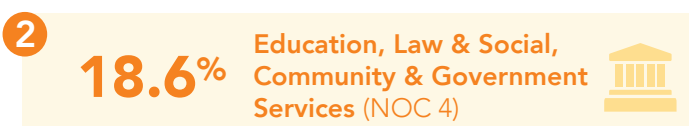


- Driver - AZ/DZ/Truck (10)
- Labourer - General (9)
- Driver - Others (7)
- Carpenter (4)
- 3 Tied with (4)

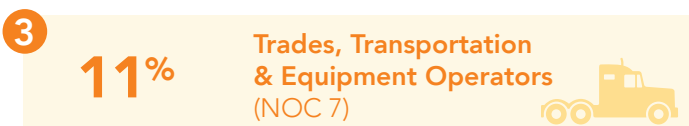
TOP 3 OCCUPATIONAL CATEGORIES (NOC)



- Sales Associate - Retail
- Cleaner / Housekeeper
- Cook / Kitchen Worker
- Cashier
- 2 Tied with



- Teacher - Elementary / Secondary (5)
- Child and Youth Worker (3)
- Early Childhood Educator (3)
- Personal Support Worker (3)
- 8 Tied with (1)



- Heavy Equipment Operator (3)
- Installer - Various (3)
- Labourer - General (2)
- Carpenter (1)
- 4 Tied with (1)

Sales and Service (NOC-6) based occupations made up the largest portion of job postings with 31.5% (163) of all postings in November when compared to the major occupational classifications. The highest month-over-month increase of +3% occurred for the Education, Law and Social, Community and Government Services (NOC-4) based occupations. Inversely Business, Finance and Administration (NOC-1) based occupations saw the largest month-over-month decrease of -2.6% to account for 12.9% of the known job postings in November.

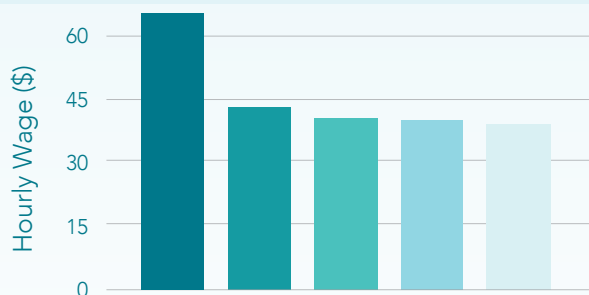
Sales and Service (NOC-6) based occupations represented the largest number of job postings with 46.6% (55) of all postings when compared to the major occupational classifications. These occupations also saw the largest month-over-month increase of +5.9%. The largest month-over-month decrease in job posting share was for Health (NOC-3) based occupations which dropped -4.4% to make up 4.2% (5) of the November postings.

TOP 5 HOURLY WAGE VACANCIES



\$65.00

Pharmacist
@ Marshall Park Pharmasave



\$44.00 **Manager - Strategy and Continuous Improvement**
@ Hands TheFamilyHelpNetwork.ca

\$38.76 **Teaching and Learning Specialist**
@ Canadore College

\$38.00 **Transmission Technician**
@ Mister Transmission

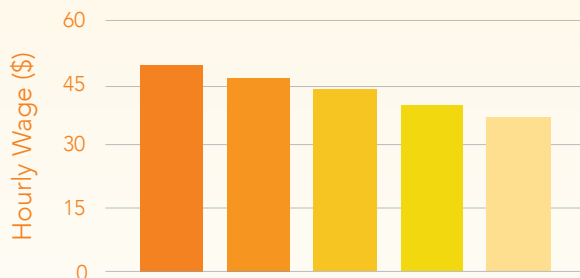
\$37.95 **Health Promoter**
@ West Nipissing Family Health Team

TOP 5 HOURLY WAGE VACANCIES



\$45.00

Carpenter
@ Stone Mill Construction



\$44.23 **Medical Radiation Technologist**
@ West Parry Sound Health Centre

\$36.29 **Child and Youth Worker**
@ The Children's Aid Society of the District of Nipissing and Parry Sound

\$33.92 **Assistant Ou Assistante En Therapie De Langage**
@ Conseil scolaire public du Nord-Est de l'Ontario

\$32.00 **Personal Support Worker**
@ Plan A Long Term Care Staffing and Recruitment

TOP 3 ANNUAL SALARY VACANCIES

\$120,000

Psychologist
@ Brainworks

\$100,000

Sales Associate - Automotive
@ Kia North Bay

\$95,000

Tax Specialist
@ VS Group



Lowest Annual Salary **\$40,000**

Personal Trainer
@ The Next Step Fitness Centre

TOP ANNUAL SALARY VACANCY

\$120,307

Nurse Practitioner
@ Eastholme Home for the Aged

\$99,000

Satellite and Internet Technician
@ Integrated Solutions

\$45,500

Asset Management Coordinator
@ Town of Parry Sound



Lowest Annual Salary **\$45,500**

Asset Management Coordinator
@ Town of Parry Sound

The average hourly wage in November for those postings which listed (34.7%) an hourly wage was \$21.61/hour. This is slightly below; -2.7% (-\$0.61/hour), the current 12-month average of \$22.22/hour. Of the 180 postings which listed an hourly wage 16.1% (29) were listed at the provincial minimum wage of \$15.50/hour. For postings that listed an annual salary the average was \$69,207.05/year. This figure is notably above; +14.7% (+\$8,887.81/year), the current 12-month average of \$60,319.24/year.

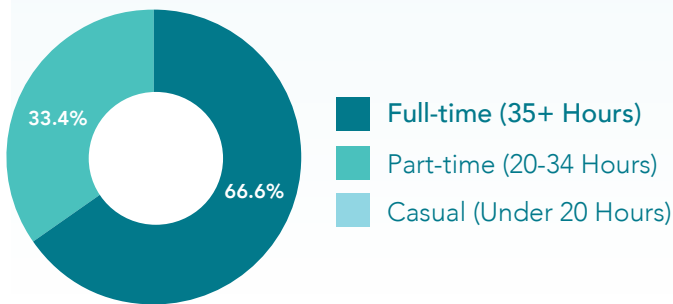
The average hourly wage in November for those postings which listed (44.9%) an hourly wage was \$22.30/hour. This figure is slightly below; -6.6% (-\$1.57/hour), to the current 12-month average of \$23.87/hour. Of the 53 postings which listed an hourly wage 5.7% (1) were listed at the provincial minimum wage of \$15.50/hour. There was an insufficient number of postings with a listed annual salary to derive any significant data. The current 12-month average annual salary is \$62,102.35/year.

FULL-TIME / PART-TIME BREAKDOWN

66.6% of listings in November

↓ **0.2%**
from October

66.6% (345) of the listings in November indicated that the employment offered would be classified as full-time. This figure is nearly identical; -0.2, to the previous month when 66.8% of the job postings were classified as full-time.



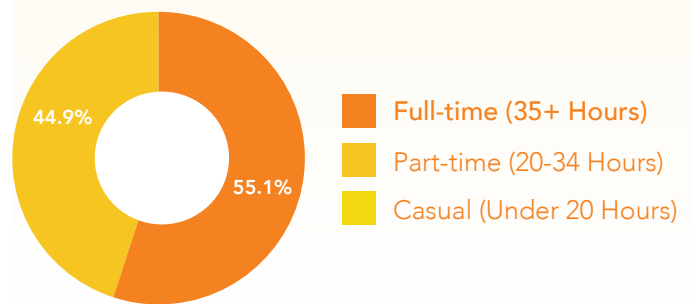
518 Postings listed hours offered (100%)

FULL-TIME / PART-TIME BREAKDOWN

55.1% of listings in November

↓ **5.7%**
from October

55.1% (46) of the listings in November indicated that the employment offered would be classified as full-time. This figure is slightly lower; -5.7%, than the previous month where 60.7% of the job postings were classified as full-time.



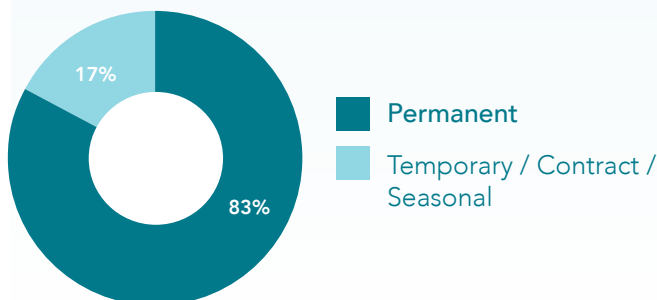
118 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

83% of listings in November

↑↓ **0%**
from October

83% of the listings in November stated that the opportunity in question would be permanent. This is virtually identical; +/-0.0%, to October when these opportunities also accounted for 83.0% of the job postings listed.



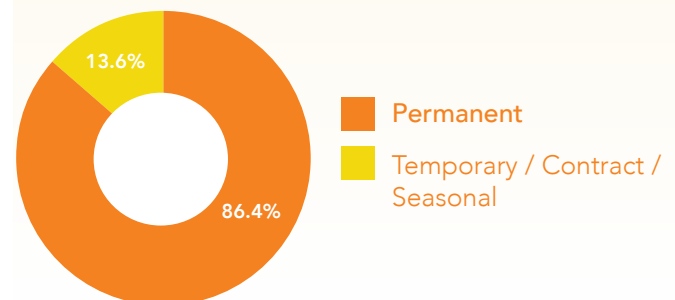
518 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

86.4% of listings in November

↓ **2.2%**
from October

86.4% (102) of the listings in November stated that the opportunity in question would be permanent. This is slightly below; -2.2%, October when these opportunities also accounted for 88.6% of the job postings listed in that month.



118 Postings listed hours offered (100%)

ALL EMPLOYERS WITH POSTINGS IN MONTH

NIPISSING DISTRICT



AIDS Committee of North Bay and Area
AIM Kenny U-Pull
Airport Animal Hospital
Alex McKillop Tax Ltd.
Algonquin Nursing Home of Mattawa
Allard Electrical
Alouette Bus Lines
Alzheimer Society Sudbury-Manitoulin
North Bay and Districts
American Eagle Outfitters
Ardene
Battlefield Equipment Rentals
Bay Truck Stop Family Restaurant
Bayland Snow
Bentley & Co Ltd
Best Buy
Binx Professional Cleaning
Birch Lane Builders
Boart Longyear - North Bay
Boart Longyear - Sturgeon Falls
Bomark Motel
Boutique Le Grenier
Boutique Marie Claire Inc
Bradwick Property Management
Brainworks
Brandt Industries
BrokerLink - Parry Sound
Bulk Barn Foods Limited
Bumper to Bumper - H.E. Brown
Burger King
CAA North & East Ontario
Campus Living Centres
Canada Post - Temagami
Canadian Beer Express
Canadian Forces Morale and Welfare Services
Canadian Hock Exchange
Canadian Tire - North Bay
Canadore College - College Drive
Canadore College - Commerce Court
Can-Blast Inc
Canor Construction
Canpar Express Inc.
Cardinal Duct Cleaning & Dryer Vent Services
CARQUEST Canada
Cascades Casino
Cassellholme Home for the Aged
Cecil's Brewhouse & Kitchen
Cementation Canada
Central Welding & Iron Works
Chad's Grass Snow and More
Cherry Hill Programs
Classic Contracting Sales & Services
COBS Bread
Comfort Inn - Airport
Community Living North Bay
Compass Group Canada
Complete Landscaping
Conseil Scolaire Catholique Franco-Nord
Conseil scolaire public du Nord-Est de l'Ontario
Crisis Centre North Bay
CTS Canadian Career College
Dawson Shoes
Dennis Harwood Plumbing & Heating
Diagnostic Sleep Clinic
District of Nipissing Social Services
Administration Board
DSI Underground Canada Ltd.
East Ferris Bus Lines
Eastview Construction
Eclipse Stores Inc
Empire Living Centre
Enbridge Inc.
Enterprise Rent-A-Car
Evergreen Landscaping
Express Parcel
Fairbairn Electric Inc.
Farquhar Chrysler Dodge Jeep Ram Fiat
Feldcamp Equipment Limited
First Onsite
Fisher Way Inc.
Follett Company

Foraco, Canada
GameStop
Gateway Optometry
Gervais Restaurant and Tavern,
Country Style Donuts
Giant Tiger - North Bay
Gincor Werx
Gold Fleet Subaru
GoodLife Fitness
GoodLife Fitness Centre - Main Street
Goodyear Canada Inc. (Retreading)
Grant Thornton LLP
Green First Forest Products
Guillevin International
Guy's Tire Sales Inc
Hallmark Cards and Gifts Ltd
Hamelins Outdoor Power Equipment
Hands TheFamilyHelpNetwork.ca - North Bay
Haskins Industrial Inc.
Heritage Trim and Doors
Hoagie's Diner
Holiday Inn Express & Suites North Bay
Home Instead
IDA - Mattawa Pharmacy
Intelcom Express
Jean M Savignac General Woodwork Ltd
Jiffy Lube
Jim's Locksmithing
Kal Tire
Kalvin Brown Pharmasave
Kenalex Construction Company Limited
Kennedy Insurance Brokers Inc.
Kia North Bay
KPMG LLP
L.N. Figures
La Voyager Inc
Laurentian Ski Hill
LCBO - Bonfield
LCBO - Lakeshore Drive
Lefebvre's Source for Adventure
Legal Aid Ontario
Leisure Cycle & PowerSports
Leisure Farms
Levante - Barclay House Retirement
Lewis Motor Sales Inc
LHD Equipment
Long & McQuade
Marina Point Village
Marshall Park Pharmasave
Martin Roy Transport / MRT
Mattawa Hospital
McLaren Security Inc.
Metro - North Bay
Michael Hill
Miller Technology Incorporated
MindGames
Mister Transmission
MisterSnow
Molly Maid
Moore's
Municipality of West Nipissing
Myrt's Family Restaurant
Native Education & Training College
Near North District School Board
Near North Palliative Care Network
(Nipissing-Parry Sound)
Neddy's North Bay Hyundai
Neil Communications
Neptune Security Services
New Ontario Brewing Co.
Nijjaansinaanik Child and Family Services
- North Bay
Nipissing Transition House
Nipissing University
Nipissing-Parry Sound Catholic
District School Board
Nordic Minesteel Technologies Inc.
North Bay Cycle and Sports
North Bay Guardian Pharmacy
North Bay Mazda
North Bay Parry Sound District Health Unit
North Bay Public Library
North Bay Regional Health Centre

North Bay Regional Pharmacy
North Bay Welding & Metal Fabrications Inc.
Northern OK Tire
Nutrition Club Canada
Ontario Aboriginal Housing Services
Ontario Northland
Osprey Commercial Cleaning
Outstanding Services
Paragon Bay Group Ltd.
Paramed Home Health Care
Partner's Billiards and Bowling
PartSource
Peoples Jewellers
Perrin Ahmad LLP
PHARA
Productive North Janitorial Services
Purulator
Rapport Credit Union
Recipe Unlimited Corporation - Harvey's
Recipe Unlimited Corporation - Montana's
Recipe Unlimited Corporation - Swiss Chalet
Redpath Mining Contractors and Engineers
Regis Canada
Rexall - North Bay
Robinson's Pharmasave
Roots Canada
Royal Bank of Canada - North Bay
Sanderson Monument Company
Santa Vile
Scotiabank - North Bay
Service Berry Cleaning
Shoppers Drug Mart - Cassells St.
Sienna Living - North Bay
Sienna Senior Living
Softmoco
Springer Animal Hospital
Stantec
Staples Canada ULC
Stock Transportation
Stockfish Automotive Group
Subway - Shirreff Ave.
Sword Managment
Syl's Neighbourhood Kitchen
T&T Sprayfoam
Tan Tan Wok
The Brick North Bay
The Children's Aid Society of the District
of Nipissing and Parry Sound
The Corporation of the City of North Bay
The Home Depot - North Bay
The Miller Group
The Next Step Fitness Centre
The North Bay Daycare and Learning Centre
The Sisters of St. Joseph of Sault Ste. Marie
The Skyline Group of Companies
The Submarine Place
The Urban Cafe
ThinkOn
Tim Hortons - Cassells St.
Tim Hortons - McKeown Ave.
Tim Hortons - North Bay
Tim Hortons - Northgate Shopping Centre
Tim Hortons - Pinewood Park Dr.
Tim Hortons - Sturgeon Falls
Tim Hortons - Trout Lake Rd.
TJX Companies - Homesense
Topper's Pizza - North Bay
Total Cabinet Modules
Treasure Hunt
True North Cannabis Company
TW Foods
Twiggs - Fraser St.
TZR Contracting
Union of Ontario Indians
Value Village
Van's Delivery, Moving and Storage
Victorian Order of Nurses / VON
VON Canada (Ontario) - North Bay
Voyageur Aviation Corp
Voyago
VS Group
Wacky Wings
Waggy's Petroleum Equipment Ltd.

Waggy Tails Resort
Walmart - North Bay
Wendy's Restaurants - Lakeshore Drive
West Nipissing Child Care Corporation
West Nipissing Family Health Team
West Nipissing General Hospital
Winmar Property Restoration
Workplace Safety and Insurance Board (WSIB)
World Gym North Bay
YMCA of Northeastern Ontario
Zedd Customer Solutions

PARRY SOUND DISTRICT



Almaguin Highlands Community Living
Almex Group
Aramark Canada Ltd.
Canada Post - Callander
Canada Post - Parry Sound
Canadian Mental Health Association
- Muskoka Parry Sound Branch
Canadore College - Parry Sound Campus
Comfort Inn Parry Sound
Conseil scolaire public du Nord-Est de
l'Ontario
Contact North (Parry Sound)
Corporation of the Township of Chisholm
Country Haven Acres
Dollarama - Parry Sound
Dutch Love Cannabis
Eastholme Home for the Aged
Gardens of Parry Sound
Retirement Residence
Grand Tappattoo Resort
Harvey's Parry Sound
Hillcrest Grocery
Home Instead
Hospice West Parry Sound
Integrated Solutions
Jolly Roger Inn & Resort
Kawartha Credit Union - Burk's Falls
Kawartha Credit Union - Parry Sound
Lady Isabelle Nursing Home
Lawson Landscapes
Lofthouse Manufacturing (a Division
of Brawo Brassworking Limited)
Maid to Perfection
Marshall Well Drilling
Maryjo's Hair Design
Municipality of Callander
Near North District School Board
Nijjaansinaanik Child and Family Services
Nijjaansinaanik Child and Family Services
- Parry Sound Area
Northern Reflections
Parry Sound Home Hardware
Phoenix Building Components Inc
Plan A Long Term Care Staffing and
Recruitment
Royal Bank of Canada - Parry Sound
Scotiabank - Powassan
Shawanaga First Nation Healing Centre
Sobeys - Parry Sound
Sound Interiors
Soundseals Insulation
Stone Mill Construction
Subway - Joseph Street
The Children's Aid Society
of the District of Nipissing and Parry Sound
The Friends
The Home Depot - Parry Sound
The Log cabin Inn
Tim Horton Children's Foundation
Town of Parry Sound
True North Cannabis Company
Valu-Mart - Burk's Falls
Walmart - Parry Sound
Waubeeek Early Learning and Child
Care Centre
West Parry Sound Health Centre
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 a list of jobs that were posted or advertised through a variety of sources in our community. This report provides current, key information about job postings in the Nipissing & Parry Sound districts. Job postings were gathered online from www.jobbank.gc.ca, www.indeed.ca, and www.wowjobs.ca, and the North Bay & District Jobs Facebook page. They were also gathered from our local newspapers including: Almaguin News, Parry Sound North Star, North Bay Nugget, Mattawa Recorder, and West Nipissing Tribune. The job postings in this study are by no means an exhaustive list of every available job during the collection period. It is simply a tally of jobs posted from the sources listed above. For more clarification on the collection process of this Jobs report, please contact info@thelabourmarketgroup.ca. We would be more than happy to review our process with you!

² Includes placement agencies, employment service providers and temporary agencies postings which could otherwise fall under other industries but actual employers are unknown at this time.

³ HGS and Zedd both post very frequently and state they are looking for large numbers of employees. As a result only 1 posting for each was considered

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

The Labour Market Group
Toll Free: 1-877-223-8909
info@thelabourmarketgroup.ca



The Labour Market Group
Guiding partners to workforce solutions.

Nipissing Parry Sound Overdose Incident Report

This report will be updated and sent weekly, every Monday, to inform community organizations and first responders of overdoses and/or negative drug reactions within our community.

	Overdoses or Negative Reactions Reported	Deaths Reported	Date	Number of Times 911 Called	Location	Substances Involved
Week 3: January 2 nd to January 8 th , 2023	4	1	January 3 rd , 2023 January 6 th , 2023 January 8 th , 2023 (2)	4	North Bay (4)	Fentanyl (2) Unknown Opioid (2)
Week 32: December 26 th to January 1 st , 2023	2	0	December 26 th , 2022 December 30 th , 2022	2	West Nipissing Perry	Alcohol Unknown Opioid
Week 31: December 19 th to December 25 th , 2022	0	0	N/A	N/A	N/A	N/A
Week 30: December 12 th to December 18 th , 2022	6	0	December 8 th , 2022 December 14 th , 2022 December 15 th , 2022 December 16 th , 2022 (2) December 17 th , 2022	6	East Ferris North Bay (4) South River	Fentanyl Polypharmacy (2) Unknown Opioid (3)
Week 29: December 5 th to December 11 th , 2022	0	0	N/A	0	N/A	N/A

Week 28: November 28 th to December 4 th , 2022	4	1	November 30 th , 2022 December 2 nd , 2022 December 4 th , 2022 (2)	1	North Bay (3) West Nipissing	Fentanyl (3) Unknown
Week 27: November 21 st to November 27 th , 2022	0	0	N/A	0	N/A	N/A
Week 26: November 14 th to November 20 th , 2022	1	0	November 19 th , 2022	1	North Bay	Fentanyl
Week 25: November 7 th to November 13 th , 2022	1	0	November 13 th , 2022	1	North Bay	Fentanyl
Week 24: October 31 st to November 6 th , 2022	5	1	November 1 st , 2022 (2) November 3 rd , 2022 November 5 th , 2022 November 6 th , 2022	5	North Bay (3) Parry Sound South River	Alcohol Don't Know (2) Fentanyl (2) Marijuana/Cannabis Unknown Opioid
Week 23: October 24 th to October 30 th , 2022	9	0	October 16 th , 2022 October 22 nd , 2022 October 24 th , 2022 October 25 th , 2022 October 26 th , 2022 October 27 th , 2022 (2) October 28 th , 2022 October 30 th , 2022	9	Burk's Falls Magnetawan North Bay (4) Parry Sound, Unorganized, Centre Part West Nipissing Whitestone	Alcohol Don't Know (2) Fentanyl (2) Marijuana/Cannabis Prescription Opioids Polypharmacy (2) Unknown Opioid (2)