

AGENDA

Thursday, September 14, 2023 at 6:30 PM

Board Meeting Via Zoom Video Conference



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1. **CALL MEETING TO ORDER.**
 2. **TRADITIONAL LAND ACKNOWLEDGMENT.**
 3. **DISCLOSURE OF PECUNIARY INTEREST.**
 4. **APPROVAL OF MINUTES:**
 - 4.1 July 13, 2023
 - 4.2 July 25, 2023
 5. **DEPUTATIONS & PRESENTATIONS.**
 6. **REPORTS:**
 - 6.1 Chair
 - 6.2 Chief Administrative Officer
 - 6.3 Chief Financial Officer
 7. **OUTSTANDING ISSUES.**
 8. **NEW BUSINESS:**
 - 8.1 2022 Final Audit Management Letter
 - 8.2 COCHI-OPHI Investment Plan 2023-2025
 9. **IN-CAMERA: 1**

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

 - vi) a decision concerning negotiations for an agreement or contract between the Board and a third party
 10. **CORRESPONDENCE:**
 - 10.1 Township of Perry Resolution re: Affordable Housing and Support for People at Risk of Homelessness
 - 10.2 The Labour Market Group Labour Focus – July 2023
 - 10.3 Ms. Young Correspondence
 - 10.4 West Parry Sound OPP Domestic Report for August 2023
 - 10.5 The Labour Market Group Monthly Jobs Report - July 2023
 - 10.6 The Labour Market Group Labour Focus – August 2023
 - 10.7 Mr. Pearce Correspondence
 - 10.8 Memo to CMSMs and DSSABs re: Amendments to CCEYA
 - 10.9 The National Housing Accord: A Multi-Sector Approach to Ending Canada's Rental Housing Crisis – August 2023
 - 10.10 North Bay Parry Sound District Health Unit Overdose Report

11. ADJOURNMENT.

MEETING MINUTES

Thursday, July 13, 2023 at 6:30 PM



Board Meeting via Zoom Video Conference

Board Members Present:

Jerry Brandt Ted Knight
Teri Brandt Tom Lundy
Janice Bray Jamie McGarvey
Ted Collins Peter McIsaac
Mike Dell Sharon Smith
Teresa Hunt Rick Zanussi

Board Members Absent:

Ryan Baptiste Gail Finnson
Joel Constable

Staff:

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

Guests:

1. **CALL MEETING TO ORDER:**

The meeting was called to order by the Board Chair, Rick Zanussi at 6:31 PM.

2. **TRADITIONAL LAND ACKNOWLEDGMENT.**

3. **DISCLOSURE OF PECUNIARY INTEREST.**

4. **APPROVAL OF MINUTES:**

4.1 June 8, 2023

Resolution 23 07 01

CARRIED

Moved by Ted Knight

Seconded by Teri Brandt

“THAT the Board meeting minutes of Thursday, June 8, 2023 be approved as presented.”

5. **DEPUTATIONS & PRESENTATIONS.**

6. **REPORTS:**

6.1 Chair

Reminded members that we don't generally hold an August meeting, unless there's something urgent.

Pleased to announce that Area 4 has appointed their 2nd representative, Ryan Baptiste from the Village of Burk's Falls.

Congratulated our Human Resources department on their hiring of all our recent staff.

6.2 Chief Administrative Officer

Ms. MacKenzie was available to answer any questions regarding the CAO report.

6.3 Chief Financial Officer

Financial report was presented and reviewed by Ms. Johnson.

Made mention of the loaning of DSSAB funds to NOAH as noted on the financial report.

7. OUTSTANDING ISSUES.

8. NEW BUSINESS:

8.1 DSSAB Insurance Renewal

A written report was presented and reviewed by Ms. Johnson.

Resolution 23 07 02

CARRIED

Moved by Tom Lundy

Seconded by Teresa Hunt

“THAT the Board receive, review, and approve the DSSAB insurance renewal for the period July 8, 2023, through July 8, 2024, for \$101,084 plus applicable taxes with Canada BrokerLink (Ontario) Inc. through Intact Public Entities Inc.”

8.2 Adjustment to LHC Board for 2023

A written report was presented and reviewed by Ms. Johnson.

Resolution 23 07 03

CARRIED

Moved by Jerry Brandt

Seconded by Jamie McGarvey

“THAT the Board approve the amendment of Resolution 23 03 06 to replace Director Sean Cotton with Director Ryan Baptiste on the Parry Sound District Housing Corporation.”

8.3 2023 NOSDA AGM Resolutions

A written report was presented and reviewed by Ms. MacKenzie.

Resolution 23 07 04

CARRIED

Moved by Sharon Smith

Seconded by Peter McIsaac

“THAT the Board endorses and approves the 2023 NOSDA AGM resolutions as attached.”

8.4 Audited Financial Statements

The Audited Financial Statements were presented and reviewed by Ms. Johnson.

Resolution 23 07 05

CARRIED

Moved by Jamie McGarvey

Seconded by Teresa Hunt

“THAT the Board approves the draft Audited Financial Statements for the DSSAB for the year ended December 31, 2022.”

9. IN-CAMERA: 2

Resolution 23 07 06

CARRIED

Moved by Janice Bray

Seconded by Mike Dell

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

- v) an opinion of the Board’s solicitor, disclosure of which would not be in the public interest; and
- vi) a decision concerning negotiations for an agreement or contract between the Board and a third party.”

Resolution 23 07 07

CARRIED

Moved by Ted Collins

Seconded by Teri Brandt

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

Resolution 23 07 08

CARRIED

Moved by Jerry Brandt

Seconded by Janice Bray

“THAT the Board direct staff to award the RFP for consulting services for window replacement at 22A Belvedere Ave. to Mitchell Jensen Architects Inc. in the amount of \$27,688.39 inclusive of HST.”

10. ADJOURNMENT.

The meeting was adjourned to the next regular meeting to be held Thursday, September 14, 2023 via Zoom Video Conference.

Resolution 23 07 09

CARRIED

Moved by Mike Dell

Seconded by Ted Collins

“THAT the Board meeting now be adjourned to the next regular meeting to be held Thursday, September 14, 2023 at the hour of 6:30 PM via Zoom Video Conference;

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

MEETING MINUTES

Tuesday, July 25, 2023 at 10:00 AM



Special Meeting of the Board via Zoom Video Conference

Board Members Present:

Jerry Brandt Gail Finsson
Teri Brandt Ted Knight
Janice Bray Tom Lundy
Ted Collins Peter McIsaac
Mike Dell Rick Zanussi

Board Members Absent:

Ryan Baptiste Jamie McGarvey
Joel Constable Sharon Smith
Teresa Hunt

Staff:

Jennifer Harris, Administrative Officer
Shannon Johnson, CFO

Guests:

1. CALL MEETING TO ORDER:

The meeting was called to order by the Board Chair, Rick Zanussi at 10:00 AM.

2. DISCLOSURE OF PECUNIARY INTEREST.

3. APPROVAL OF MINUTES.

4. DEPUTATIONS & PRESENTATIONS.

5. REPORTS:

6. OUTSTANDING ISSUES.

7. NEW BUSINESS:

7.1 Tender: 66 Waubeek Street Roof Replacement

A written report was presented and reviewed by Ms. Johnson.

Resolution 23 07 10

CARRIED

Moved by Gail Finsson

Seconded by Mike Dell

“THAT the Board direct staff to award the tender for the roof replacement at 66 Waubeek Street to LaFleche Roofing Limited in the amount of \$215,491 inclusive of HST.”

8. IN-CAMERA.

9. ADJOURNMENT.

The meeting was adjourned to the next regular meeting to be held Thursday, September 14, 2023 via Zoom Video Conference.

Resolution 23 07 11

CARRIED

Moved by Tom Lundy

Seconded by Ted Knight

“THAT the Board meeting now be adjourned to the next regular meeting to be held Thursday, September 14, 2023 at the hour of 6:30 PM via Zoom Video Conference.”

DRAFT



Chief Administrative Officer's Report

September 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.

AMO 2023 Annual General Meeting and Conference

From August 21 – 23, more than 2,500 municipal leaders, government officials, public servants, sponsors, exhibitors, and media gathered in the City of London to take part in the 2023 AMO Conference.

This event included the Ministers' Forum and a direct dialogue with 26 provincial Cabinet Ministers on many of the critical issues municipalities, CMSMs and DSSABs are facing. Municipal officials, CMSMs and DSSABs also participated in over 600 delegation meetings, discussing local concerns.

I attended delegations with the Northern Ontario Service Delivers Association (NOSDA). We were able to have direct conversations with the Ministry of Education, Ministry of Health, Ministry of Children, Community and Social Services and the Ministry of Long-Term Care.

I also attended a multi ministry delegation with the Federation of Northern Ontario Municipalities, North-western Ontario Municipal Association and the Northern Ontario Service Delivers Association.

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	FEB 2023	MAR 2023	APR 2023	MAY 2023	JUNE 2023	AUG 2023
Total Page Followers	446	462	471	474	478	490
Post Reach this Period (# of people who saw post)	4,645	7,891	4,460	3,789	4,010	2,249
Post Engagement this Period (# of reactions, comments, shares)	565	757	505	241	692	234

Esprit Place Family Resource Centre	FEB 2023	MAR 2023	APR 2023	MAY 2023	JUNE 2023	AUG 2023
Total Page Followers	128	132	131	131	131	132
Post Reach this Period (# of people who saw post)	75	124	116	29	203	62
Post Engagement this Period (# of reactions, comments, shares)	3	7	71	1	2	1

DSSAB Twitter Stats - <https://twitter.com/psdssab>

	FEB 2023	MAR 2023	APR 2023	MAY 2023	JUNE 2023	AUG 2023
Total Tweets	7	13	8	8	10	N/A
Total Impressions	158	300	300	291	301	56
Total Profile Visits	57	217	130	137	128	N/A
Total Followers	28	28	27	27	30	31

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

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

	FEB 2023	MAR 2023	APR 2023	MAY 2023	JUNE 2023	AUG 2023
Total Followers	395	399	410	416	434	437
Search Appearances (in last 7 days)	318	308	245	228	281	185
Total Page Views	31	31	30	41	56	33
Post Impressions	828	929	697	546	786	182
Total Unique Visitors	16	17	11	19	25	19

DSSAB in the Community

Throughout the summer, we joined CMHA for several Community Outreach 'pop-up' events in some of the smaller communities in East Parry Sound.

July 12th, Mill May Market in Restoule

This event was attended by the Communications Officer, as well as a member of our Housing Stability team

July 19th, Women's Own Resource Centre in South River

This event was attended by a member of our Housing Stability team

August 2nd, Home Hardware in Magnetawan

This event was attended by the Communications Officer

August 23rd, Hope's "More than a grocery store" Clover Farm in Novar

This event was attended by the Communications Officer, as well as a member of our Housing Stability team



Canadian Mental Health Association
Addictions and Mental Health Services
Muskeg - Parry Sound

Harm Reduction supplies available
Naloxone & Naloxone Training also available

COMMUNITY EDUCATION EVENTS

All summer in East Parry Sound

JULY

- July 5- Foote's General Store in Nipissing
- July 12-Mill Bay Meat Market in Restoule
- July 19- Women's Own Resource Centre in South River

AUGUST

- August 2-Home Hardware in Magnetawan
- August 16-Alderdale General Store
- August 23-Novar General Store

CONTACT US:

Kathy Stevenson:
1-705-384-5392 ext. 4280

Aaron Goodchild:
1-705-746-4264 ext. 2223



Municipal Presentations

On August 28th, myself and our Communications Officer were pleased to provide the Tri-Council representing the Township of Ryerson, the Village of Burk's Falls & the Township of Armour with a presentation about the DSSAB. This presentation included an overview of the DSSAB's programs and services, and how we can help members of their community. The Tri-Council expressed their appreciation to DSSAB staff for the important work they do. This was part of a series of municipal presentations taking place over the next year.



Licensed Child Care Programs

Total Children Utilizing Directly Operated Child Care in the District July 2023

Age Group	Fairview ELCC	First Steps ELCC	Highlands ELCC	Waubeek ELCC	HCCP	Total
Infant (0-18M)	0	0	1	1	11	13
Toddler (18-30M)	15	8	15	13	25	76
Preschool (30M-4Y)	18	18	18	46	43	143
# of Active Children	33	26	34	60	79	232

Enrollment numbers remained stable for the summer months. The Licensed Child Care Programs moved their primary programming outdoors and worked with families to prepare for upcoming transitions to older age groupings and junior kindergarten. Staff coverage for summer vacations was challenging but with the support of the ISS and EarlyON teams, we were able to cover ratios.

School Age Programs

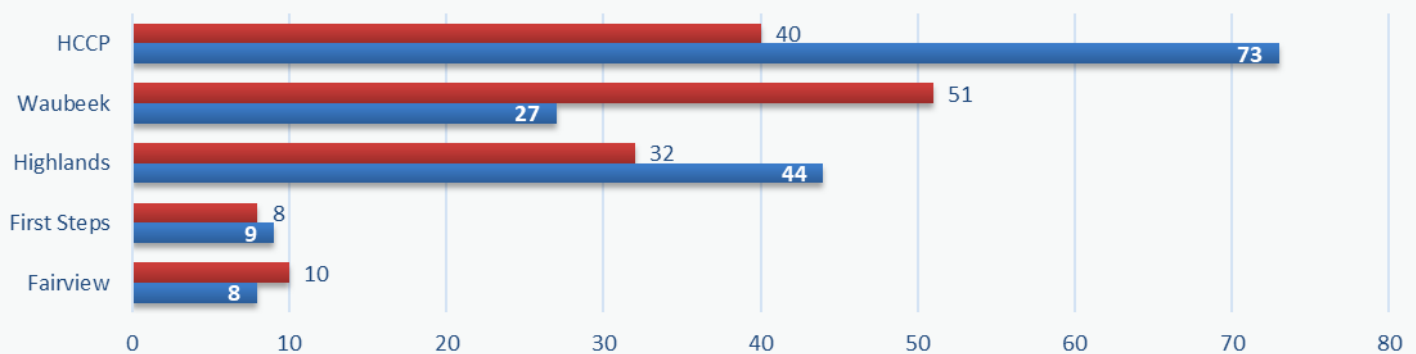
July 2023

Location	Enrollment	Primary Waitlist	Secondary Waitlist
Mapleridge After School	N/A		
Mapleridge Before School	N/A		
Mapleridge Summer Program	13	7	
St. Gregory's After School	N/A		
Sundridge Centennial After School	N/A		
Land of Lakes After School	N/A		
Home Child Care	56	11	2
# of Active Children	76		

Mapleridge Public School licensed summer school age care was fully booked with a small waitlist. We have 2 full-time staff supporting the program and have enrolled children ages 4 – 6 years. The program coordinated with the Powassan GAP for the older aged children.

Directly Operated Child Care Waitlist by Program

July 2023



As shown in the above chart, the blue bar reflects families that are currently seeking care and space is unavailable while the red bar indicates families that have requested a space after December 31, 2023. Waubeek has had the largest increase in waitlist numbers especially families seeking infant care. As of July, there were 14 infants on the Waubeek waitlist, and in January 2024 that number increases to 45.

Inclusion Support Services

July 2023

Age Group	EarlyON	Licensed ELCC's	Monthly Total	YTD Total	Waitlist	New Referrals	Discharges
Infant (0-18M)	0	0	0	0	0	0	0
Toddler (18-30M)	1	9	10	16	0	0	0
Preschool (30M-4Y)	6	35	41	54	1	1	1
School Age (4Y+)	4	26	30	39	1	0	1
Monthly Total	11	70	81	-	2	1	2
YTD Total	12	78	-	108	30	22	10

Resource consultants continued to support school age children that attended licensed summer child care programs across the district. Support in the EarlyON programs decreased as most community satellite locations closed for the summer months.

EarlyON Child and Family Programs

July 2023

Activity	July	YTD
Number of Children Attending	813	4,974
Number of New Children Attending	37	277
Number of Adults Attending	528	3,154
Number of Virtual Programming Events	1	28
Number of Engagements through Social Media	1,955	4,347
Number of Views through Social Media	9,396	58,262

EarlyON facilitators set up community “pop-up” programs where most communities in the district were being visited at outdoor locations. Regular programming activities are being offered.

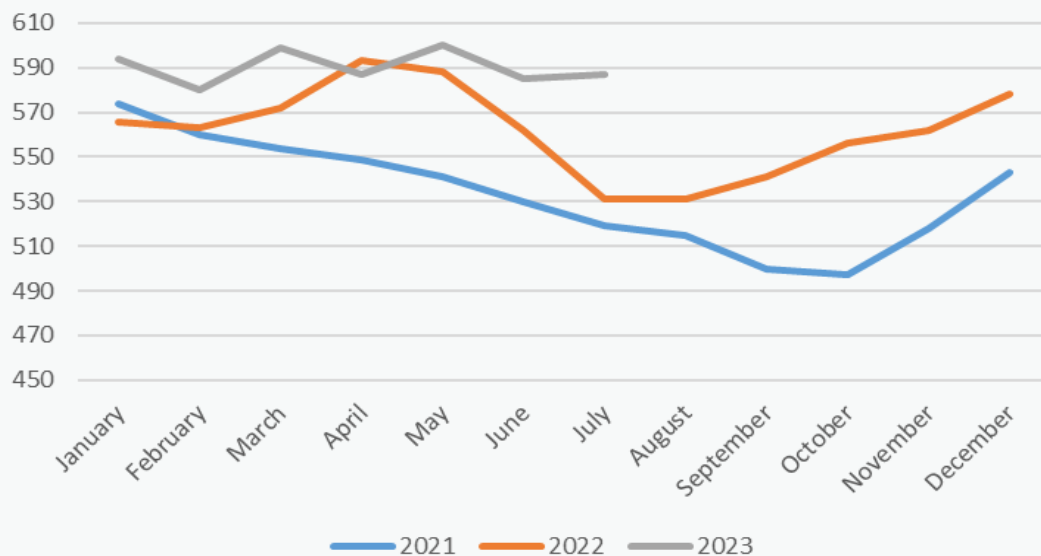
Funding Sources for District Wide Childcare Spaces July 2023

Active	# of Children	# of Families	Funding Source - New	# of Children	# of Families
CWELCC*	110	107	CWELCC	8	8
CWELCC Full Fee	186	185	CWELCC Full Fee	3	3
Extended Day Fee Subsidy	10	10	Extended Day Fee Subsidy	7	7
Fee Subsidy	99	77	Fee Subsidy	70	51
Full Fee	12	11	Full Fee	2	2
Ontario Works	12	9	Ontario Works	3	3
Total	429	399	Total	93	74

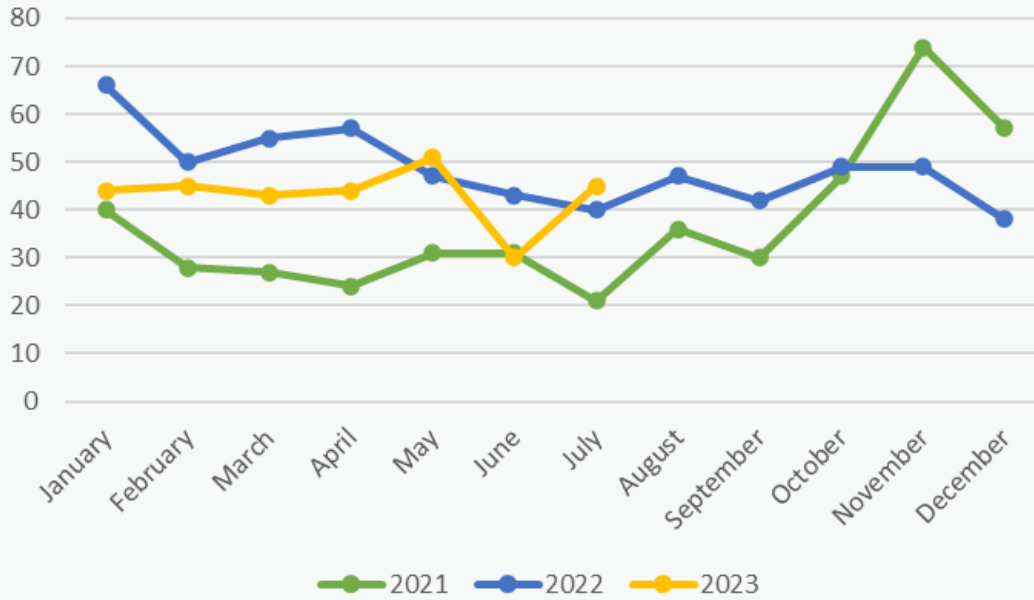
Funding Source - Exits	# of Children	# of Families
Fee Subsidy	3	3
Ontario Works	2	1
Total	5	4

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

Ontario Works Caseload



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



Ontario Works applications

2 ▼

Average received per business day

45

Received Jul 2023

Emergency Assistance applications

1 ▲

Average received per business day

30

Received Jul 2023

Average number of business days from screening to grant

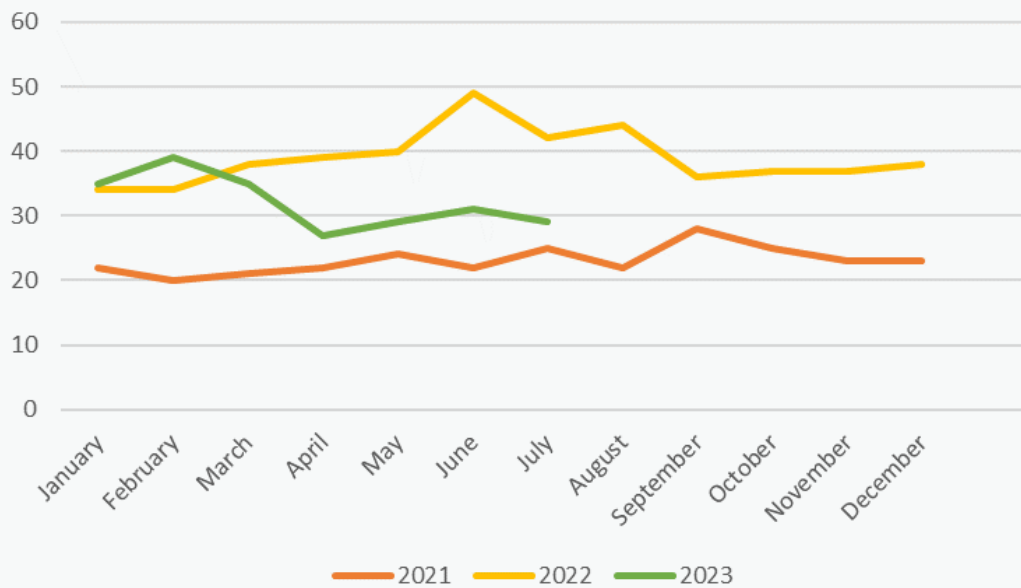
0.9 ▼

Ontario Works

0.3 ▼

Emergency Assistance

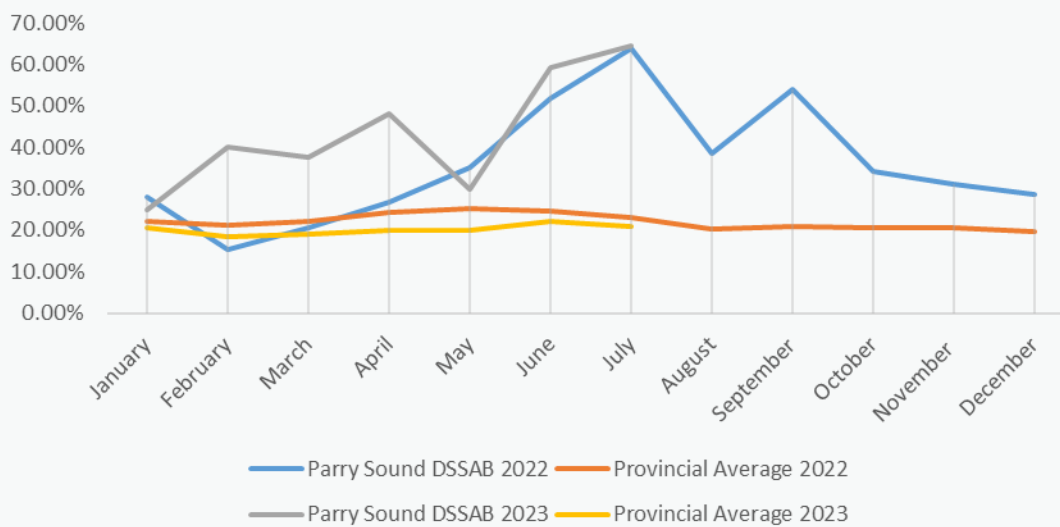
ODSP Participants in Ontario Works Employment Assistance



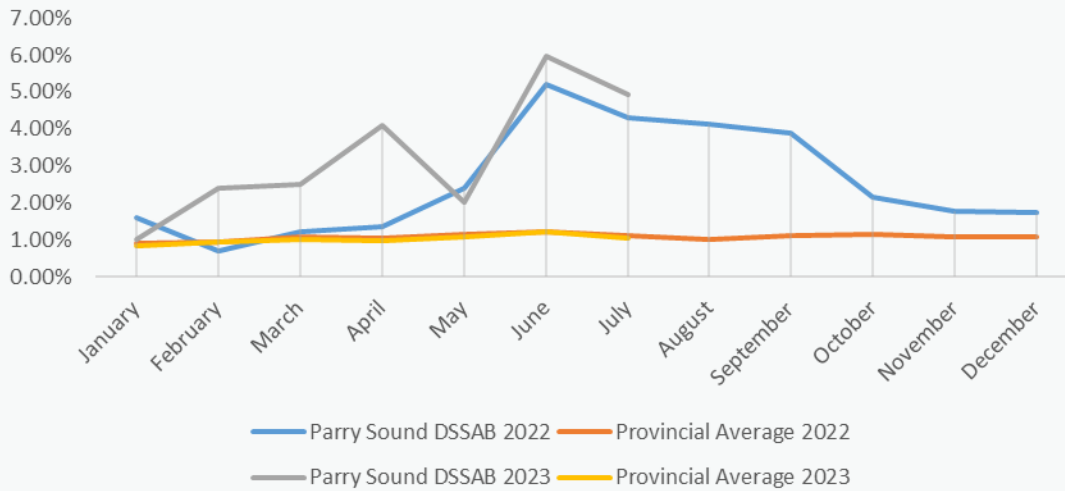
The OW caseload as of the end of July was **587** (there are 945 beneficiaries in total). We are supporting **29** ODSP participants in our Employment Assistance program. We also have **56** Temporary Care Assistance cases. Intake also remains steady. We had **45** Ontario Works Applications and **30** applications for Emergency Assistance in July which does not indicate a typical summer slowdown.

Employment Assistance & Performance Outcomes

% of Closures Exiting to Employment

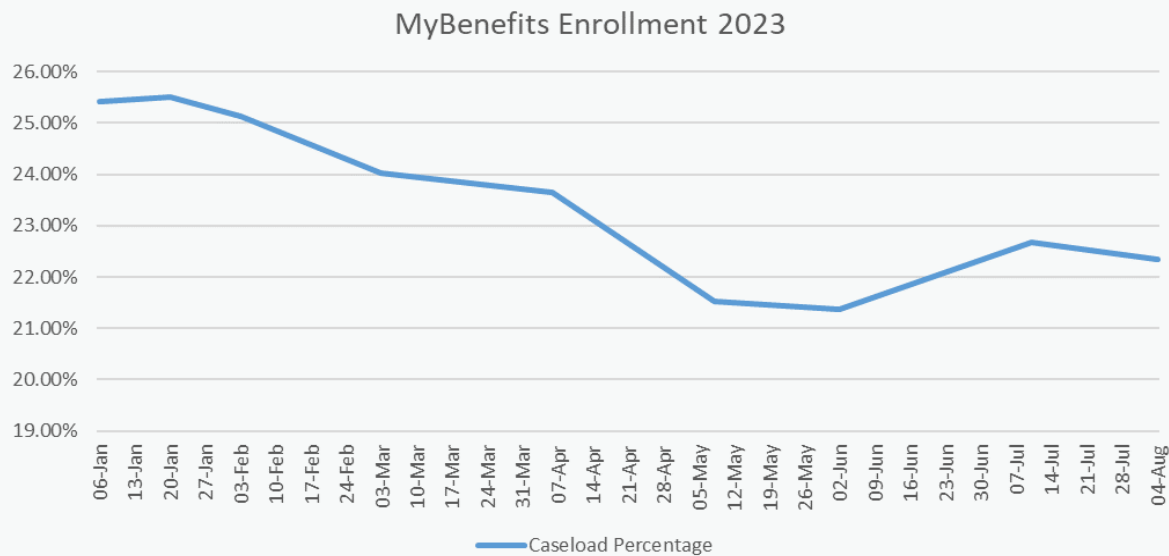


% of Caseload Exiting to Employment



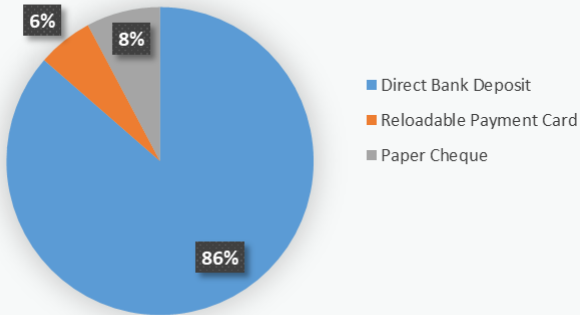
Despite a small decline in our Employment Outcome Performance in May, the program bounced back with a tremendous June and July, where we exceeded our performance from last year and far exceeded the provincial average. We also finished #1 in the Northeast. Additionally, an average of 8.9% of the caseload exited the program over June and July.

MyBenefits Enrollment 2023



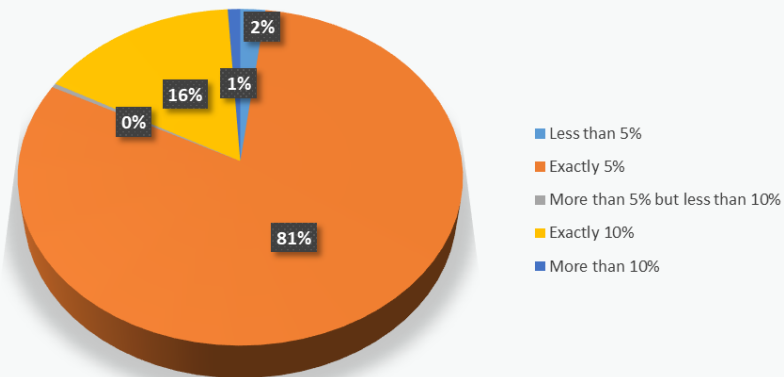
DBD Enrollment

Payment Receipt Method
July 2023



Overpayment Recovery Rate

July 2023



Housing Stability Program - Community Relations Workers

Support

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

July 2023		
Income Source	East	West
Senior	6	16
ODSP	11	28
Ontario Works	4	13
Low Income	16	29

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.

July 2023		
Income Source	East	West
Senior	13	20
ODSP	11	12
Ontario Works	8	15
Low Income	9	37

Contact/Referrals

July 2023	East	West	YTD
Homeless	1	5	31
At Risk	7	3	52
Esprit Outreach Homeless	1	1	5
Esprit Outreach at Risk	0	3	10
Esprit in Shelter		1	9
Program Total			107

Short Term Housing Allowance

	Active	YTD
July 2023	10	37

Housing Stability: Household Income Sources and Issuance from HPP:

July 2023	Total	HPP
Income Source		
Senior	3	\$490.32
ODSP	12	\$7,408.66
Ontario Works	11	\$3,474.06

July 2023	Total
Reason for Issue	
Utilities/Firewood	\$1,696.73
Transportation	\$36.00
Food/Household/Misc	\$10,450.93
Emergency Housing	\$1,558.63
Total	\$13,742.29

Ontario Works: Household Income Sources and Issuance from HPP

July 2023 Income Source	Total	HPP
Senior	1	\$412.03
ODSP	7	\$3,775.86
Ontario Works	8	\$9,469.26
Low Income	3	\$308.83

July 2023 Reason for Issue	Total
Rental Arrears	\$7,927.40
Utilities/Firewood	\$1,000.00
Transportation	\$177.32
Food/Household/Misc.	\$4,861.26
Total	\$13,965.98

By-Name List Data September 2021– July 2023



Housing Programs

Social Housing Centralized Waitlist Report July 2023

	East Parry Sound	West Parry Sound	Total
Seniors	42	106	148
Families	123	399	522
Individuals	480	188	668
Total	645	693	1,338
Total Waitlist Unduplicated			440

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

Month 2022	New App.	New SPP	Cancelled	Housed	SPP Housing	Month 2023	New App.	New SPP	Cancelled	Housed	SPP Housing
Jan	5			1		Jan	5	1	13		
Feb	9	1	2			Feb	5	1	10		
Mar	12		5	2	1	Mar	6		35		
Apr	12	1	1			Apr	11		17	6	
May	11	1		3		May	13	2	9	2	
June	15		3	2		June	9	1	2	1	
July	13	2	10	1		July	5	1	5	1	
Aug	5		17	2	1	Aug					
Sept	16		10	1	1	Sept					
Oct	14		12	6		Oct					
Nov	12	1	8	3		Nov					
Dec	1			5		Dec					
Total	125	6	68	26	3	Total	54	6	91	10	0

SPP = Special Priority Applicant

- Housing Programs had 5 new eligible applications to the centralized waitlist in the month of July
- 5 applications were cancelled; 2 requested removal, 1 had assets in excess of our asset limits, 1 was removed due to no contact, and 1 was removed due to receipt of COHB funding
- 1 new special priority application was approved
- 1 applicant was housed in July

**Parry Sound District Housing Corporation
July 2023**

Activity for Tenant and Maintenance Services

	Current	YTD
Move outs	9	24
Move in	2	18
L1/L2 forms	0	5
N4 - notice of eviction for non payment of rent	0	4
N5 - notice of eviction disturbing the quiet enjoyment of the other occupants	2	8
N6 - notice of eviction for illegal acts or misrepresenting income for RGI housing	0	0
N7 - notice of eviction for willful damage to unit	0	1
Repayment agreements	14	49
Tenant Home Visits	33	111
Mediation/Negotiation/Referrals	19	67
Tenant Engagements/Education	23	84

**Property Maintenance and Capital Projects
July 2023**

Pest Control	8	8 buildings monitored monthly
Vacant Units	15	one-bedroom (11); multiple bedroom (4) (not inclusive of The Meadow View)
Vacant Units - The Meadow View	6	one-bedroom market units
After Hours Calls	14	For June & July - power flickering/fire panel beeping, no hot water, hydro out, washing machine not working, OPP welfare check, security company unable to access lock box, flooding-blockage, tenant lockout, smoke detector beeping, sink leak, main entrance window damaged
Work Orders	136	Created for maintenance work, and related materials for the months of June and July
Fire Inspections		A total of 60 units were inspected for fire safety in the months of June & July

Ongoing Challenges:

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

Esprit Place Family Resource Centre

July 2023

Emergency Shelter Services	July 2023	YTD
Number of women who stayed in shelter this month	15	58
Number of children who stayed in the shelter this month	0	22
Number of hours of direct service to women (shelter and counselling)	114	685
Number of days at capacity	0	73
Number of days over capacity	0	31
Overall capacity %	62%	76%
Resident bed nights (women & children)	378	1,610
Phone interactions (crisis/support)	54	151

Transitional Support	July 2023	YTD
Number of women served this month	14	49
Number of NEW women registered in the program	4	5
Number of public ed/groups offered	0	3

Child Witness Program	July 2023	YTD
Number of children/women served this month	20	82
Number of NEW clients (mothers and children) registered in the program	3	20
Number of public ed/groups offered	3	5

**DISTRICT OF PARRY SOUND SOCIAL SERVICES ADMINISTRATION BOARD
 FINANCIAL REPORT - FOR MANAGEMENT PURPOSES ONLY
 FOR THE PERIOD ENDING BUDGET 2023
 7 MONTHS 58.3%**

	YEAR TO DATE	2023 BUDGET	% USED	REMAINING
EXPENDITURES - OPERATING				
ONTARIO WORKS	5,751,747	11,874,684	48%	6,122,937
SOCIAL HOUSING PROGRAM	1,985,485	4,001,596	50%	2,016,111
MUNICIPAL SAR PROGRAMS	109,533	154,000	71%	44,467
CHILD CARE RESOURCES	4,379,972	10,835,737	40%	6,455,765
COMMUNITY SERVICE PROGRAMS	1,461,497	2,382,964	61%	921,467
CORPORATE SERVICES	-198,774	199,035	-100%	397,810
INTEREST EARNED	-675,490	-102,582	658%	572,908
TOTAL EXPENDITURES	\$12,813,970	\$29,345,434	44%	16,531,464
MUNICIPAL LEVY - OPERATING				
ONTARIO WORKS	820,316	1,443,992	57%	623,676
SOCIAL HOUSING PROGRAM	1,887,856	3,821,896	49%	1,934,040
MUNICIPAL SAR PROGRAMS	109,533	154,000	71%	44,467
CHILD CARE RESOURCES	176,641	449,590	39%	272,949
COMMUNITY SERVICE PROGRAMS	183,012	311,333	59%	128,321
CORPORATE SERVICES	287,853	516,453	56%	228,600
TOTAL MUNICIPAL LEVY	\$3,465,211	\$6,697,264	52%	3,232,053

Report #: 8.1
Subject: 2022 Final Audit Management Letter
To: Board Members
Presented By: Shannon Johnson, CFO
Prepared By: Shannon Johnson, CFO
Date: September 14, 2023

For Information

Report:

We have attached a copy of the management letter that was prepared by our auditors. The letter summarizes any comments arising from the 2022 Final Audit, which was completed in June 2023.

The letter indicates that the auditors found no serious weaknesses or errors. The auditors did offer some comments on our method of accounting for the value of unused vacation days, unrecorded labour grievances and employee benefits as follows:

- (1) Although the accrual of unused vacation days is recommended, the amounts are not recognized as an allowable expenditure for funding purposes by the province and so we have elected not to accrue the value but rather to disclose it in the notes to the financial statements. If the DSSAB were to cease operating, the unused vacation balances would be a liability owing to staff. Since the DSSAB is an ongoing entity, staff taking their vacation in each subsequent year reduces unused vacation balances. Unused vacation balances are not paid out to staff except when they have left employment with the DSSAB.
- (2) Possible liabilities relating to labour grievances are not recorded in the financial statements to ensure that the outcomes of such grievances are not compromised.
- (3) The DSSAB is required to adopt section PS 1201 – Public Sector Financial Statement Presentation for December 31, 2023. The most significant requirement is to determine if the DSSAB has an employee benefit obligation. It is recommended that the DSSAB engage an actuarial firm to determine the liability at December 31, 2023 that needs to be disclosed in the 2023 Audited Financial Statements.

GINGRICH HARRIS COPELAND Chartered Professional Accountants

1-7 William Street
Parry Sound ON
P2A 1V2

STEPHEN L. GINGRICH, CPA, CFP
BRANDY L. HARRIS-GREEN, CPA
CHANTELLE A. COPELAND, CPA

TELEPHONE: (705) 746-5828
FAX: (705) 746-9693
E-MAIL: ghccpa@vianet.ca
WEBSITE: www.ghccpa.ca

July 25, 2023

Mr. Rick Zanussi, Chairman
District of Parry Sound Social Services Administration Board
1 Beechwood Drive
Parry Sound, Ontario
P2A 1J2

Dear Sir:

Re: Audit of 2022 Financial Statements

The objective of an audit is to obtain reasonable assurance whether the financial statements are free of material misstatement and it is not designed to identify matters that may be of interest to management in discharging its responsibilities. In addition, an audit cannot be expected to disclose defalcations and other irregularities and it is not designed to express an opinion as to whether the systems of internal control established by management have been properly designed or have been operating effectively. Overall we found no serious weaknesses or errors and the accounting controls and procedures are working effectively. However based on our audit, we offer the following comments.

(1) Accrued Vacation Pay

The accrued vacation pay calculated and not paid at December 31 was \$468,569 (2021 - \$501,569). As it has not been included in the accounts, we have made reference to the amount in the notes to the financial statements. We would suggest that next year the amount be included in the financial records as liability in order to follow the recommended accrual basis of accounting. This amount can be accrued and any change in accrual could be done in the Other Operations Statement.

(2) Unrecorded Liability – Labour Grievances

No liability has been recorded in the accounts for labour claims by former employees. As in the past, the costs of the outcome of the grievances, will be recorded as the liability arisen out of the cases.

(3) Employee Benefits

You are required to adopt section PS 1201 -- Financial Statement Presentation for December 31, 2023. The most significant requirement is that you are required to determine if you have an employee benefit obligation. Most corporations engage an actuarial firm to determine the liability that needs to be disclosed.

If you or any members of the Board have any questions, kindly contact us.

We would like to express our appreciation for the excellent co-operation and assistance which we received during the course of our audit from the Board staff.

Yours truly,

GINGRICH HARRIS COPELAND

BHarris-Green:jb

Per:

A handwritten signature in cursive script that reads "Brandy Harris". The signature is written in black ink and is positioned to the right of the word "Per:".




Report #: 8.2
Subject: COCHI-OPHI Investment Plan 2023-2025
To: Board Members
Presented By: Tammy MacKenzie, CAO
Prepared By: Pam Nelson, Director of Housing & Child Care Service Management
Date: September 14, 2023

Resolution:

That the Board approves the attached 2023-2025 Investment Plan for the Canada-Ontario Community Housing Initiative (COCHI), Ontario Priorities Housing Initiative (OPHI) and Canada-Ontario Housing Benefit (COHB) as presented.

Report:

Ontario’s Community Housing Renewal Strategy is a multi-year plan to stabilize and grow Ontario’s community housing sector, with the aim of achieving the following outcomes and measures of success:

Strategic Outcomes	Desired Intermediate Outcomes
 <p>Increased supply and appropriate mix of affordable and adequate housing</p>	<ul style="list-style-type: none"> • Increased non-profit, co-op and municipal affordable rental supply • Housing stock is in better state of repair and meets the housing needs of the people of Ontario • Greater involvement of the private sector to support more opportunities for affordable and mixed-income buildings
 <p>People have improved access to affordable housing and supports that meet their needs to achieve housing stability</p>	<ul style="list-style-type: none"> • People are better connected to housing assistance and supports that are responsive to their complex and changing needs • People live in safe and well-maintained housing • People have more choice about their housing and opportunities to participate in the economy and their community • People experiencing homelessness obtain and retain housing
 <p>Improved efficiency of the community housing system to ensure value for money and long-term sustainability</p>	<ul style="list-style-type: none"> • Improved system and inter-ministerial coordination to better identify and respond to people’s needs • Improved system management and provider sustainability to better provide a range of housing options • Increased administrative efficiency • Reduced pressure on other service systems including health, social services, emergency, criminal justice

Over time, the Community Housing Renewal Strategy will help Ontarians be more connected to housing assistance and supports that better meet their needs, live in safer and well-maintained buildings, find housing more easily, and have more opportunities to participate in the economy and their community.

The Community Housing Renewal Strategy is complemented by the province's Housing Supply Action Plans, which are focused on enhancing housing supply and attainability in the broader housing market, with a goal of building 1.5 million new homes by 2031. The Province has introduced initiatives under More Homes, More Choice (2019), More Homes for Everyone (March 2022), More Homes Built Faster (October 2022), and Helping Homebuyers, Protecting Tenants (April 2023) and plans to continue this work with future Housing Supply Action Plans.

Together, Ontario's Community Housing Renewal Strategy and the Housing Supply Action Plans demonstrate the government's commitment to supporting the creation of housing that responds to all Ontarians' needs, across all incomes.

Leveraging the nine-year (2019-20 to 2027-28) federal government investments under the National Housing Strategy is important to achieving the goals and objectives of these initiatives.

On April 30, 2018, Ontario and the Canada Mortgage and Housing Corporation signed a Bilateral Agreement regarding the National Housing Strategy.

The Bilateral Agreement defines community housing as:

- Community-based housing that is owned and operated by non-profit housing corporations and housing co-operatives or housing owned directly or indirectly by provincial, territorial, or municipal governments or district social services administration boards and includes Social Housing.

For the purposes of these programs, in Ontario, social housing is defined as follows:

- A project administered within a "Transferred Housing Program" as prescribed in Schedule 1 to Ontario Regulation 367/113 under the *Housing Services Act, 2011*.

Consistent with the Community Housing Renewal Strategy, the nine-year National Housing Strategy investments will be delivered in three three-year funding periods:

- Phase I : (2019-20 through to 2021-22)
- Phase II : (2022-23 through to 2024-25)
- Phase III : (2025-26 through to 2027-28)

Similar to Phase I, Phase II includes the following two National Housing Strategy funding streams covered by these Program Guidelines:

- Canada-Ontario Community Housing Initiative (COCHI) - to protect affordability for households in social housing, to support the repair and renewal of existing social housing supply, and to expand the supply of community housing over time
- Ontario Priorities Housing Initiative (OPHI) - to address local housing priorities, including affordability, repair, and new construction

A third initiative, the Canada-Ontario Housing Benefit (COHB) is continuing under Phase II under its own set of program guidelines.

The District of Parry Sound Social Services Administration Board received the following allocations:

2023-25 Planning Allocations Amounts – Parry Sound DSSAB Program	2023-24 Fiscal Year	2024-25 Fiscal Year
Canada-Ontario Community Housing Initiative (COCHI)	\$350,900	\$477,400
Ontario Priorities Housing Initiative (OPHI)	\$298,100	\$287,600
Canada-Ontario Housing Benefit (COHB)	\$125,100	N/A

The DSSAB will submit an investment plan to MMAH to request that 2023-25 funds be utilized to support our Local Housing Corporation and community housing providers with capital repairs to maintain their aging housing stock in our district and to provide housing support to tenants. Funding will be committed by December 31, 2023.

The Canada-Ontario Housing Benefit may allow us to support an additional 20 to 25 households in the district with a Portable Housing Benefit.

Planned Financial Commitments for COCHI – OPHI 2023-25

COCHI	Year - 5	Year - 6	TOTAL
	2023-24	2024-25	
Total Allocations for Each Fiscal Year	350,900.00	477,400.00	828,300.00
Program Components			
Repair	333,355.00	453,530.00	786,885.00
Total Capital	333,355.00	453,530.00	786,885.00
Total Operating	0.00	0.00	0.00
Administration Fee	17,545.00	23,870.00	41,415.00
Administration Fee %	5	5	5
Total COCHI	350,900.00	477,400.00	828,300.00
Variance	0.00	0.00	0.00

OPHI	Year - 5	Year - 6	TOTAL
	2023-24	2024-25	
Total Allocations for Each Fiscal Year	298,100.00	287,600.00	585,700.00
Program Components			
Ontario Renovates	254,195.00	245,220.00	499,415.00
Total Capital	254,195.00	245,220.00	499,415.00
Housing Support Services	29,000.00	28,000.00	57,000.00
Total Operating	29,000.00	28,000.00	57,000.00
Administration Fee	14,905.00	14,380.00	29,285.00
Administration Fee %	5	5	5
Total OPHI	298,100.00	287,600.00	585,700.00
Variance	0.00	0.00	0.00



10.1

Township of Perry

PO Box 70, 1695 Emsdale Road, Emsdale, ON POA 1J0

PHONE: (705)636-5941

FAX: (705)636-5759

www.townshipofperry.ca

July 19th, 2023

Via Email

Honourable Justin Trudeau
Prime Minister of Canada

Honourable Doug Ford
Premier of Ontario

RE: Affordable Housing and Support for People at Risk of Homelessness

Please be advised that at their last regular meeting on Wednesday July 5th, 2023, the Council of the Corporation of the Township of Perry supported the following resolution:

Resolution No. 2023-242

Moved by: Paul Sowrey

Seconded by: Margaret Ann MacPhail

Whereas the Federal and Provincial Governments need to support their most valuable households, the ones who are or at risk of becoming homeless. Overall, housing and services for low-income, vulnerable, or marginalized people should be a primary consideration moving forward so we can help those who need it most; and

Whereas the Township of Perry understands every community across Ontario is impacted by a need for affordable housing and support for people at risk of homelessness. Municipal governments are working in collaboration with all orders of government to invest in permanent solutions to the housing and homelessness crisis in Ontario.

Whereas the Township of Perry understands that the Federal National Housing Strategy allocation formula to provinces and territories for jointly funded housing initiatives, roughly follows their share of the national population. This approach leaves Ontario underfunded because, as per the 2021 Census figures, the number of Ontario households in Community Housing Network as a share of the national total is 44.1 percent, which is well above the provincial share of the national population at 38.5 percent. This is also by far the highest share of national Community Housing Network relative to every other province and territories.

Whereas receiving a by-population allocation from the federal government hampers Ontario's ability to reach more of those households in need that require assistance with housing.

...2

Whereas the lack of ongoing federal operating funding for National Housing Strategy initiatives leads to significant underfunding for subsidized housing projects and can undermine the physical and financial viability of the community housing stock.

Whereas a similar situation occurs with federal homelessness funding to Ontario through Reaching Home, where the share allocated to Ontario is also below the provincial share of Community Housing Network nationally.

Whereas there is an inequitable distribution of Reaching Home funding in Ontario as only 25 of 47 Service Managers have designated communities receiving funding under the program, despite the prevalence of need across the entire Province.

Whereas the Township of Perry understands the federal government takes the position that its role is to provide capital funding while Provinces and Territories are to fund operating expenses, but this approach does not create an equitable sharing of the burden of funding long-term operating costs, which continue for the life of a project.

Whereas taken altogether, the underfunding to Ontario for housing and homelessness relative to its share of national Canadian Housing Network amounts to approximately \$480 million over the term of the Federal National Housing Strategy.

Whereas the federal government previously provided leadership in ensuring the long-term financial and physical viability of the social housing stock under the Social Housing Agreement for several decades through federal social housing operating agreements that provided funding for both mortgages and operating costs.

Whereas without some flexibility on the part of the federal government, Ontario and its municipalities will be poorly positioned to take advantage of this funding, and this will turn into a significant missed opportunity, leading to further deterioration in the long-term physical and financial sustainability of the community housing stock.

Be it resolved that the Council of the Township of Perry also supports the provincial ask for federal funding for National Housing Strategy initiatives.

And further that the Township of Perry would appreciate the federal effort to repurpose this funding quickly from the main National Housing Co-Investment Fund program line, Service Managers across the province have indicated their challenges with meeting the terms of the federal proposal, particularly as they relate to cost matching and meeting the requirements for greenhouse gas emissions, energy efficiency and accessibility.

And further that the Township of Perry would like need-driven indicators incorporated into the funding allocation formulas for all federal programs.

And further that FONOM appreciates the federal government's commitment to end chronic homelessness and wishes this to be inclusive across all areas of our province by expanding Reaching Home funding to all Service Managers.

And further that FONOM also supports the provincial position in relation to the provinces and territories Repair Fund under the National Housing Co-Investment Fund.

And further that FONOM supports the Province of Ontario position on the application-based \$4 billion federal Housing Accelerator Fund. We wish to emphasize the importance of providing municipalities with maximum support in preparing applications to HAC, understanding that some rural and northern municipalities may face capacity challenges in applying to this program on the anticipated tight timelines.

And further that the Township of Perry wish to request that Canadian Mortgage and Housing Corporation consider actions taken by municipalities under the province's Housing Supply Action Plans into account when assessing municipal applications, recognizing that these initiatives have the potential to significantly increase the supply of housing in our communities.

And further that the Township of Perry believes the lack of ongoing federal operating funding for National Housing Strategy initiatives leads to significant underfunding for subsidized housing projects and can undermine the physical and financial viability of the community housing stock.

And further that the Township of Perry believes the federal government should heed the precedent of the Social Housing Agreement and recommit itself to funding operating costs that often stretch out over decades for the lifetime of a housing project. As an example, the Rapid Housing Initiative's 20-year affordability requirement and lack of federal operating dollars will very likely result in housing providers asking Service Managers and the provincial government to fund operating expenses to ensure the long-term affordability of units given housing providers' limited revenue-raising capacity.

And further that this lack of ongoing federal operating funding for National Housing Strategy initiatives leads to significant underfunding for subsidized housing projects and can undermine the physical and financial viability of the community housing stock.

And further that the Township of Perry urges the Federal Government provide additional funding for Ontario so that we can deal with our shortages of safe and affordable housing and at the same time build safer and healthier communities for all our residents.

And further that a copy of this resolution be forwarded to Prime Minister Trudeau, Premier Doug Ford, Minister Ahmed Hussen, MP Scott Aitchison, Minister Steve Clark, MPP Graydon Smith, Leaders of the Federal and Provincial Opposition Parties, the Association of Municipalities of Ontario (AMO), Parry Sound District Social Services Administration Board, and the Federation of Northern Ontario Municipalities (FONOM).

Carried."

Your attention to this matter is greatly appreciated.

Sincerely,

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

Erica Cole, *Dipl.M.A.*
Deputy Clerk

cc: Honourable Pierre Poilievre, Leader of the Federal Opposition Party
Honourable Ahmed Hussen, Minister of Housing and Diversity and Inclusion
of Canada
Honourable Marit Stiles, Leader, Official Opposition of Ontario
Honourable Steve Clark, Minister of Municipal Affairs and Housing of Ontario
MP Scott Aitchison, Parry Sound-Muskoka
MPP Graydon Smith, Parry Sound-Muskoka
Association of Municipalities of Ontario (AMO)
Parry Sound District Administration Board
Federation of Northern Ontario Municipalities (FONOM)

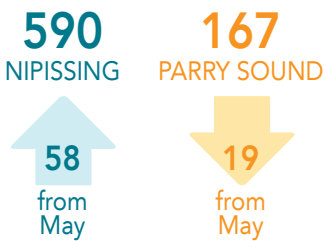


IN THIS EDITION

THE FASTEST GROWING INDUSTRIES FOR NEWCOMERS TO CANADA

JOBS REPORT JUNE 2023

TOTAL NUMBER OF JOB POSTINGS



TOP INDUSTRY WITH VACANCIES

NIISSING
Health Care & Social Assistance (25.1%)

PARRY SOUND
Retail Trade (22.8%)

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

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



T. 705.478.9713

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

The Labour Market Group is funded by:



THE FASTEST GROWING INDUSTRIES FOR NEWCOMERS TO CANADA

POST-PANDEMIC, CANADA HAS SEEN A STRONG REBOUND IN SEVERAL SECTORS, MANY OF WHICH ARE SEEING RAPID GROWTH.



One of the key factors in Canada's continued economic growth is the country's high immigration targets.



25% IDENTIFY AS IMMIGRANTS

Out of Canada's population of over **39,000,000** people.



THE IMMIGRATION LEVELS PLAN 2023-2025

ADMIT **500,000** IMMIGRANTS (per year, by the end of 2025)

Newcomers typically arrive in Canada well-suited to fill gaps in the national labour force.

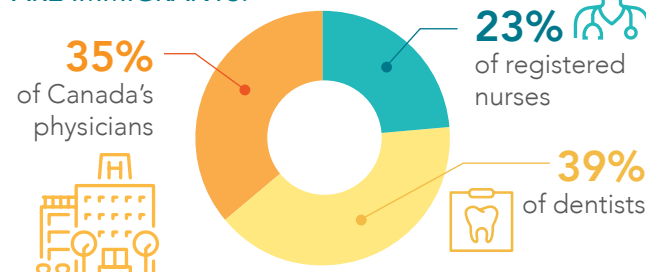


AMONG EMPLOYMENT SECTORS, SOME STAND OUT AS THE **FASTEST GROWING** WITH THE **MOST IN-DEMAND SKILLS**. HEALTHCARE, AGRICULTURE, TECH

HEALTHCARE

Canadians are living longer and require more medical care for a longer period than in previous generations. This increased demand has Canada's provinces working hard to attract healthcare workers from abroad.

PERCENTAGE CURRENTLY ARE IMMIGRANTS:



143,800
VACANT POSITIONS
(as of February 2023)



Highest job vacancies across all sectors.



Immigration Refugees and Citizenship Canada (IRCC) has been taking steps to make it easier for healthcare workers to become permanent residents.



HOW TO IMMIGRATE AS A HEALTHCARE WORKER

Express Entry program: Targets high-skilled candidates in the Federal Skilled Worker Program, the Canadian Experience Class, or the Federal Skilled Trades Program.

Most provinces have streams for healthcare workers under the Provincial Nominee Program (PNP).

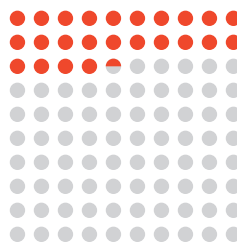
Other provinces regularly hold PNP draws targeting candidates in healthcare occupations.

There are also two federal pilot programs for caregivers for seniors and children.

AGRICULTURE

OVER **243,000**

Number of Canadians
Canada's agriculture
sector employs.



Workers
Wanted



+14,000 JOBS
CURRENT VACANCY RATE

40% of Canadian
farm operators will
retire by 2033.



To offset a short-term skills crisis,
Canada must accept **30,000 permanent
immigrants** over the next decade
to establish their own farms and
greenhouses or take over existing ones.



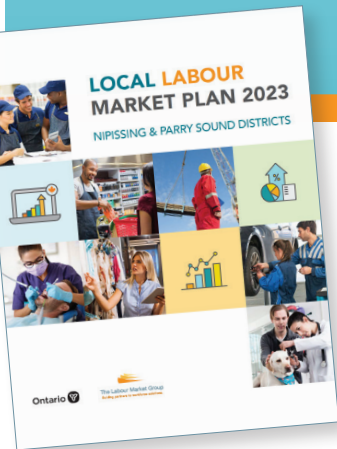
HOW TO IMMIGRATE TO CANADA WITH AN AGRICULTURAL OCCUPATION

To fill some of these positions, IRCC recently announced that it is extending the Agri-Food Pilot Program and removing occupational caps.

Eligible occupations include:

- Retail butchers
- Industrial butchers
- Farm supervisors and specialized livestock workers
- Food processing labourers
- General farm workers
- Harvesting labourers

Like healthcare workers, there are also dedicated streams under some PNPs for agriculture workers.



NOW AVAILABLE!

**LOCAL LABOUR MARKET
PLAN 2023**

TECH



INVESTING
\$20 BILLION



One of the main components of the federal budget 2023 was investing to support the building of major clean electricity and clean growth infrastructure projects.



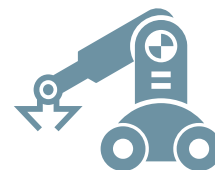
Many of the careers in the clean technology manufacturing sector **DO NOT** require a university degree.

\$90,252

Average worker
compensation in this
sector in 2021

This average is well
above Canada's
economy-wide
average of **\$69,311**.

The growth of the
AI SECTOR also plays a
part in Canada's demand
for tech workers.



Also, **Canada ranks 4TH** for its
global competitiveness in AI
implementation, innovation,
and investment.



1,032

The number of
**AI and machine
learning companies**
Canada has.



HOW TO IMMIGRATE TO CANADA WITH A **TECH OCCUPATION**

IRCC offers programs like the Global Talent Stream. This program is part of the Temporary Foreign Workers Program and is designed to encourage the growth of Canada's tech industry.

There are also targeted draws through the Provincial Nominee Program (PNP).

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:



Sources: <https://www.cicnews.com/2023/06/the-fastest-growing-industries-for-newcomers-to-canada-0634985.html>

10.3

From: [Teresa Young](#)
To: [Jennifer Harris](#)
Subject: letter for the board of directors
Date: Saturday, July 22, 2023 10:08:53 AM

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear board members:

Thankyou for your patience on my questions one day you will understand why I ask them.

I have another question for you on the policy and legislation that Parry Sound Housing Corporation follows for the use of Marijuana at 66 Church street. I have many answers from employees of Parry Sound Housing Corporation. I also have no reply of my questions so this is why I need you the board.

Supervisor Linda Hunter said Medical marijuana can be smoked for medical use for those who are suffering from grave and debilitating illness. Tenants who fall under this exemption must have authorization to possess , which is issued by Health Canada. When it became legalized in 2018 the rules were the same as alcohol which is it must be contain inside your unit.

Supervisor Bobbie Verstraten said the same thing as Linda Hunter on Medical use in 2021.

Supervisor Melissa Hayhurst said the use of medical Marijuana is by the Town of Parry Sound By-law. 2022

I ask Sharron Davis in August 30 2022 and had no reply.

I have ask CAO Tammy Mackenzie in May 2023 no reply.

Supervisor Tahila Holm says you only need to claim medical use in your unit, everybody can smoke marijuana outside the property. 2023

My health and other tenants health are very effected by seconded hand smoke from marijuana. I have been told that I cannot use the outside property if it effects my health because tenants and their visitors have a right to smoke as much marijuana as they can. This also effects all our surrounding neighbors and their family and children.

I have handed a letter from my Doctor it effects me, I have breathing problems from having part of my lung remove from stage four cancer. Other cancer tenants are effected by second hand smoke from marijuana.

Thank you

Teresa Young

204 66 Church St.

Sent from [Mail](#) for Windows

This e-mail, any attachments and the information contained therein ("this message") are confidential and intended solely for the use of the addressee(s). If you have received this message in error please send it back to the sender and delete it. Unauthorized publication, use, dissemination or disclosure of this message content, either in whole or in part is strictly prohibited.

District of Parry Sound



August 18, 2023

Teresa Young

Via email: tcmy777@hotmail.com

Dear Ms. Young,

Thank you for your email dated July 22, 2023 regarding cannabis use at your residence.

The Local Housing Corporation (LHC) operates several residential buildings across the District of Parry Sound, under the auspices of the District of Parry Sound Social Services Administration Board (DSSAB) as the Housing Service Manager.

The legalization and subsequent inclusion of cannabis and e-cigarettes/vaping under the *Smoke Free Ontario Act 2017* permits the use of cannabis where smoking tobacco is permitted. As such, our housing policies have been aligned with these regulations and are summarized below:

Vaping or the smoking of lighted tobacco or cannabis:

- Is permitted outside in designated areas (5 metres from the entry/exit)
- Is NOT permitted in indoor common space
- Is NOT permitted in a tenant's unit unless a medical certificate has been provided

It is my understanding that a similar response was provided to you on two separate occasions, April 12, 2023 and May 3, 2023, from Tahlia Holm, Supervisor of Tenant Services.

Moving forward, any changes will be communicated to residents, as appropriate, and staff will ensure signage is posted appropriately throughout the building.

Sincerely,



Rick Zanussi, Board Chair
District of Parry Sound Social Services Administration Board

cc: DSSAB Board Members

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

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



Ontario Provincial Police
Police provinciale de l'Ontario

10.4

Media Release/ Communiqué

FROM/DE: West Parry Sound Detachment

DATE: September 5, 2023

WEST PARRY SOUND OPP MONTHLY DOMESTIC REPORT FOR AUGUST

(PARRY SOUND, ON) – Members of the West Parry Sound Detachment of the Ontario Provincial Police (OPP) have investigated 30 domestic related incidents in the month of August 2023, 13 of which resulted in someone being charged with a criminal offence.

Some of the charges include:

- Sexual Assault
- Assault – Spousal
- Utter threats – cause death or bodily harm
- Harassment
- Mischief – Domestic
- Theft under \$5000
- Knowledge of unauthorized possession of a firearm
- Possession of a firearm, prohibited or restricted weapon obtained by crime
- Unauthorized possession of a prohibited or restricted firearm
- Possession of a prohibited device or ammunition
- Obstruct peace officer
- Personation with intent (identity fraud)
- Identity theft
- Breach of recognizance
- Fail to comply with undertaking
- Fail to comply with release order

The OPP will not release names 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 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 .

- 30 -

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

Phone: (705) 746-4225

Email: Joe.Scali@opp.ca



Ontario Provincial Police
Police provinciale de l'Ontario

Media Release/ Communiqué

opp.ca

X: @OPP_NER or @PPO_Nordest

Facebook: Ontario Provincial Police – North East Region

MONTHLY JOBS REPORT

JULY 2023

The Labour Market Group
Guiding partners to workforce solutions.

NIPISSING DISTRICT

There were 440 job postings recorded for Nipissing district in the month of July. For the fifth consecutive month this figure represented a notable-to-significant year-over-year decrease; -19.6% (-107) in job postings with July 2022 seeing 547 recorded job postings. The month-over-month change decrease of -25.4% (-150) is likely a combination of seasonal trends with summer positions winding down and economic downturn effects. 253 Unique employers posted jobs in July which is down in both the month-over-month (-11.8% / -34) and year-over-year (-12.2% / -35) comparable.



OF THE 440 JOB POSTINGS



100%
Collected from online sources.



10.2%
(45) Requiring a bilingual individual.

17.5%
(77) Criminal Record Check



For postings that listed an annual salary.



\$66,101.58/year
AVERAGE



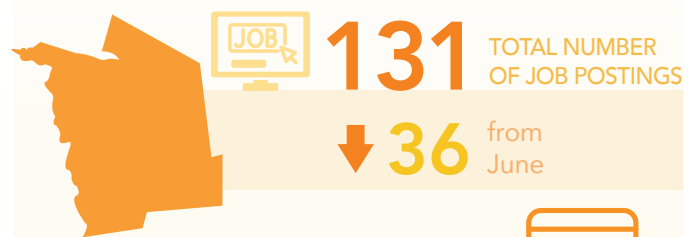
\$22.76
HOURLY WAGE

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

Of the 148 postings which listed an hourly wage 14.2% (21) were listed at the provincial minimum wage of \$15.50/hour.

PARRY SOUND DISTRICT

There were 131 job postings recorded for the Parry Sound district in the month of July. This figure is significantly below; -21.6% (-36), the previous month's total of 167 postings as well being significantly below; -26.4% (-47), July 2022 when there were 178 recorded job postings. This year-over-year drop makes July the fifth consecutive month with such a result. This continues to add to the indication of a possible economic downturn. 76 Unique employers posted jobs in July which is notably below; -20% (-19), June's total of 95 and the July 2022 figure of 196.



OF THE 131 JOB POSTINGS



100%
Collected from online sources.



1.5%
(2) Requiring a bilingual individual.

10.7%
(14) Criminal Record Check



For postings that listed an annual salary.



\$52,491.67/year
AVERAGE

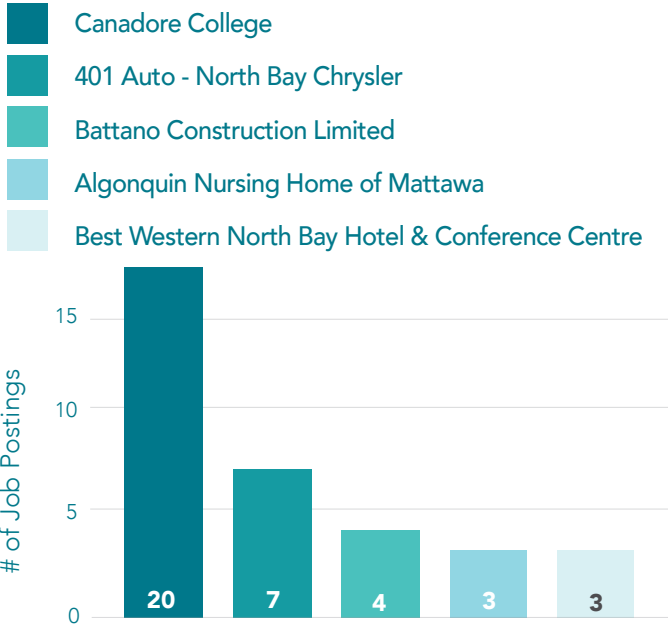


\$21.94
HOURLY WAGE

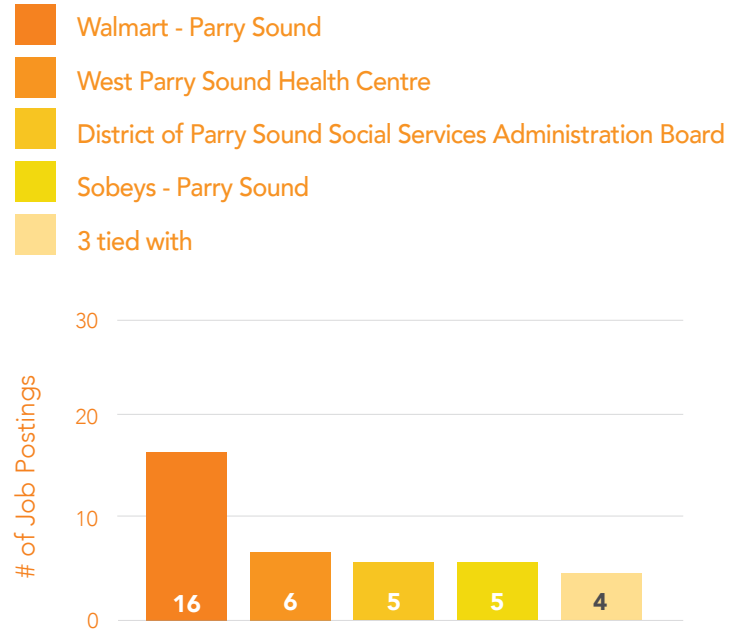
The average hourly wage in July for those postings which listed one.

Of the 52 postings which listed an hourly wage 3.8% (2) were listed at the provincial minimum wage of \$15.50/hour.

TOP 5 EMPLOYERS POSTING JOBS



TOP 5 EMPLOYERS POSTING JOBS



TOP 5 INDUSTRIES HIRING (NAICS)



- 2** 14.1% : Retail Trade (NAIC 44-45)
- 3** 10.5% : Educational Services (NAICS 61)
- 4** 8% : Accommodation & Food Services (NAICS 72)
- 5** 6.8% : Construction (NAICS 23)

The Health Care and Social Assistance (NAICS-62) industry saw the greatest number of job postings in July with 21.4% (94) of the overall share each amongst all major industry classifications. This figure does however represent the largest month-over-month decrease of -3.7%. The largest month-over-month increase in posting share of +3% occurred within the Public Service (NAICS-91) industry; representing 5.9% (26) of the July postings.

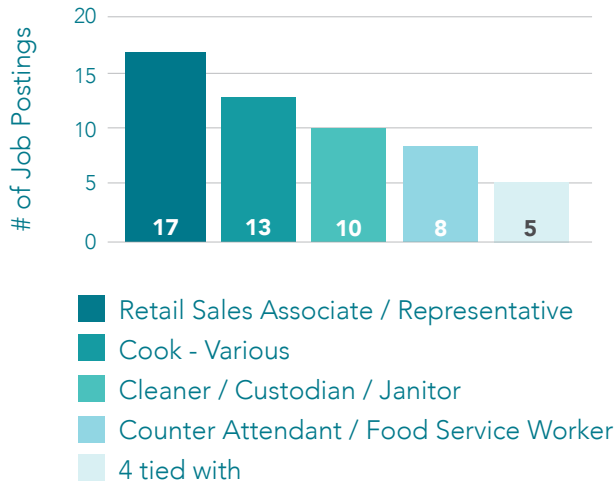
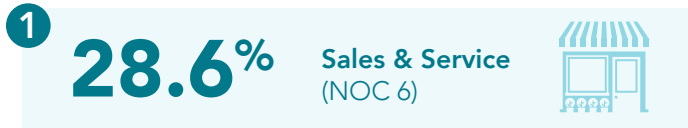
TOP 5 INDUSTRIES HIRING (NAICS)



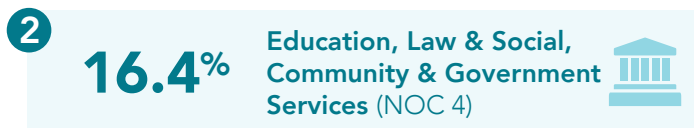
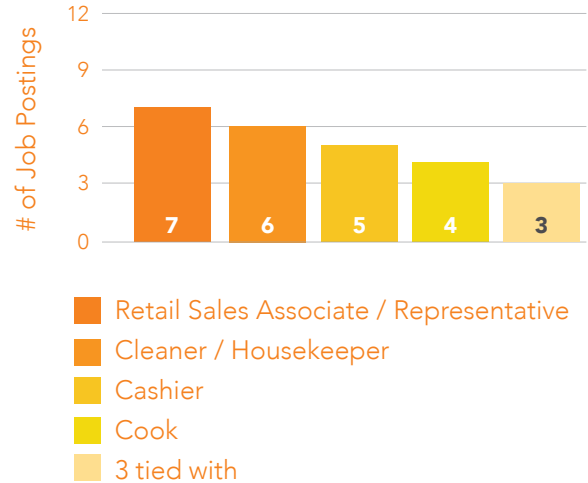
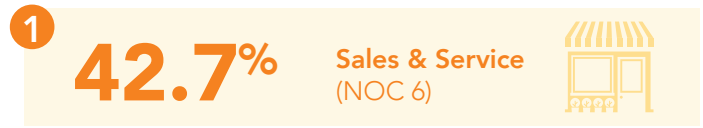
- 2** 15.3% : Health Care & Social Assistance (NAICS 62)
- 3** 14.5% : Accommodation & Food Services (NAICS 72)
- 4** 7.6% : Manufacturing (NAICS 31-33)
- 5** 6.9% : Public Administration (NAICS 91)

The Retail Trade (NAICS-44-45) industry saw the greatest number of job postings in July with 30.5% (40) of the overall share amongst all major industry classifications; with this industry also accounting for the largest month-over-month increase of +7.8%. The Educational Services (NAICS-61) industry saw the largest month-over-month decrease of -7.8% to make up 5.3% (7) of the job postings in this month.

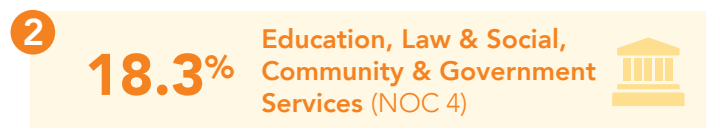
TOP 3 OCCUPATIONAL CATEGORIES (NOC)



TOP 3 OCCUPATIONAL CATEGORIES (NOC)



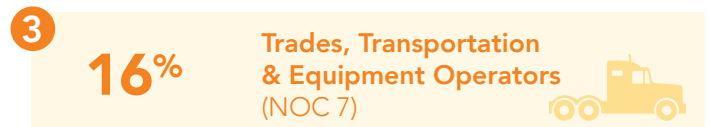
- Community / Social Service Worker (11)
- Instructor - College (6)
- Personal Support Worker / Independent Living Assistant (5)
- Professor - College/University (5)
- Child and Youth Worker (4)



- Teacher - Various (7)
- Community / Social Service Worker (6)
- Personal Support Worker / Independent Living Assistant (4)
- Afterschool Program Worker (2)
- 5 tied with (1)



- Labourer - Construction/General (12)
- Driver - AZ/DZ/Truck/Transport (8)
- Driver- Delivery/Bus (6)
- Installer - Various (4)
- Warehouse Worker / Clerk (4)



- Driver - AZ/DZ/Truck/Delivery (6)
- Installer - Various (2)
- Labourer - Various (2)
- Auto Body Technician (1)
- 10 tied with (1)

Sales and Service (NOC-6) based occupations made up the largest portion of job postings with 28.6% (126) of all postings in July when compared to the major occupational classifications and also account for the largest month-over-month increase of +2.5%. Education, Law and Social, Community and Government Services (NOC-4) based occupations saw the largest month-over-month decrease of -3.5% with 16.4% (72) of the July postings.

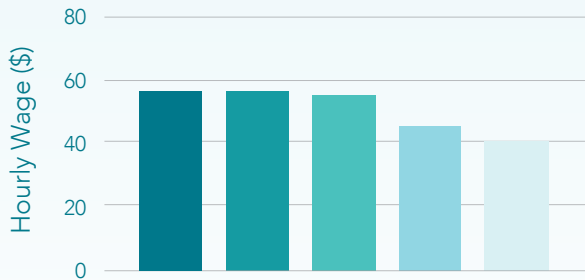
Sales and Service (NOC-6) based occupations represented the largest number of job postings in July with 42.7% (56) of all postings when compared to the major occupational classifications. Education, Law and Social, Community and Government Services (NOC-4) occupations accounted for the largest month-over-month decrease of -2.6% to represent 18.3% of the recorded July postings. The largest month-over-month increase in job posting share was for Trades, Transportation and Equipment Operator (NOC-7) based occupations which changed +4.1% to make up 16% (21) of the July postings.

TOP 5 HOURLY WAGE VACANCIES



\$56.00

Manager - Purchasing and Materiel Management
@ North Bay Regional Health Centre



\$56.00 **Manager - Talent Acquisition**
@ North Bay Regional Health Centre

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

\$45.00 **Social Worker - Complex Care**
@ North Bay Regional Health Centre

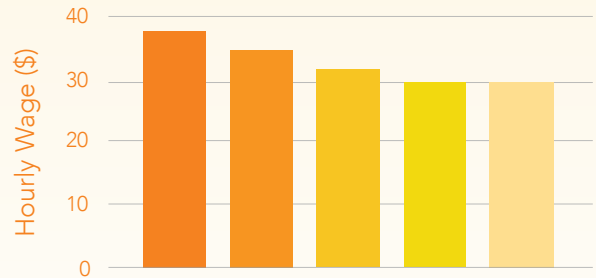
\$40.00 **Carpenter**
@ MHM General Contracting

TOP 5 HOURLY WAGE VACANCIES



\$38.00

Crisis Case Manager
@ Canadian Mental Health Association
- Muskoka Parry Sound Branch



\$35.00 **Driver - DZ**
@ Parry Sound Fuels

\$32.00 **Lead Hand - Public Works**
@ Township of Strong

\$30.00 **Driver - AZ/DZ**
@ Adams Bros. Construction

\$30.00 **Carpenters Helper**
@ Upton Developments

TOP 3 ANNUAL SALARY VACANCIES

\$126,838

Site Superintendent
@ DL Building Group

\$120,000

Sales Manager - Automotive
@ Kia North Bay

\$92,223

Financial Analyst
@ Ontario Northland



Lowest Annual Salary **\$37,716**
Transitional Care Assistant
@ Canadian Red Cross

TOP ANNUAL SALARY VACANCY

\$82,100

Assistant Manager - Retail
@ Walmart - Parry Sound

\$60,000

Auto Body Technician
@ Bray Motors

\$49,000

Economic Development Officer
@ Shawanaga First Nation



Lowest Annual Salary **\$33,670**
Communications Intern
@ West Parry Sound District Museum

The average hourly wage in July for those postings which listed (33.6%) an hourly wage was \$22.76/hour. This is in-line; -1.1% (-\$0.26/hour), with the current 12-month average of \$23.02/hour. Of the 148 postings which listed an hourly wage 14.2% (21) were listed at the provincial minimum wage of \$15.50/hour. For postings that listed an annual salary the average was \$66,101.58/year. This is also in-line; -1.8% (-\$1,229.28/year), with the current 12-month average of \$67,330.86/year.

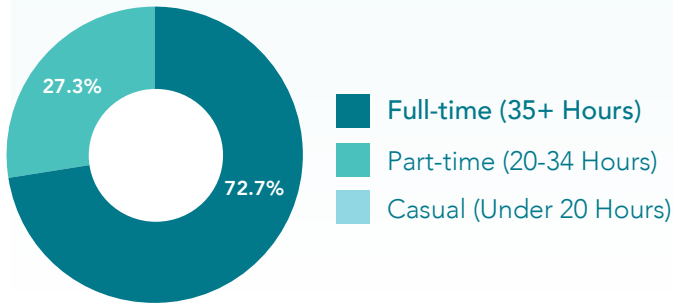
The average hourly wage in July for those postings which listed (39.7%) an hourly wage was \$21.94/hour. This figure is slightly below; -6.8% (-\$1.61/hour), the current 12-month average of \$23.55/hour. Of the 52 postings which listed an hourly wage 3.8% (2) were listed at the provincial minimum wage of \$15.50/hour. The average annual salary listed in the month of July was \$52,491.67; significantly below; -19.6% (-\$12,818.49/year), the current 12-month average annual salary of \$65,310.16/year.

FULL-TIME / PART-TIME BREAKDOWN

72.7% of listings in July

↓ **2.4%**
from June

72.7% (320) of the listings in July indicated that the employment offered would be classified as full-time. This figure is slightly below; -2.4%, the previous month when 75.1% of the job postings were classified as full-time.



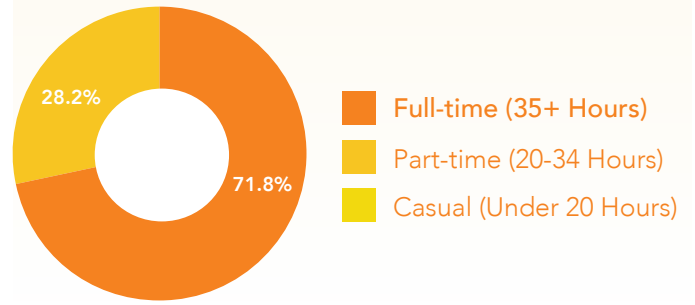
440 Postings listed hours offered (100%)

FULL-TIME / PART-TIME BREAKDOWN

71.8% of listings in July

↑ **5.9%**
from June

71.8% (94) of the listings in July indicated that the employment offered would be classified as full-time. This figure is a slight increase; +5.9%, from the previous month where 71.8% of the job postings were classified as full-time.



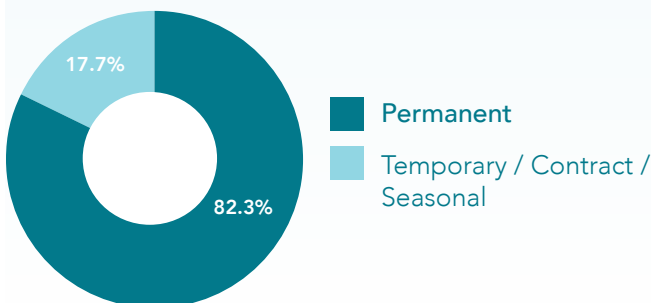
131 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

82.3% of listings in July

↓ **1.8%**
from June

82.3% (362) of the listings in July stated that the opportunity in question would be permanent. This is nearly a slight drop; -1.8%, from June when permanent postings made up 84.1% of the job postings.



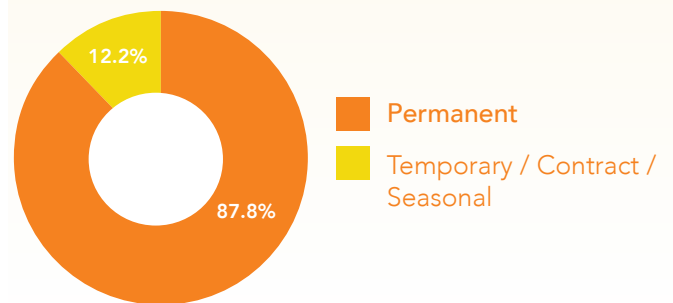
440 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

87.8% of listings in July

↓ **0.8%**
from June

87.8% (115) of the listings in July stated that the opportunity in question would be permanent. This is nearly identical; -0.8%, to June when these opportunities accounted for 88.6% of the job postings listed in that month.



131 Postings listed hours offered (100%)

ALL EMPLOYERS WITH POSTINGS IN MONTH



NIPISSING DISTRICT

401 Auto - North Bay Chrysler
A&W (McKeown)
A&W (Sturgeon Falls)
ABM Integrated Solutions
Actlabs
Advance Auto Parts Inc.
AIDS Committee of North Bay and Area
AIM Kenny U-Pull
Airport Animal Hospital
Alex McKillop Tax Ltd.
Algonquin Nursing Home of Mattawa
Algonquin Pharmasave & Compounding Center
All Shelter Sales and Rentals
AllRoads Auto Sales
American Eagle Outfitters
Apollo Transport
Arctica Heating and Cooling Ltd.
Ardene
Bath & Body Works
Battlefield Equipment Rentals
Bay City Animal Hospital
Bay Roofing and Exteriors Ltd.
Bay Truck Stop Family Restaurant
Bayland Property Management
Bayland Yard
Best Buy
Beyond Wireless Inc.
Binx Professional Cleaning
Blackfly Lures
Blanchfield Roofing Co. Ltd.
Boart Longyear - North Bay
Boart Longyear - Sturgeon Falls
Boathouse / Blackwell Stores
Bomark Motel
Boutique Marie Claire Inc
Bradwick Property Management
Brandt Industries
Bruman Construction Inc
Buchner Manufacturing Inc.
Burger King - Lakeshore Drive
CAA North & East Ontario
Caisse Alliance
Campus Living Centres
Canada Post - North Bay
Canadian Forces Morale and Welfare Services
Canadian Mental Health Association
- North Bay and Area
Canadian Tire - North Bay
Canadian Tire Gas+ - North Bay
Canadore College
Canadore College - College Drive
Canadore College - Commerce Court
Canadore College - Parry Sound Campus
Canor Construction
Canpar express
CarePartners
CARQUEST Canada
Cascades Casino
Cassellholme Home for the Aged
Cementation Canada
Centennial Contracting Ltd.
Central Welding & Iron Works
Christian Horizons (CA)
CJ Limited - Charm Diamond Centres
Cogeco
Comfort Inn - Airport
Commissionaires
Community Counselling
Community Living North Bay
Conseil Scolaire Catholique Franco-Nord
Conseil scolaire public du Nord-Est de l'Ontario
Contrans Flatbed Group
Cooper Equipment Rentals
Co-operative Care Alliance
Crisis Centre North Bay
CTS Canadian Career College
Dairy Queen Grill & Chill - McKeown Ave.
Dawson Dental - North Bay
Days Inn & Suites North Bay

Descon Construction Ltd
Designed Roofing Inc., Essential Exteriors
& Northland Glass & Metal
Diagnostic Sleep Clinic
Di-Corp
Discount Car and Truck Rentals
District of Nipissing Social Services
Administration Board
Dollarama - North Bay
DSI Underground Canada Ltd.
East Ferris Bus Lines
Eclipse Stores Inc
Ed Seguin & Sons Trucking and Paving
Enbridge Inc.
Enterprise Holdings
Enterprise Rentacar
Evergreen Landscaping
exp Global Inc.
Express Parcel
Farquhar Dairies Ltd
First Choice Haircutters
First Onsite
First Peoples Wellness Circle
Fisher Wavy Inc.
Freightliner North Bay
Gangnam Korea
Garderie Soleil
GHC Heating and Air Conditioning
Giant Tiger - North Bay
Gincor Wex
Glen Garry Motel and Cottages
goeasy
GoodLife Fitness Centre - Main Street
Gordon Food Service
GP Welding & Ironworks
Grant Thornton LLP
Greco's Pizza Presto
Groupe Dynamite Inc.
Hampton Inn by Hilton North Bay
HandsTheFamilyHelpNetwork.ca - North Bay
HandsTheFamilyHelpNetwork.ca
- Parry Sound
HandsTheFamilyHelpNetwork.ca/Main
LeReseauaideauxfamilles.ca
Haskins Industrial Inc.
Holiday Inn Express North Bay
Home Instead Senior Care
Hope Awaits Ministries
Hopper Buick GMC
Husqvarna
Ivan's Restaurant
J&J Machine Works
J&R Property Management
Jim's Locksmithing
Kal Tire
Kennedy Insurance Brokers Inc.
Kia North Bay
KIND Forest School
Knight Piesold Ltd.
Kohltech Windows & Entrance Systems
Kohltech/Seymour Windows
Lakeshore Dental Care
Larry Lennon Electrical
Les Compagnons des francs loisis
Levante Living
Levante Living - Barclay House
Lewis Motor Sales Inc
LHD Equipment
Linde Canada Inc.
Long & McQuade
Loxton Homes
Lucenti Orlando Professional Corporation
March of Dimes Canada
Marina Point Village
Mario's Auto Body
Martin Roy Transport / MRT
Maslack Supply
Mattawa Hospital
Mattawa River Resort
McDonald's (West Nipissing)
McIntosh Perry

Metal Fab Ltd.
Metro - North Bay
Michael Hill
Miller Paving
Miller Technology Incorporated
Miller Waste Systems
Ministry of the Solicitor General
Ministry of Transportation
Molly Maid
Moore's
Motion Specialties
Mr Seamless Eavestroughing Ltd
Municipality of Temagami
Municipality of West Nipissing
MyCar
National Bank
National Diabetes Trust
Near North District School Board
Neddy's North Bay Hyundai
Nijjaansinaanik Child and Family Services
Nijjaansinaanik Child and Family Services
- North Bay
Nipissing Chiropractic Clinic
Nipissing Transition House
Nipissing University
Nipissing-Parry Sound Catholic
District School Board
No Frills - Dave and Jenna's
Nordic Minesteel Technologies Inc.
North Bay and Area REALTORS(R) Association
North Bay and District Multicultural Centre
North Bay Computer Services Inc.
North Bay Cycle and Sports
North Bay Golden Age Club
North Bay Hydro
North Bay Mazda
North Bay Painting
North Bay Parry Sound District Health Unit
North Bay Regional Health Centre
North Bay-Mattawa Conservation Authority
North Star Studios
Northern Credit Union
Northern OK Tire
Northern Smiles Dental
Novo Peak Health
Nurse Next Door
One Kids Place Children's Medical Treatment
Center of North East Ontario
Ontario Northland
OUR Center Foster Care
Paramed Home Health Care
Partner's Billiards and Bowling
Pathways Wellness and Medical Foot Care
Penningtons
Perron's Freshmart
Peter Conti Custom Woodworking & Design
Petro Canada and Restaurant - Temagami
PHARA
Pilot Diamond Tools Ltd.
Plan A Long Term Care Staffing and
Recruitment
Platinum Patient Transfer Service
Purulator
Recipe Unlimited Corporation - Montana's
Recipe Unlimited Corporation - Swiss Chalet
Recreational Respite
Redpath Mining Contractors and Engineers
Reitmans Lte/lt
Rexall - North Bay
Robertson Restoration
Robinson's Pharmasave
RONA - McGaughey Ave.
Roots Canada
Royal Bank of Canada - North Bay
Sally Beauty
Sangster Law
Savage Equipment Leasing Inc.
Scotiabank - North Bay
Shear Oasis Hair Design
Shoppers Drug Mart - Cassells St.
Showcase

Sienna Living - North Bay
Sienna Senior Living
Simcoe Northern Supply
Softmoc
Sportchek
Springer Animal Hospital
St. Andrew's United Church - North Bay
Stantec
Staples Canada
Stock Transportation
Stockfish Automotive Group
Tan Tan Wok
Tank Traders
TD Bank - North Bay
Telus
Telus - North Bay
The Children's Aid Society of the
District of Nipissing and Parry Sound
The Corporation of the City of North Bay
The Cosmetic Clinic
The Erb Group of Companies
The Home Depot - North Bay
The Sisters of St. Joseph of Sault Ste. Marie
The Station Tap House & Steak co.
ThinkOn
Tim Hortons - Cassells St.
Tim Hortons - Sturgeon Falls
Tim Hortons - Trout Lake Rd.
TJX Companies - Winners
Tokyo Smoke
Total Cleaning & Restoration
Transport Training Centres of Canada
Tremblay Chrysler Dodge Jeep Ram
True North Chevrolet Cadillac Ltd / Fix Auto
North Bay
Tulloch Engineering
Twiggs - Cartier St.
Union of Ontario Indians
V Music Studio
Valois Motel & Restaurant
Value Village
Victorian Order of Nurses / VON
VON Canada (Ontario) - North Bay
Voyageur Aviation Corp
Wacky Wings
Wallace Klein Partners In Law LLP
Walmart - North Bay
Walmart Canada
Wendy's Restaurants - Lakeshore Drive
West 49
West Ferris Day Nursery
West Nipissing General Hospital
Winmar Property Restoration
WipWare Inc.
WIS International
Wolves Den Gas Bar
YMCA of Northeastern Ontario



PARRY SOUND DISTRICT

Adams Bros. Construction
Ahmic Lake Resort
Almaguin Highlands Community Living
Almex Group
Best Western Plus Parry Sound
Binx Professional Cleaning
Bray Motors
Burks Falls Kwik way
Canada Post - Magnetawan
Canada Post - Parry Sound
Canadian Mental Health Association
- Muskoka Parry Sound Branch
Canadore College - Parry Sound Campus
Comfort Inn Parry Sound
Contact North (Parry Sound)
CSN Buchans
Cutting Bros. Inc.

DayCon Limited
Deker Electric Ltd
District of Parry Sound Social Services
Administration Board
Dock Kings Inc.
Dutch Love Cannabis
Eastholme Home for the Aged
G Force Security
Georgian Bay Propane Inc.
Glenn Burney Lodge
Grand Tappattoo Resort
Harvey's Parry Sound
Helping Hands Home Support Services
Home Instead
Home Instead Senior Care
Ideal Supply Inc.
Iron Design Welding
Jolly Roger Inn & Resort
Kawartha Credit Union - Parry Sound
KFC Canada - Soul Foods Group
Lakeside Cottage Care
LCBO - Parry Sound
Lisa M. Lund Professional Corporation
Lofthouse Manufacturing (a Division
of Brawo Brassworking Limited)
Marquee Farm
Martel & Mitchell Rehabilitation
Municipality of Whitestone
Muskoka Smart Homes Inc.
Near North District School Board
Northridge Inn and Resort

Oakcrest Co.
Parry Sound Family Dentistry
Parry Sound Forest School
Parry Sound Fuels
Parry Sound Ready Mix
Phoenix Building Components Inc
Pizza Hut - Parry Sound
RONA - Parry Sound
Royal Bank of Canada - Sundridge
Scotiabank - Powassan
Serenity Property Management
Shawanaga First Nation
Shear Perfection
Shoppers Drug Mart - Parry Sound
Sobeys - Parry Sound
Soundseals Insulation
TD Bank - Parry Sound
The Friends
The Home Depot - Parry Sound
The Source
Tim Hortons
Town and Country Motel
Township of Strong
Upton Developments
Walmart - Parry Sound
Walmart Canada
Wasauksing First Nation
West Parry Sound District Museum
West Parry Sound Health Centre
Westburne
YMCA of Simcoe/Muskoka



WHAT IS THE LMG MONTHLY JOBS REPORT?

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

Each month we compile this report based on our job portal [readysethired.ca](https://www.readysethired.ca).

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

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

The Labour Market Group
[readysethired.ca](https://www.readysethired.ca)
info@thelabourmarketgroup.ca



The Labour Market Group
Guiding partners to workforce solutions.



IN THIS EDITION

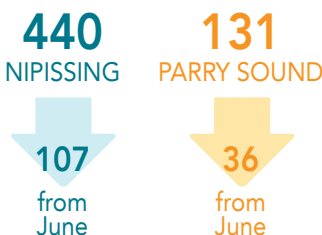
LABOUR FORCE GROWTH HAS BEEN TRENDING DOWNWARDS FOR DECADES

TRUCKING HR CANADA RELEASES LATEST LABOUR MARKET SNAPSHOT

FIVE TRENDS TO KNOW ABOUT TODAY'S MULTIGENERATIONAL WORKFORCE

JOBS REPORT JULY 2023

TOTAL NUMBER OF JOB POSTINGS



TOP INDUSTRY WITH VACANCIES

NIPISSING
Health Care & Social Assistance (21.4%)

PARRY SOUND
Retail Trade (30.5%)

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

T. 705.478.9713

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

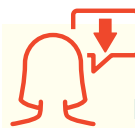
The Labour Market Group is funded by:



LABOUR FORCE GROWTH HAS BEEN TRENDING DOWNWARDS FOR DECADES: OUR AGING LABOUR FORCE AND LOW FERTILITY RATES HAVE CONTRIBUTED TO A LONG-TERM DECLINE

The chart below highlights this slow-moving trend over time. From the late 1970s through to the early 2000s, **baby boomers** and **women** of several generations entered the labour force, creating an era of ample labour supply.

THAT ERA IS OVER!



Female participation has plateaued.

Fertility rates have declined.

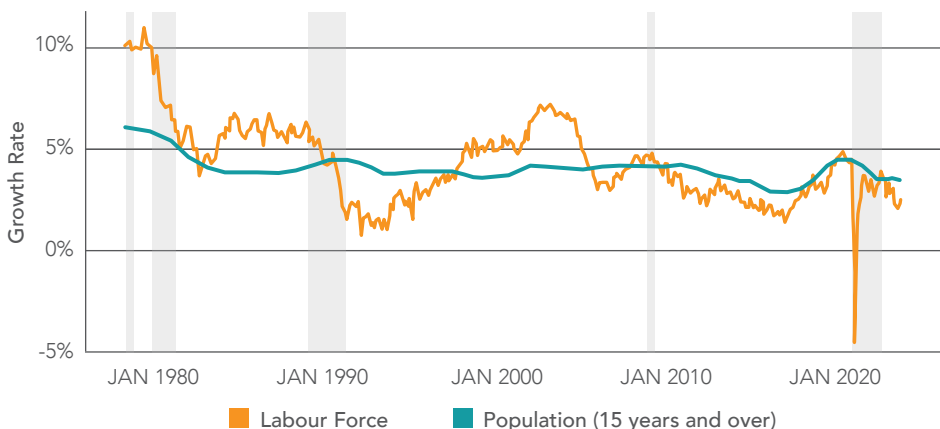


Baby Boomers are now retiring.



These factors are leaving us with a **smaller pool of workers** relative to the growing demand for goods and services.

CANADA: GROWTH RATE UP TO OCTOBER 2022, LABOUR FORCE AND POPULATION (15 YEARS AND OVER)



ON THE DEMAND SIDE

Labour market tightness is a strong incentive for businesses to innovate to boost productivity. Overall, a tighter labour market can benefit the economy, as well as workers — increasing their wages and bargaining power.

ON THE LABOUR SUPPLY SIDE



Increase the size and efficiency of the labour force by **boosting participation, population, and training.**



Increase participation through work **incentives or targeted supports** (e.i. tax breaks and subsidized childcare).



Increasing the population through **immigration or incentives for larger families.**



In terms of skills, **implement training schemes or target skilled immigration.**

MORE FROM THE JULY JOBS REPORT:



TOP OCCUPATIONS

NIPISSING

Sales & Services (28.6%)

Education, Law & Social, Community & Gov (16.4%)

Trades, Transportation & Equipment Operators (15.9%)

PARRY SOUND

Sales & Services (42.7%)

Education, Law & Social, Community & Gov (18.3%)

Trades, Transportation & Equipment Operators (16%)

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

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



T. 705.478.9713

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P1B 3B9

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TRUCKING HR CANADA RELEASES LATEST LABOUR MARKET DATA



The latest data shows the trucking and logistics industry may be headed back into a tighter labour market, especially for drivers. Here are some key findings from the report: Source: www.truckinghr.com/vacancyreport/2023

Employment in trucking and logistics



↓ **4.8%**
IN 2023

But employment **INCREASED** by **18,200** jobs in May.



Unemployment in trucking and logistics

↓ **4.6%**
IN MARCH

↓ **4.1%**
IN MAY



Employment among transport truck drivers

INCREASED steadily over the **first five months** of 2023.

Total employment of **305,000** by May.



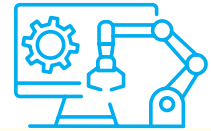
Unemployment among transport truck drivers

↑ **6.5%**
IN APRIL

DECREASED with **3,100** fewer job seekers in May.

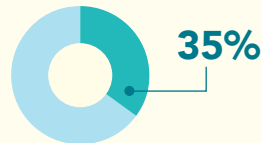


FIVE TRENDS TO KNOW ABOUT TODAY'S MULTIGENERATIONAL WORKFORCE



MONEY MATTERS MOST FOR MOST WORKERS

A competitive salary with regular merit increases has the **biggest** impact on job satisfaction and retention for **Millennials, Gen X and Gen Z**.



Gen X workers are most likely to feel underpaid.

Baby Boomers feel having a **positive team dynamic** as the most important factor of job satisfaction.

49%



AI IS WEIGHING ON WORKERS' MINDS

73% Gen Z
68% Millennials
44% Gen X
33% Baby Boomers

That said, half or more **Gen Z, Gen X and Baby Boomers** are willing to reskill with their current employer if their job was at risk. **Millennials**, would prefer to look elsewhere.

CONTRACT WORK IS ATTRACTIVE TO YOUNGER PROFESSIONALS

Opportunities to take on a variety of assignments and work at different companies to build skills and connections more quickly.

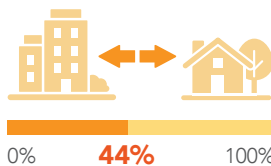
43%

Gen Z are most likely to transition from full-time work to full-time contract work.

8%

Baby Boomers are least likely.

GEN Z WANTS THE BEST OF BOTH WORLDS



More than **4 in 10** of **Gen Z** would prefer complete freedom to choose where and when to work.

At the same time, nearly **1 in 4** (23%) want more people to be in the office in the next few years.



DEAL BREAKERS ARE SIMILAR ACROSS ALL GENERATIONS

- A lack of salary transparency
- Unclear or unreasonable job responsibilities
- Poor communication with a hiring manager



Source: Statistics Canada

www.thelabourmarketgroup.ca

To ever can help us out we live at 175 Big Bend Ave apartment 110 and I believe we speak for the majority of the residents in this building. We are sick and tired of the few people who are causing us problems like yelling, swearing, fighting and

just all around disgusting. We
as most of the people in the
building thought we were
moving in to a place that was
for seniors over 55 years old
and be able to live in peace
but you have allowed a few
undesirable drunks in. My
wife for one will not go out

into the hall at night and she is afraid to walk to the laundry room alone as are several others in here. Please we have put in complaints forms to no avail. None of us deserve to have to live with this situation. I could come up with significant amounts of

*signatures if needed but this
should have been handled by
now. Next is the local paper.
For your consideration Paul
Pearce*

District of Parry Sound



Social Services
Administration Board

September 5, 2023

Dear Mr. Pearce,

Thank you for your recent letter regarding your concerns of disturbances at your unit.

The Non-Profit Organization for Almaguin Housing (NOAH) is managed by the Parry Sound District Housing Corporation which operates several residential buildings across the district of Parry Sound, under the auspices of the District of Parry Sound Social Services Administration Board (DSSAB) as the housing service manager.

It is my understanding that you were able to speak with our Director of Housing Operations, Sharon Davis, regarding your concerns, who conveyed to you the importance we place on ensuring tenant complaints are addressed in a respectful manner, and in accordance with our policies. We fully appreciate your right to maintain reasonable enjoyment of your unit, and our staff work diligently to ensure all tenants in all of the buildings we manage are complying with the terms of their lease. However, to ensure the protection of privacy and confidentiality for all tenants, procedures are in place for the resolution of formal complaints which mean that we cannot share details about the actions that have been taken as we work to address and resolve complaints.

Moving forward, staff will continue to monitor the building and engage with tenants, with attention to the concerns noted in your letter, and respond accordingly to any situations that arise.

Sincerely,

A handwritten signature in black ink, appearing to read 'Rick Zanussi', with a large, sweeping flourish extending to the right.

Rick Zanussi, Board Chair
District of Parry Sound Social Services Administration Board

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

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

Ministry of EducationEarly Years and Child Care
Division315 Front Street West, 11th Floor
Toronto, ON M7A 0B8**Ministère de l'Éducation**Division de la petite enfance et de la
garde d'enfants315, rue Front Ouest, 11^e étage
Toronto, ON M7A 0B8

TO: Consolidated Municipal Service Managers and District
Social Services Administration Boards

FROM: Holly Moran
Assistant Deputy Minister
Early Years and Child Care Division

DATE: September 8, 2023

SUBJECT: Amendments to O. Reg. 138/15 of the Child Care and
Early Years Act, 2014

Thank you for your ongoing leadership and commitment to ensuring that families across Ontario have access to safe, affordable and high-quality child care.

On June 13, 2023, the ministry notified child care licensees of proposed draft amendments to Ontario Regulation 138/15 under the *Child Care and Early Years Act, 2014* (CCEYA). The proposed regulatory amendments were posted on the Regulatory Registry and available for public comment until July 29, 2023.

This is to inform you that the amendments to O. Reg 138/15 will come into effect on September 29, 2023.

The regulatory amendments require Consolidated Municipal Service Managers (CMSMs) and District Social Services Administration Boards (DSSABs) to process a completed application based on the date that it is received, and to make reasonable efforts to work together or with licensees cross-jurisdictionally to facilitate access to fee subsidized child care. This would be in accordance with any applicable local policies regarding the eligibility or prioritization of applications. This would support parental choice through access to fee subsidy outside of their home community, to best meet the needs of the family.

To support CMSMs/DSSABs planning for these regulatory amendments, I am pleased to provide the following:

- An updated Policy Statement: Access to Subsidized Child Care

The highlighted additions align with and are complementary to the proposed regulatory amendments.

While fee subsidy for eligible families is subject to the availability of subsidy funds within the budget of the CMSM or DSSAB, space availability within a child care program and a

licensee's enrolment policies, this change would support parental choice by increasing access to fee subsidy in programs outside of their area of residence.

The ministry values the feedback that we have received from CMSMs and DSSABs and the broader child care sector. The ministry recognizes that the implementation of these regulatory amendments may be a significant undertaking and is committed to continuing to support service system managers to ensure timely implementation in order to provide greater accessibility to child care for families.

If you have any questions regarding this package, please contact your Early Years Advisor (EYA). An updated list of EYAs was sent to CMSMs/DSSABs on August 10, 2023.

Sincerely,

Original signed by
Holly Moran

c: Early Years Advisors, Programs and Service Integration Branch

Attachment:

- Policy Statement: Access to Subsidized Child Care – updated September 2023

APPENDIX C: POLICY STATEMENT: ACCESS TO SUBSIDIZED CHILD CARE

September 2023

Glossary of Terms

Child care fee subsidy:

- Funding to offset the cost to parents for licensed child care or approved recreation programs (as described section 6 of Ontario Regulation 138/15).
- Eligibility for child care fee subsidies: Parents who are eligible for assistance, as identified in section 8 of the Ontario Regulation 138/15, and parents of children in social need (defined on p. 5 of this policy statement), may be eligible for fee subsidies for children under 13 years of age.
 - Parents of children with special needs may be eligible for fee subsidies for children under 18 years of age if they were in receipt of a service or received financial assistance before August 31, 2017. They will be allowed to continue to receive assistance until that child turns 18, provided that they meet other eligibility criteria that are unrelated to age (see O. Reg. 138/15).
 - Parents eligible for fee subsidies include Ontario Works participants, recipients of income support under the Ontario Disability Support Program (ODSP), as well as other parents who are in financial need. The latter category captures ODSP employment supports clients who are in financial need but who are not in receipt of income support under ODSP.

Service System Manager:

- Municipality or district social services administration board designated as a service system manager by the Regulation. In this policy statement, service system managers are referred to as Consolidated Municipal Service Managers (CMSMs) and District Social Services Administration Boards (DSSABs).
- For the purposes of this policy statement, unless otherwise indicated, CMSMs/DSSABs refers to the service system manager in the service area in which the parent and child resides, or the 'home' service system manager.

Full-day child care:

- Child care that is provided for 6 or more hours in a day.

Child with special needs:

- A child who has special needs means a child whose cognitive, physical, social, emotional or communicative needs, or whose needs relating to overall development, are of such a nature that additional supports are required for the child.

Ministry:

- The Ministry of Education.

Ontario Works child care:

- The provision of funding to participants in employment assistance activities under the Ontario Works Act, 1997 for the temporary care for and supervision of a child where the care and supervision is provided to enable the participants to so participate.
- Ontario Works participants (including participants in Learning, Earning and Parenting (LEAP), as well as ODSP income support recipients participating in Ontario Works) may receive assistance up to the actual cost of licensed care, and up to pre-established ceilings for unlicensed care.

Parent:

- Includes a person having lawful custody of a child or a person who has demonstrated a settled intention to treat a child as a child of his or her family (as per subsection 2. (1) of the *Child Care and Early Years Act, 2014*).

Part-day child care:

- Child care that is provided for less than 6 hours in a day.

Recognized needs:

- Reasons for needing child care that are laid out within the scope of this policy statement, and that are to be considered by CMSMs and DSSABs when determining the amount of subsidized child care to provide. The term may include needs associated with the child, needs associated with the parent, or both.

The Regulation:

- Ontario Regulation 138/15 (Funding, Cost Sharing and Financial Assistance) made under the *Child Care and Early Years Act, 2014*.

Introduction

High quality child care plays a key role in promoting healthy child development and helping children arrive at school ready to learn. It is also an essential support for many parents, helping them to balance the demands of career and family while participating in the workforce, or pursuing education or training.

That is why it is important to fund child care fee subsidies in a way that takes into consideration both the needs of parents and the best interests of children.

Purpose

This policy statement articulates provincial expectations regarding the provision of child care fee subsidies, specifically clarifying the flexibility available to CMSMs and DSSABs in determining the appropriate amount of child care for which a fee subsidy may be provided. The policy statement recognizes the decision-making authority of CMSMs and DSSABs at the local level, and provides them with a framework within which they may exercise discretion in balancing the needs of children and parents.

Role of Consolidated Municipal Service Managers and District Social Services Administration Boards

In their role as child care service system managers, CMSMs and DSSABs cost-share, plan and manage prescribed child care services, including fee subsidies and Ontario Works child care, within the parameters of legislation, regulations, standards and policies established by the ministry.

CMSMs and DSSABs are responsible for maintaining a flexible mix of subsidies for part- and full-day child care, across all age groups that reflects the range of local service needs. They are also responsible for implementing practices that provide for a seamless transition between subsidized part-day and subsidized full-day care as parents' and children's needs change.

CMSMs and DSSABs are to determine the amount of subsidized child care for each eligible family in accordance with the framework outlined in this document.

Statement of Policy

CMSMs and DSSABs may provide child care fee subsidies to parents who are financially eligible, and to parents of children with special or social needs (see p. 5 for definition of social need).

In the case of Ontario Works participants, CMSMs and DSSABs may provide child care fee subsidies or Ontario Works child care. To be eligible for Ontario Works child care, parents must be participating in recognized activities (outlined on p. 6). When providing fee subsidies or Ontario Works child care, CMSMs and DSSABs should take into account a family's reasons for needing child care in order to determine the amount of child care to subsidize.

Consideration should be given to both the recognized needs of the parent and the recognized needs of the child when determining whether funding for full-day or part-day child care is appropriate. As a general rule, funding for full-day child care should only be provided where the family's collective needs require it.

If the child has a special or social need, the amount of subsidized child care provided should be based primarily on what is in the child's best interests. In all other cases, the amount of subsidized child care should be based on the parent's recognized needs, although even then, the best interests of the child should always be considered in order to help support the child's early learning and avoid undue disruption for the child.

This policy statement recognizes certain needs as appropriate for the provision of child care fee subsidies and Ontario Works child care. These are outlined below, by funding type.

Determining the Amount of Child Care to Subsidize

It is important for CMSMs and DSSABs to exercise discretion in determining the amount of child care to subsidize for any particular family. Consideration should be given to the schedules and staffing of child care programs in which subsidized children are enrolled, and allowance should be made for extenuating circumstances (e.g. a parent's fluctuating work hours), so that as much as possible, unreasonable disruptions to a child's care or a parent's ability to pursue and maintain employment are avoided.

Recognized Needs for Provision of Child Care Fee Subsidies

The following is a list of reasons for needing child care that are to be considered by CMSMs and DSSABs when determining the amount of child care for which to provide a fee subsidy.

Children's recognized needs

- A child with special needs: means a child whose cognitive, physical, social, emotional or communicative needs, or whose needs relating to overall

development, are of such a nature that additional supports are required for the child.

- Social need: The child may require child care to address a social need due to issues with the home/family environment, and is referred to the CMSM and DSSAB for child care by a Children's Aid Society, Public Health Unit, family physician, or another early intervention/prevention agency/professional recognized by the CMSM or DSSAB. Social need includes situations where the need is directly related to the child, as well as situations where the child's need is the result of a greater family need.

Child care fee subsidies may be provided where children have special or social needs, even if their parents do not have recognized needs themselves. CMSMs or DSSABs have discretion to determine the appropriate amount of subsidized child care for children with special or social needs. The child's best interests should play a primary role in these decisions, but if the parent also has recognized needs, the parent's circumstances should also be taken into consideration.

Parents' recognized needs

- No parent in a household is able to care for their children due to participation in one or more of the following activities:
 - Employment;
 - Attendance at an educational program, including lab work, field placements, co-op placements, practical, and case studies/team meetings;
 - Attendance at a training program, including lab work, field placements, co-op placements, practical, and case studies/team meetings;
 - Study/preparation associated with education and/or training; and
 - Travel associated with the above activities.
 - Other circumstances, such as (but not limited to) the following:
 - In the opinion of a medical or other relevant professional, a parent is unable to care for their child because of an illness or disability (if there is another parent, they are engaged in activities as noted above);
 - No parent in a household is able to care for the child in between participation in activities as noted above (e.g., while sleeping during the day after working the night shift, etc.); and
 - A parent who already has a child care fee subsidy becomes temporarily

unemployed.

CMSMs and DSSABs are responsible for setting local policies regarding how much study/preparation time to permit per parent. Policies should take into account the workload associated with the educational/training programs in which parents are involved.

In circumstances where a parent is not participating in any of the activities listed above but still requires child care, or needs child care in between periods of participation, determining the appropriate amount of child care to subsidize may be more complex.

CMSMs and DSSABs have discretion to determine the appropriate amount of subsidized child care based on a consideration of the parent's needs and what would be in the best interests of the child.

It is not possible for this policy statement to capture every specific situation in which it may be appropriate to provide subsidized child care. There may be situations where parents are facing exceptional circumstances, and CMSMs and DSSABs will need to address those situations on a case-by-case basis.

Recognized Needs for Provision of Ontario Works Child Care

The following is a list of reasons for needing child care that are to be considered by CMSMs and DSSABs when determining the amount of child care for which to provide Ontario Works child care funding.

Parents' recognized needs

- No parent in a household is able to care for their children due to participation in:
 - Employment assistance activities under the Ontario Works Act, 1997 (OWA); and
 - Travel associated with the above activities.

It should be noted that Ontario Works child care funding is not the only mechanism through which Ontario Works participants may receive assistance with their child care costs. They may also have access to child care fee subsidies. If an Ontario Works participant wishes to access a child care fee subsidy, their needs should be considered in accordance with the recognized needs set out in the fee subsidy section of this document.

APPENDIX D: FEE SUBSIDY LEGISLATIVE AUTHORITY AND TECHNICAL DETAILS

LEGISLATIVE AUTHORITY

The following information identifies the specific sections of the legislation and regulations that relate to financial eligibility for fee subsidies. It outlines how provincial funds are allocated to CMSMs and DSSABs for the provision of prescribed child care services.

Family Composition

Family composition is a key component in determining eligibility for fee subsidy. Criteria used in the application process include the definition of the family unit and the determination of adjusted income to be used in calculating the parental contribution toward the cost of child care. This includes applicants who identify themselves as a parent.

Section 1 of the *Child Care and Early Years Act, 2014* defines a “parent” as:

“Parent” includes a person having lawful custody of a child or a person who has demonstrated a settled intention to treat a child as a child of his or her family.

The determination of adjusted income also includes applicants who identify themselves as:

- Couples in a relationship with some permanence and/or
- Couples cohabiting for a period not less than three years.

Section 29 of the *Family Law Act, 1990 (FLA)* states:

“Spouse” means a spouse as defined in subsection 1 (1), and in addition includes either of two persons who are not married to each other and have cohabited,

- a. Continuously for a period of not less than three years, or
- b. In a relationship of some permanence, if they are the natural or

adoptive parents of a child.

In cases where the applicants (couples) have cohabited for a period less than three years and have a child together, the parents have an obligation to support the child. Subsection 31 (1) of the *Family Law Act, 1990* (FLA) states:

“Every parent has an obligation to provide support for his or her unmarried child who is a minor or is enrolled in a program of education, to the extent that the parent is capable of doing so.”

Regulation 138/15 Financial Assistance for Parents

Section 1 of O. Reg. 138/15 includes the following definition:

“Adjusted income” means adjusted income as defined in section 122.6 of the *Income Tax Act* (Canada).

Section 8 of O. Reg. 138/15 defines categories of persons who are eligible for fee subsidy:

(1) The following persons are eligible, as parents, for assistance with the cost of a service listed in paragraph 1, 2, 5, 6, 7 or 8 of subsection 6 (1):

1. Persons eligible for income support under the *Ontario Disability Support Program Act, 1997*.
2. Persons eligible for income assistance under the *Ontario Works Act, 1997* who are employed or participating in employment assistance activities under that Act or both.
3. Persons who are eligible for assistance on the basis of their adjusted income.

(2) A parent described in paragraph 1 or 2 of subsection (1) who is the recipient of a subsidy,

(a) Shall, subject to clause (b), be fully subsidized for the cost of the service; or

(b) Shall be provided with the amount of funding for the service described in paragraph 7 of subsection 6 (1), if applicable.

(3) A parent described in paragraph 3 of subsection (1) who is the recipient

of a subsidy shall be provided with an amount of funding for the service determined under section 10.

- (4) The document entitled "Policy Statement: Access to Subsidized Child Care," as amended from time to time, which is available on a Government of Ontario website, shall be referred to for the purposes of determining a person's eligibility for financial assistance under this section and sections 9 to 12.

Section 9 of O. Reg. 138/15 defines the process and documentation necessary for the verification of income:

- (1) Every year parents may apply to a service system manager for assistance with the cost of a service referred to in subsection 8 (1).
- (2) Subject to subsection (3), parents applying for assistance with the cost of a service referred to in subsection 8 (1) on the basis of their adjusted income shall file with the service system manager,
 - a. A copy of their Notice of Assessment or Canada Child Tax Benefit Notice for the previous year; or
 - b. If their Notice of Assessment or Canada Child Tax Benefit Notice for the previous year is not available, a copy of their most recent available Notice of Assessment or Canada Child Tax Benefit Notice.
- (3) Parents who are applying for assistance with the cost of a service referred to in subsection 8 (1) on the basis of their adjusted income that were non-residents in Canada in the previous year are not required to file the documents referred to in subsection (2) and their adjusted income is deemed to be \$0 for the purpose of their application for assistance.
- (4) Service system managers shall process completed applications for assistance in the order they are received.
- (5) Service system managers shall make reasonable efforts to facilitate the provision of assistance to an applicant for the cost of a service operated in a service area other than the service area in which the applicant resides.
- (6) Subsections (4) and (5) shall not be applied in a manner that affects an applicant's eligibility or priority for assistance.

Section 10 provides the formula for calculating the amount that parents receiving subsidy are expected to pay toward the cost of child care:

10.(1) The amount of the subsidy for a service referred to in subsection 8 (1) for which a parent is eligible on the basis of their adjusted income is calculated as follows:

1. Determine the amount the parent would pay for the service if the parent did not receive any subsidy.
2. Determine the amount the parent shall pay as calculated under subsection (2), (3) or (4).
3. Subtract the number determined under paragraph 2 from the number determined under paragraph 1.

(2) A parent shall not pay any of the cost of the service for their children if the parent,

- a. has a total adjusted income of \$20,000 or less; or
- b. the amount the parent would contribute on the basis of their adjusted income for each month of child care, as calculated under subsection (3), is less than \$10.

(3) If a parent has a total adjusted income of more than \$20,000 and the child is in receipt of the service on a full-time basis, the service system manager shall calculate a monthly amount that the parent shall pay, as follows:

$$\frac{[(A \times 0.10) + (B \times 0.30)]}{\div 12}$$

where,

A is the amount by which their adjusted income exceeds \$20,000 but is not more than \$40,000, and

B is the amount by which their adjusted income exceeds \$40,000.

(4) If a parent has a total adjusted income of more than \$20,000 and the child is in receipt of the service on a part-time basis, the service system manager shall calculate a daily amount that the parent shall pay as follows:

$$A \div (B \times 4.35)$$

where,

A is the monthly amount paid by the parent for the service

determined under subsection (3), and

B is the number of days per week the child is in receipt of the service.

Section 11 of O. Reg 138/15 describes the provisions for a family that includes a parent with a disability or child with special needs:

11.(1) Despite the definition of “adjusted income” in subsection 1 (1), if a parent of a child has a disability or the child is a child with special needs, the service system manager shall reduce the adjusted income of the parent by the amount of any expenses related to the parent’s disability or to the child’s special needs for which the parent is not reimbursed and for which there are no deductions under the *Income Tax Act (Canada)* and the reduced adjusted income shall be treated as the parent’s adjusted income for the purposes of section 10.

(2) For the purposes of this section, a parent has a disability if,

- a. The person has a substantial physical or mental impairment that is continuous or recurrent and that is expected to last one year or more; and
- b. The direct and cumulative effect of the impairment on the person’s ability to attend to his or her personal care, function in the community and function in a workplace results in a substantial restriction in one or more of these activities of daily living.

(3) For the purposes of this section, a determination regarding whether a person has a disability or a child is a child with special needs may only be made by a health practitioner whose profession is regulated under the *Regulated Health Professions Act, 1991* and who is acting within the scope of his or her practice.

Section 66.6 deals with in-year decreases in income:

12.(1) A parent may apply to the service system manager during the year for a reduction in the amount he or she pays for the cost of a service referred to in subsection 8 (1) if the parent has a reduction in their adjusted income of 20 per cent or more during the year compared to their adjusted income,

- a. In the previous year; or
- b. In the year before the previous year, if proof of their adjusted income is not available for the previous year.

(2) In applying for a reduction under subsection (1), the parent shall

provide satisfactory evidence of the amount of the reduction in income to the service system manager.

- (3) If a service system manager is satisfied that there has been a reduction of 20 per cent or more in adjusted income, the service system manager shall re- calculate the amount that the parent pays for the service using the reduced adjusted income as the basis of the calculation under section 10.

Applications for Fee Subsidy

With regards to subsections (5) and (6) of Section 9 under O.Reg.138/15, while CMSMs/DSSABs are required to make reasonable efforts to facilitate the access of (via cross-jurisdictional agreements with other service system managers or licensees) and administer subsidized child care for eligible parents, this does not circumvent or negate provincial or local policies of prioritization and/or provincial or local parameters for fee subsidy administration.

Families apply for fee subsidy with the CMSM/DSSAB of the region in which they reside. Any cross-jurisdictional agreements for fee subsidy are administered and managed by the home CMSM/DSSAB.

The home CMSM/DSSAB holds responsibility for making the assessment of eligibility, processing the subsidy application, administering the funding, and managing any ongoing reporting and documentation associated with the application.

Provincial policies and the by-laws and policies of the home CMSM/DSSAB are, by default, the applicable parameters when determining eligibility, priority, subsidy amounts and parental contribution for a family.

Exceptions to this are CMSMs/DSSABs that have approved opening up their fee subsidy program to all families regardless of where a family resides.

- CMSMs/DSSABs that accept direct applications from families outside of their jurisdiction take on the responsibilities associated with administering (funding, monitoring and reporting on) that subsidy placement.

Services

Under O. Reg. 138/15, Subsection 6(1), the provision of child care by a child care centre, home child care in a premises overseen by a home child care agency, in-home services, children's recreation programs and funding for participants in

employment assistance activities under the *Ontario Works Act, 1997* are services for which parents may receive financial assistance.

Persons with Disabilities or Special Needs

Families in which a parent has a disability or a child has special needs are able to have disability-related expenses deducted from adjusted income. This reduced income will then be used to determine eligibility for fee subsidy and to calculate the parental contribution for child care.

For a child, he or she must meet the definition of a “child with special needs” in O. Reg. 138/15:

- A child whose cognitive, physical, social, emotional or communicative needs, or whose needs relating to overall development, are of such a nature that additional supports are required for the child.

For a parent, the definition of a person with a disability is consistent with the definition used for purposes of the Ontario Disability Support Program, i.e.:

- A person has a substantial physical or mental impairment that is continuous or recurrent and expected to last one year or more; and
- the direct and cumulative effect of the impairment on the person’s ability to attend to his or her personal care, function in the community and function in a workplace, results in a substantial restriction in one or more of these activities of daily living.

To determine whether a parent qualifies based on this definition, the CMSM/DSSAB will need to request a note from a health practitioner whose profession is regulated under the *Regulated Health Professions Act, 1991* and who is acting within the scope of his or her practice.

If the parent is eligible to claim the disability amount, line 316 on the personal income tax form, a qualified person, usually a medical doctor, must have certified that the parent is eligible to claim the amount. This certification may also be used to establish that the parent qualifies to have disability-related expenses deducted for purposes of the fee subsidy income test.

Eligible expenses that may be subtracted from adjusted income are those that are not deductible and for which a credit cannot be claimed through the income tax system.

Eligible expenses must not be reimbursable, for example through insurance or a

government program.

Applicants for child care subsidy will need to bring documentation for disability-related expenses that they wish to have deducted from adjusted income, including:

- Receipts for the disability-related expenses which must have been incurred in the same calendar year as the adjusted income;
- A copy of the completed income tax return for the most recent tax year to show the expenses that may have been deducted or claimed as credits; in particular, the disability supports deduction (line 215) and the medical expenses (claimed on lines 330 and 331) should be reviewed.
- A note signed by an eligible professional if the parent has a disability or evidence that the parent is eligible to claim the disability amount, line 316 on the personal income tax form. In the latter case, the parent should provide a copy of the certified Form T2201, *Disability Tax Credit Certificate*.

Calculation of Parental Contribution

Fee subsidies are available across a broad range of income levels. Families with an adjusted annual income of up to \$20,000 are eligible for full fee subsidy and no calculation of a parental contribution is required.

For families with adjusted income above \$20,000, parental contribution is calculated based on 10% of their adjusted income over \$20,000.

Example:

1. A family with adjusted income of \$25,000 annually would have a parental contribution of 10% of \$5,000 annually or \$500.

When the family's annual adjusted income is above \$40,000, parental contribution is calculated at 10% of the amount over \$20,000 up to \$40,000 *plus* 30% of the amount over \$40,000.

Example:

2. A family with an annual adjusted income of \$45,000 would have a parental contribution of 10% of \$20,000 (\$2,000) plus 30% of \$5,000 (\$1,500). Total annual parental contribution would be \$3,500.

No family will pay more than the total cost of child care for all children in the family. If the calculated parental contribution exceeds the cost of child care, the family is not eligible for fee subsidy.

Monthly and Daily Contribution Calculations

The monthly parental contribution is calculated by dividing the annual parental contribution amount by 12.

Examples:

3. A family with an annual adjusted income of \$25,000 has an annual parental contribution amount of \$500. Their monthly contribution amount would be \$41.67.
4. A family with an annual adjusted income of \$45,000 has an annual parental contribution amount of \$3,500. Their monthly contribution amount would be \$291.67.

The income test is designed such that parents pay the monthly parental contribution as calculated above in each month that their child(ren) need child care regardless of the number of days of child care per week. The daily contribution amount is calculated using the following formula:

$$\frac{\text{Monthly parental contribution}}{\text{Days of care per week} \times 4.35}$$

Examples:

1. A family with an annual adjusted income of \$25,000 has a monthly parental contribution amount of \$41.67. The family requires five days of care per week. To calculate their daily contribution amount:

$$\frac{41.67}{5 \times 4.35} = \$1.92/\text{day}$$

2. A family with an annual adjusted income of \$45,000 has a monthly contribution amount of \$291.67. The family requires 5 days of care per week. To calculate their daily contribution amount:

$$\frac{291.67}{5 \times 4.35} = \$13.41/\text{day}$$

3. A family with an annual adjusted income of \$45,000 has a monthly

contribution amount of \$291.67. The family requires 3 days of care per week. To calculate their daily contribution amount:

$$\frac{291.67}{3 \times 4.35} = \$22.40/day$$

Minimal Subsidy or Parental Contribution

When the parental contribution is calculated to be less than \$10/month the CMSM/DSSAB is to provide a full subsidy to the family. Similarly, the CMSM or DSSAB is not expected to provide a subsidy to the family if the subsidy amount is less than \$10/month.

Change in Family Composition

There are situations where the family composition changes from a one-parent family to a two-parent family. This may occur as the result of a marriage or a couple cohabiting for a period not less than three years. In this case, a parent already receiving subsidy is expected to report the change in circumstances to the CMSM or DSSAB at the earliest opportunity. The most recent available *Notice of Assessment* must be provided for the new parent. The combined adjusted income for both parents will then be used to confirm eligibility for fee subsidy and the parental contribution recalculated.

Significant Changes in Income

The income test is based on the annual adjusted income for the most recent available tax year. In most cases, parents are not expected to report in-year increases in income. Any changes in income will be taken into account at the time of the next subsidy review.

Income in the most recent tax year may not reflect the family's current financial situation in cases where families experience a significant decrease in income (e.g. family break-up). In this case, families may apply for a reduced parental contribution. For purposes of the income test, a significant change of income is defined as a decrease of 20% or more compared to adjusted income for the most recent available tax year. Appropriate documentation must be provided by parents to enable the CMSM or DSSAB to verify the change in income, such as pay slips, pension benefit statements or RRSP receipts.

In such cases, the following calculation provides an example of a method to

determine if a significant change in income has occurred. This calculation estimates adjusted income for the current calendar year and compares it to the adjusted income for the most recent available tax year.

STEP 1:

Calculate the sum of the following types of income:

- Gross employment income, before any deductions including income tax, Canada Pension Plan, Employment Insurance, employer pension plan, union dues
- Old Age Security pension
- Canada Pension Plan benefits
- Interest and other investment income

STEP 2:

Calculate the sum of the following deductions from income; all deductions are limited to those that may be claimed for income tax purposes:

- Registered pension plan contributions
- RRSP contributions
- Annual union, professional and like dues

STEP 3:

Subtract the sum of the deductions from the sum of all types of income to determine the estimated adjusted income for the current calendar year.

STEP 4:

Determine the family's "adjusted income" as defined by the federal government for purposes of the Canada Child Tax Credit for the most recent available tax year.

STEP 5:

Subtract the estimated adjusted income for the current year (Step 3) from the adjusted income for the most recent available tax year (Step 4). Calculate the difference as a percentage of the adjusted income for the most recent available tax year. If the percentage is 20% or more, the estimated adjusted income for the

current year may be used for purposes of the income test.

Example:

Gross earnings were \$1,000/week for 12 weeks and estimated at \$600/week for 40 weeks

Step 1: Estimated income for the current calendar year: Gross earnings = \$1,000 x 12 + \$600 x 40 = \$12,000 + \$24,000 = \$36,000	A	\$36,000
Step 2: Deductions from income Registered Pension Plan - \$50/week for 12 weeks	B	\$600
Step 3: Estimated adjusted income for current calendar year	C = A - B	\$35,400
Step 4: Adjusted income for most recent available tax year	D	\$50,000
Step 5: Decrease in income: subtract current year from most recent available tax year	E = D - C	\$14,600
Percentage decrease	F = E/D x 100%	29%

Since the decrease is more than 20%, the estimated adjusted income of \$35,400 for the current year may be used to calculate the parental contribution for child care.

Documentation and Reporting Data

Information to be provided to and filed with the CMSM/DSSAB administering the fee subsidy application includes:

- Documentation necessary for the verification of income

- Any supporting documentation to support a fee subsidy application
- Documentation reporting changes in family composition or significant changes in parent income
- Reporting data on fee subsidy services provided (including attendance/absence dates) for a child placed in a program
- Reporting data on fee subsidy expenditures for a child placed in a program

Canada-Wide Early Learning and Child Care (CWELCC) System Parental Contribution Reduction

Under the CWELCC System, to ensure an equivalent fee reduction is applied to families receiving child care fee subsidy in CWELCC enrolled child care programs), amendments have been made under O. Reg 138/15, which require CMSMs and DSSABs to reduce the parent contribution for eligible children (as defined under O. Reg. 137/15 (General)) by 50% (with no floor of \$12 for families receiving subsidy).

If a parent has at least one eligible child, as defined in O. Reg. 137/15 (General), who is enrolled in a child care centre or home child care that is part of the CWELCC System, the CMSM/DSSAB is to reduce the parental contribution amount calculated via the income test, as follows:

$$\mathbf{A \div B \times C \times 0.50}$$

where,

A is the total parental contribution calculated via the income test,

B is the total number of children that the calculated parental contribution pertains to,

C is the number of eligible children, who hold a space with a provider that has enrolled in the CWELCC System, that the parent is required to pay a parental contribution for.

For example, if a fee subsidy family has two children aged 7 and 4, the 50% parental contribution reduction would only apply to the 4-year-old. The 50% reduction would then be reduced by half, as it only applies to one of the two children.

Licensees are required to reduce the cost of a full fee space that is occupied by an eligible child receiving fee subsidy. Please refer to the *Canada-Wide Early Learning and Child Care System Guidelines* for full details.

THE NATIONAL HOUSING ACCORD

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



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Thank you to the following participants:

Tim Richter

President & CEO,
Canadian Alliance to
End Homelessness

Dr. Mike P. Moffatt

Founding Director,
PLACE Centre at the
Smart Prosperity Institute

Michael Brooks

CEO,
REALPAC

Tim Blair

CEO,
Kindred Works

Dan Dixon

SVP, Corporate Affairs,
The Minto Group

Colin Lynch

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

Nick Macrae

SVP, Head of Investments,
Woodbourne Capital
Management

Naheed K. Nenshi

Managing Director,
The Ascend Group,
former Mayor of Calgary

Ray Sullivan

Executive Director,
Canadian Housing and
Renewal Association

Heather Tremain

CEO,
Options for Homes
Limited

Carolyn Whitzman

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

Ottawa Community
Foundation

Foreword by the Authors

August 15, 2023

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

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

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

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

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

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

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

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

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

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

Tim Richter

President & CEO,
Canadian Alliance to
End Homelessness

Dr. Mike P. Moffatt

Founding Director,
PLACE Centre at the
Smart Prosperity Institute

Michael Brooks

CEO,
REALPAC

Summary

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

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

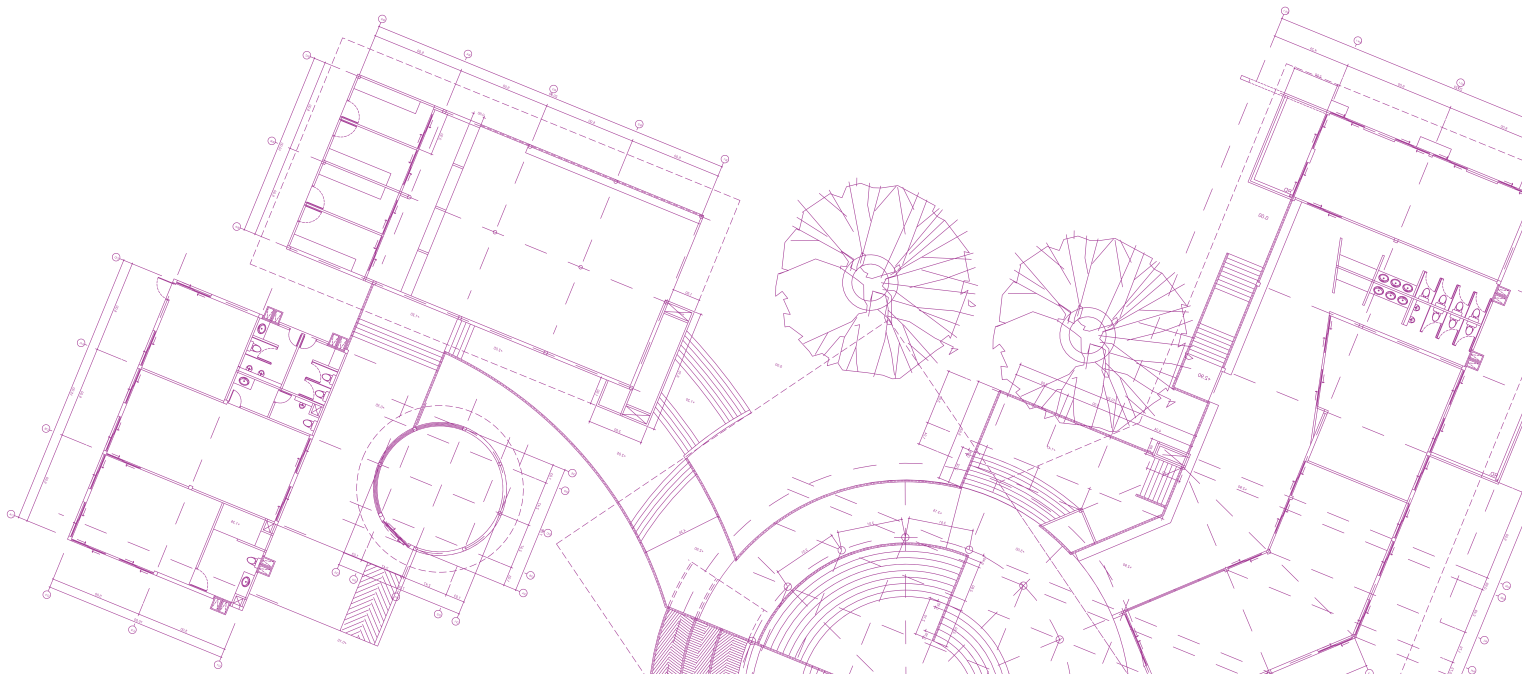
Restoring affordability will require tripling home building over the next seven years. For this to happen, the federal government must work with all orders of government, along with builders, developers and the higher education sector and address the bottlenecks preventing purpose-built rental housing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

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

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

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

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



Eight Key Points

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

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

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

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

Ten Recommendations

01

Recommendation 01:

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

05

Recommendation 05:

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

02

Recommendation 02:

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

04

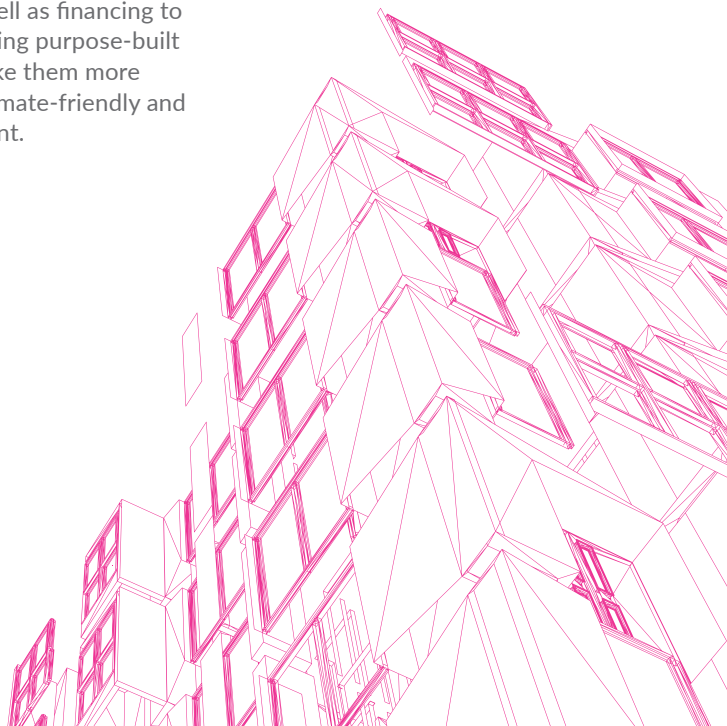
Recommendation 04:

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

03

Recommendation 03:

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



06

Recommendation 06:

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

07

Recommendation 07:

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

08

Recommendation 08:

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

09

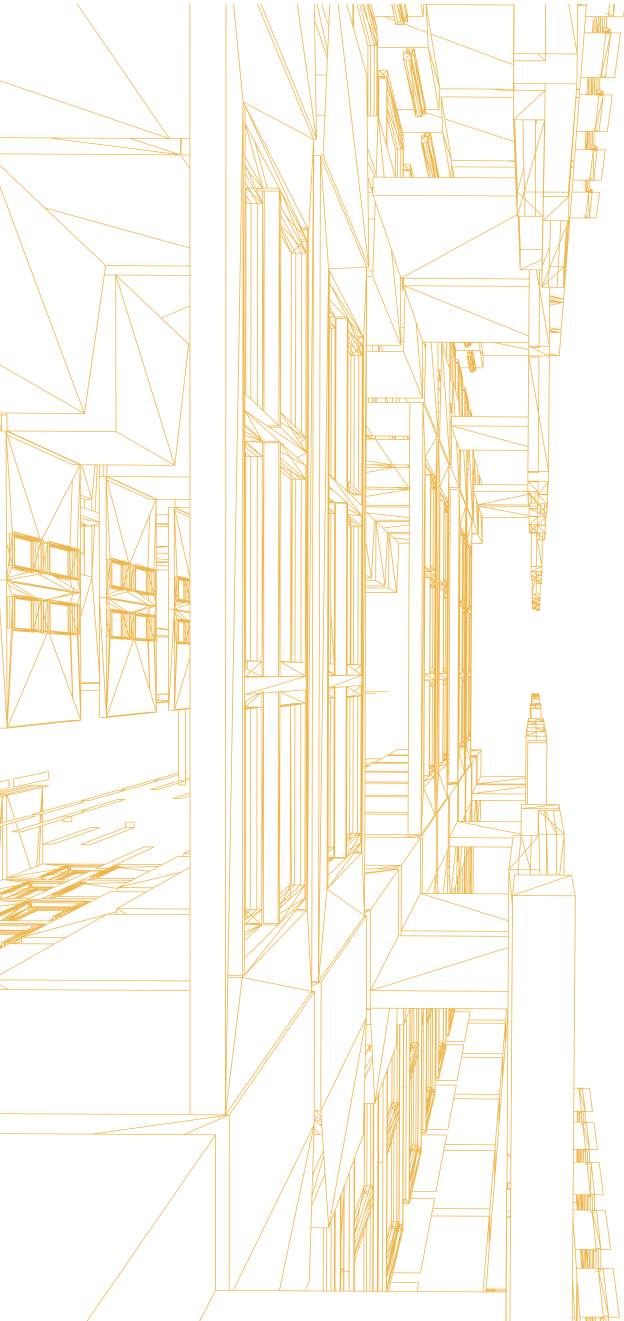
Recommendation 09:

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

10

Recommendation 10:

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



Practical Solutions to Canada's Rental Affordability Crisis

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

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

Canada's Rental Affordability Crisis

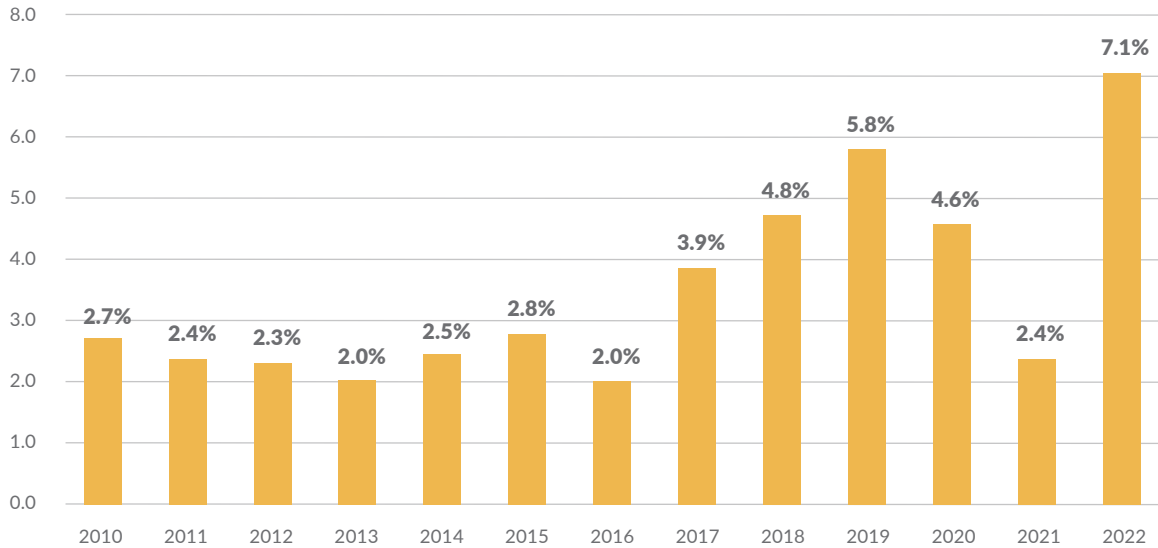
Rising rents are creating affordability challenges for many renters. For each of the past 13 years, the average monthly rent on a 1-bedroom apartment has increased at or above Canada's two per cent inflation target, according to data from the CMHC, as shown in Figure 1. Over the past seven years, the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

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

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

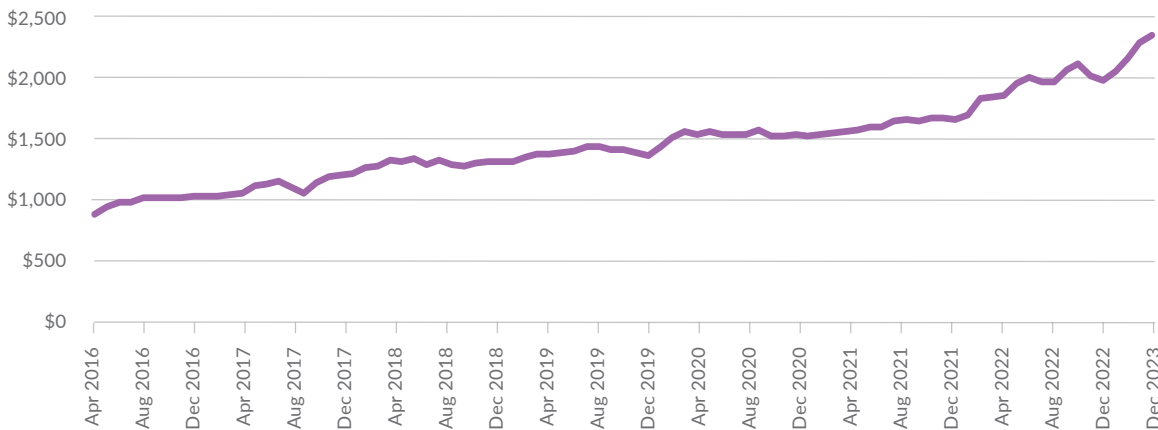
⁵ Source: Employment, average hourly and weekly earnings (including overtime) and average weekly hours for the industrial aggregate excluding unclassified businesses, monthly, seasonally adjusted, [Statistics Canada Table 14-10-0222-01](#).

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



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

Figure 2 Average Rents on New Leases, 1-Bedroom Apartments, Guelph, Ontario⁷



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

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

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

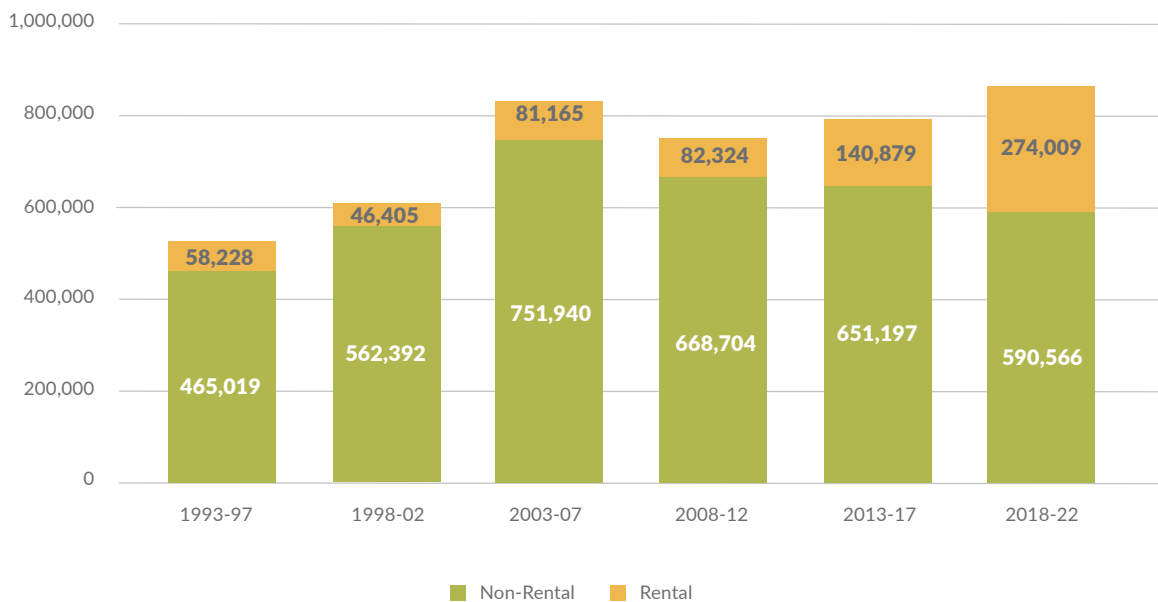
There is no single cause for the spike in rents in Canada. Still, one contributing factor is the population of renters growing faster than that of purpose-built rental properties. In the five years from July 1, 2017, to June 30, 2022, the population of 20–44-year-olds in Canada grew by over one million,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

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

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

Figure 3

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



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

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

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

Figure 4 Purpose-Built Rental Completions 2018-22, CMAs and CAs with at Least 50,000 People, Canada¹¹

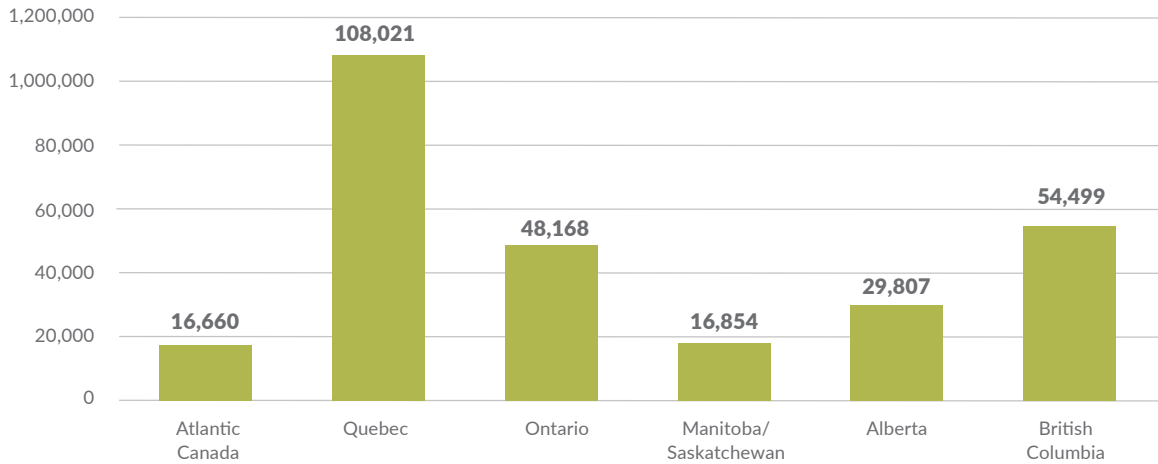
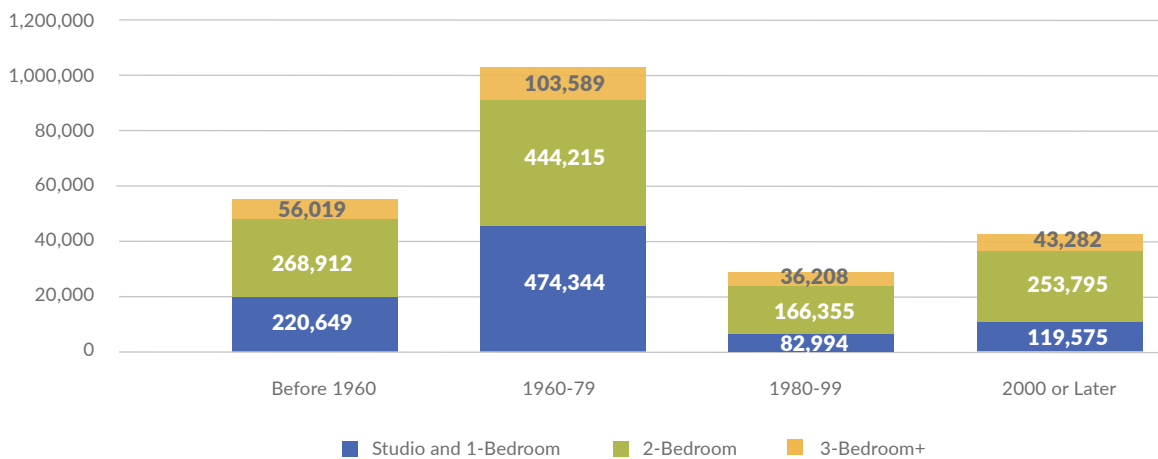


Figure 5 Canada's Purpose-Built Rental Stock by Year of Construction and Number of Bedrooms in October 2022¹²



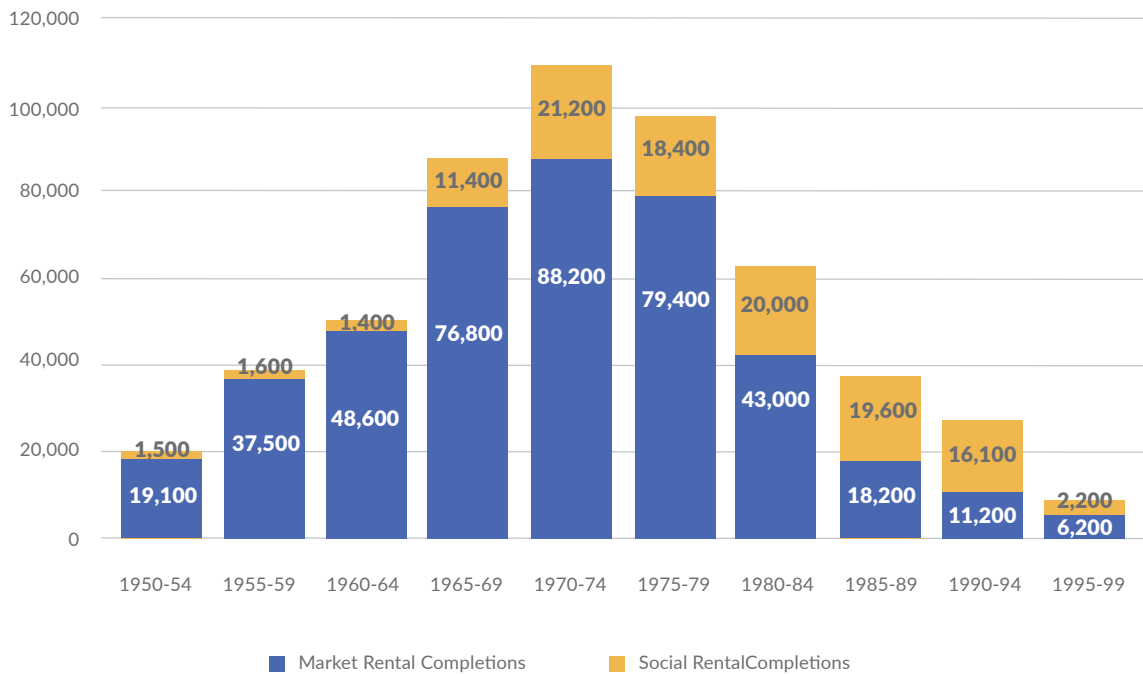
¹⁰ Between July 1, 2017 and June 30, 2022, Canada's population grew by 2,384,666 persons, with Québec's population growing by 393,596, contributing 16.5 per cent to Canada's total. Source: Population estimates on July 1st, by age and sex, [Statistics Canada Table 17-10-0005-01](#).

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

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

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

Figure 6 Average Annual Purpose-Built Rental Completions by 5-Year Period, Canada¹³



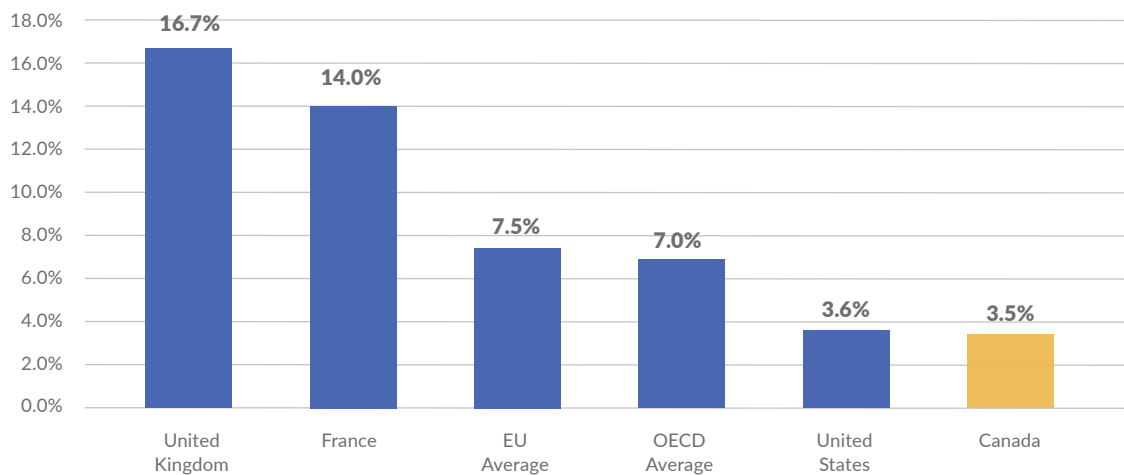
The decline in purpose-built rental construction occurred in both market and social rental components. Greg Suttor's report [Rental Paths from Postwar to Present: Canada Compared](#), published by the University of Toronto's Cities Centre, details the decline in purpose-built rental construction, which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

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

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

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

Figure 7 Number of Social Rental Dwellings as a Share of the Total Number of Dwellings, 2020 or Latest Year Available¹⁴



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

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

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

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

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

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

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

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

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

A. Coordination

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

01

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

This recommendation contains several components, including:

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

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

B. Ability

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

02

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

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

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

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

C. Viability

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

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

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

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

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

03

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

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

This recommendation contains several components, including:

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

04

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

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

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

D. Productivity

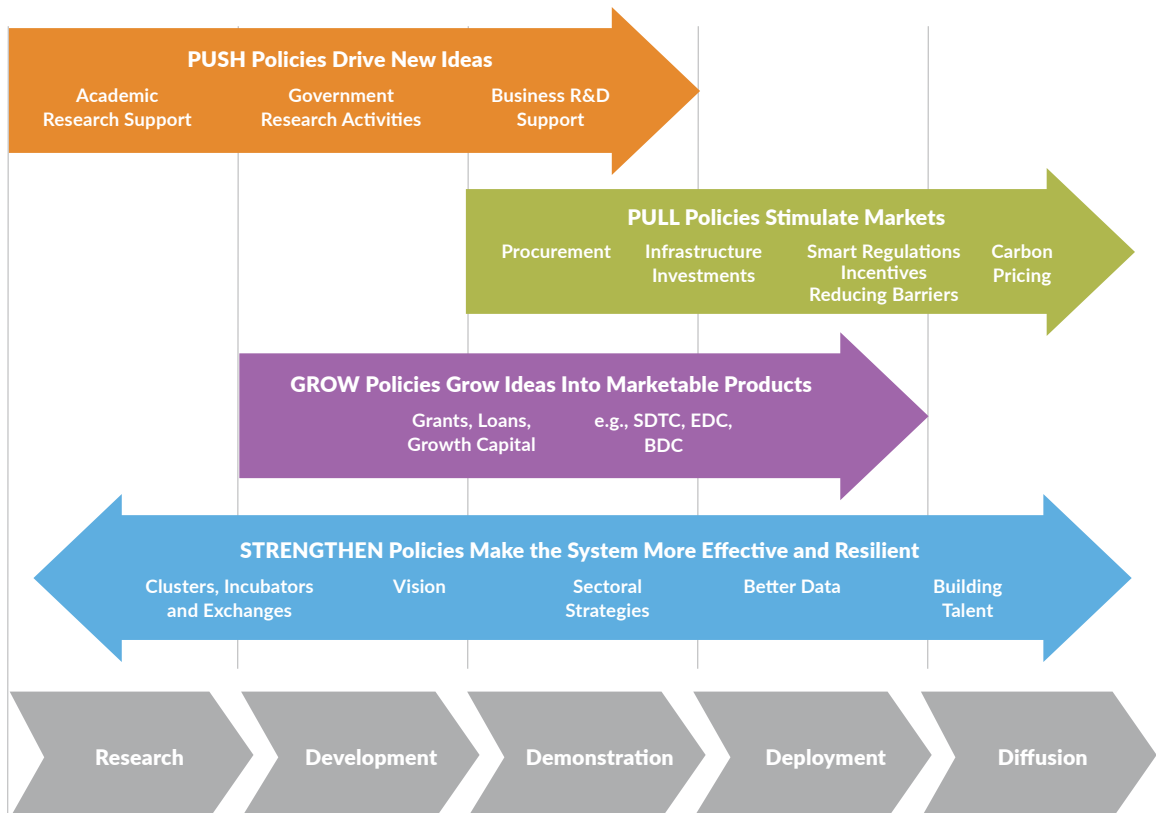
There may be some inputs to homebuilding where we cannot double or triple them in such a short time. Homebuilding needs to be more productive and innovative. By being more productive and innovative, we can build more housing with fewer inputs, increasing the ability and viability of building homes.

05

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

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

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



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

E. Permission

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

06

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

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

07

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

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

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

F. Non-Market Housing

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

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

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

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

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

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

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

08

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

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

G. Supports for Low-Income Renters

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

09

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

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

10

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

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



CAEH Canadian Alliance to
End Homelessness

 **PLACE Centre**
Smart Prosperity Institute

REALPAC

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 16: September 4th to September 10th, 2023	8	0	September 4 th , 2023 (3) September 5 th , 2023 September 7 th , 2023 September 8 th , 2023 September 9 th , 2023 (2)	8	North Bay (3) Parry Sound (3) Ryerson West Nipissing	Cocaine Fentanyl (3) Hallucinogens/Party Drugs (2) Polypharmacy Unknow Opioid
Week 15: August 28th to September 3rd, 2023	8	0	August 28 th , 2023 August 29 th , 2023 August 30 th , 2023 August 31 st , 2023 (4) September 1 st , 2023	8	Burk's Falls North Bay (6) West Nipissing	Fentanyl (4) Polypharmacy Unknow Opioid (3)
Week 14: August 21st to August 27th, 2023	3	0	August 14 th , 2023 August 23 rd , 2023 August 26 th , 2023	2	North Bay (2) Sundridge	Fentanyl (2) Hallucinogens/Party Drugs Marijuana/Cannabis
Week 13: August 14th to	11	0	August 15 th , 2023 (2) August 16 th , 2023 (3) August 17 th , 2023 (2)	10	North Bay (7) Parry Sound Perry South River (2)	Alcohol Fentanyl (2) Hallucinogens/Party Drugs

August 20 th , 2023			August 18 th , 2023 (2) August 19 th , 2023 August 20 th , 2023			Marijuana/Cannabis (2) Non-Opioid Pharmaceutical Unknown Opioid (6)
Week 12: August 7 th to August 13 th , 2023	0	0	N/A	0	N/A	N/A
Week 11: July 31 st to August 6 th , 2023	5	1	July 31 st , 2023 (2) August 1 st , 2023 August 5 th , 2023 August 6 th , 2023	5	North Bay (3) On Reserve (Name Supressed) West Nipissing	Crystal Meth Fentanyl (3) Unknown Opioid (2)
Week 10: July 24 th to July 30 th , 2023	9	1	July 20 th , 2023 July 21 st , 2023 July 24 th , 2023 July 25 th , 2023 July 26 th , 2023 (3) July 28 th , 2023 July 29 th , 2023	9	North Bay (7) Parry Sound Seguin	Alcohol Benzodiazepines Don't Know Fentanyl (3) Hallucinogens/Party Drugs (2) Morphine Polypharmacy Unknown Opioid (3)
Week 9: July 17 th to July 23 rd , 2023	0	0	N/A	0	N/A	N/A
Week 8: July 10 th to July 16 th , 2023	4	0	July 10 th , 2023(3) July 11 th , 2023	3	Burk's Falls North Bay	Alcohol Don't know