

AGENDA

Thursday, February 8, 2024 at 6:30 p.m.

Board Meeting Via Zoom Video Conference



-
1. **CALL MEETING TO ORDER.**
 2. **TRADITIONAL LAND ACKNOWLEDGMENT.**
 3. **DISCLOSURE OF PECUNIARY INTEREST.**
 4. **APPROVAL OF MINUTES:**
 - 4.1 January 11, 2024
 5. **DEPUTATIONS & PRESENTATIONS.**
 6. **REPORTS:**
 - 6.1 Chair
 - 6.2 Chief Administrative Officer
 7. **OUTSTANDING ISSUES.**
 8. **NEW BUSINESS:**
 - 8.1 Strategic Plan Update
 - ~~8.2 Reaching Home Funding Resolution~~ DEFERRED
 - 8.3 Directly Operated Child Care Audit
 - 8.4 2023 Board Member Attendance Report
 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:

 - iii) the acquisition or disposal of property
 10. **CORRESPONDENCE:**
 - 10.1 The Labour Market Group January 2024 Newsletter
 - 10.2 The Labour Market Group December 2023 Jobs Report
 - 10.3 North Bay Parry Sound District Health Unit Overdose Report
 11. **ADJOURNMENT.**

MEETING MINUTES

Thursday, January 11, 2024 at 6:30 PM



Board Meeting via Zoom Video Conference

Board Members Present:

Ryan Baptiste Teresa Hunt
Jerry Brandt Ted Knight
Teri Brandt Tom Lundy
Ted Collins Jamie McGarvey
Joel Constable Peter McIsaac
Mike Dell Sharon Smith
Gail Finsson Rick Zanussi

Board Members Absent:

Janice Bray

Staff:

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

Guests:

1. CALL MEETING TO ORDER:

The meeting was called to order by Tammy MacKenzie at 6:30 PM.

2. TRADITIONAL LAND ACKNOWLEDGMENT.

3. DISCLOSURE OF PECUNIARY INTEREST.

4. ELECTIONS:

4.1 Election of Chair

The CAO assumed the position of Chair and conducted the election.
The CAO called for nominations from the floor three times for the position of Chair.
Mr. Zanussi was nominated and willing to stand. No other nominations were put forward for the position of Chair.

Resolution 24 01 01

Moved by Jamie McGarvey

Seconded by Jerry Brandt

“THAT Rick Zanussi be appointed and approved as the Chair of the District of Parry Sound Social Services Administration Board for the year 2024.”

CARRIED

4.2 Election of Vice-Chair

The Chair conducted the election.

The Chair called for nominations from the floor three times for the position of Vice-Chair.

Mr. Brandt was nominated and willing to stand. No other nominations were put forward for the position of Vice-Chair.

Resolution 24 01 02

CARRIED

Moved by Tom Lundy

Seconded by Gail Finnsen

“THAT Jerry Brandt be appointed and approved as the Vice-Chair of the District of Parry Sound Social Services Administration Board for the year 2024.”

5. APPROVAL OF MINUTES:

5.1 December 14, 2023

Resolution 24 01 03

CARRIED

Moved by Teresa Hunt

Seconded by Jerry Brandt

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

6. DEPUTATIONS & PRESENTATIONS.

7. REPORTS:

7.1 Chair

Welcomed everyone to 2024.

Wished staff all the best for the year and thanked them for all their hard work and dedication.

Congratulated and thanked Mr. McGarvey on his 20 years of service on the DSSAB Board.

7.2 Chief Administrative Officer

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

Thanked Mr. McGarvey for always being available and his knowledge only benefits the work that we do.

Highlighted our Information Technology department, which consists of 3 staff; there will be monthly IT updates going forward.

7.3 Chief Financial Officer

Financial report was presented and reviewed by Ms. Johnson.

Now that the 2023 year has concluded, finance staff are currently reconciling accounts in preparation for the 2023 audit to begin in March. Further adjustments will be required to the internal statements to reflect an accurate and fair presentation of the 2023 Audited Financial Statements.

8. OUTSTANDING ISSUES.

9. NEW BUSINESS:

9.1 Appointment of LHC Board for 2024

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

Resolution 24 01 04

CARRIED

Moved by Tom Lundy

Seconded by Ted Knight

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

Directors: Ryan Baptiste, Jerry Brandt, Teri Brandt, Janice Bray, Ted Collins, Joel Constable, Mike Dell, Gail Finnson, Teresa Hunt, Ted Knight, Tom Lundy, Jamie McGarvey, Peter McIsaac, Sharon Smith and Rick Zanussi

Officers:	Chair	Rick Zanussi
	Vice-Chair	Jerry Brandt
	CEO/Secretary	Tammy MacKenzie
	Housing Manager	Sharon Davis
	Treasurer	Shannon Johnson”

9.2 Appointment of NOAH Board for 2024

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

Resolution 24 01 05

CARRIED

Moved by Teri Brandt

Seconded by Sharon Smith

“THAT the Board approves the appointment of the Officers and Directors of the Non-Profit Organization for Almaguin Housing (N.O.A.H.) Inc., as follows:

Directors: Ryan Baptiste, Jerry Brandt, Teri Brandt, Janice Bray, Ted Collins, Joel Constable, Mike Dell, Gail Finnson, Teresa Hunt, Ted Knight, Tom Lundy, Jamie McGarvey, Peter McIsaac, Sharon Smith and Rick Zanussi

Officers:	Chair	Rick Zanussi
	Vice-Chair	Jerry Brandt
	CEO/Secretary	Tammy MacKenzie
	Housing Manager	Sharon Davis
	Treasurer	Shannon Johnson”

9.3 Borrowing Resolution for 2024

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

Resolution 24 01 06

CARRIED

Moved by Ryan Baptiste

Seconded by Gail Finnon

“THAT the CAO and/or the CFO are authorized to arrange with the Corporation’s Bank by way of promissory notes, to borrow up to a maximum amount of \$1,000,000 that may be required to meet expenditures.

AND THAT the CAO and/or the CFO are authorized to arrange with the Corporation’s Bank by way of the issuance of corporate credit cards, to borrow up to a corporate maximum limit of \$200,000 and that Finance Credit Card Policy 2.12 be adhered to.

AND THAT this borrowing arrangement shall stay in effect until February 13, 2025.”

10. IN-CAMERA: 1

Resolution 24 01 07

CARRIED

Moved by Joel Constable

Seconded by Peter McIsaac

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

- iv) a decision in respect of negotiations with employees of the Board”

Resolution 24 01 08

CARRIED

Moved by Ted Collins

Seconded by Mike Dell

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

11. ADJOURNMENT.

The meeting was adjourned to the next regular meeting to be held Thursday, February 8, 2024 via Zoom Video Conference.

Resolution 24 01 09

CARRIED

Moved by Jamie McGarvey

Seconded by Teresa Hunt

“THAT the Board meeting now be adjourned to the next regular meeting to be held Thursday, February 8, 2024 at the hour of 6:30 PM via Zoom Video Conference.”

District of Parry Sound



Social Services
Administration Board

Chief Administrative Officer's Report

February 2024

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.

NOSDA Chair's Meeting

On Jan. 10th, myself and Board Chair Rick Zanussi attended a NOSDA Chair's meeting where the topic of the Federal "Reaching Home" Funding reductions was discussed. We have not been a recipient of this funding allotment, however we as a Board will be discussing our support of our NOSDA partners in their ask for this reduction of 57% to be reversed.

Hazard Identification and Risk Assessment (HIRA) Session

On Jan. 12th I attend a Hazard Identification and Risk Assessment or HIRA session to support the Municipality of Magnetawan who are modernizing their emergency management program. The first phase of this project is well underway, and the purpose of HIRA is to assess the potential risk of hazards with the capacity to cause an emergency or disaster. This process helps to set priorities for prevention, mitigation, preparedness, response, and recovery efforts.

2024 Rural Ontario Municipal Association (ROMA) Annual Conference

I had the privilege to participate in the 2024 Rural Ontario Municipal Association (ROMA) Annual Conference, January 21st to 23rd at the Sheraton Centre Toronto Hotel. Rural municipalities are facing unprecedented challenges related to homelessness, access to primary health care and attainable housing. More than 1,600 participants from as many as 300 municipalities, as well as organizations across Ontario, participated in this conference.

The conference theme, "Closer to Home" specifically reflects ROMA's recent focus on improving rural access to primary health care. The event featured dozens of speakers, sessions and workshops that reflect the broad scope of rural municipal responsibilities. Keynote presenters included:

- Hon. Doug Ford, Premier of Ontario
- Hon. Paul Calandra, Ontario's Minister of Municipal Affairs and Housing
- Hon. Lisa Thompson, Minister of Agriculture, Food and Rural Affairs
- Hon. Kinga Surma, Minister of Infrastructure
- Marit Stiles, Leader of the Ontario NDP and Official Opposition
- Bonnie Crombie, Leader, Ontario Liberal Party
- Mike Schreiner, Leader of the Green Party of Ontario
- Robin Jones, ROMA Chair
- Colin Best, AMO President

I participated in nine delegations to various ministries with NOSDA . We were received very well by all ministers and representatives and look forward to their responses.



Caroline Mulroney @C_Mulroney · 1m

Thank you to AFMO, NOSDA & @TIAOtweets for meeting with me during #ROMA2024, we discussed the importance of Francophone tourism to Northern Ontario's economy & safeguarding essential French-language service delivery for all ages across Ontario, including in rural & remote areas.



Michael Parsa @MichaelParsa

Follow

It was a pleasure to meet with @NOSDA2 today at @ROMA_Ont to discuss ways that we can work together to continue improving social assistance delivery for everyone in rural Ontario.

Thank you for sharing your insights.

#ROMA2024



Town of Parry Sound Official Plan Visioning Session

On January 30th, we attended a Visioning Workshop hosted by the Town of Parry Sound at the Bobby Orr Community Centre, as they undertake an update to their Official Plan with the help of MHBC planning. Identified as a key community member, the DSSAB was invited to attend and provide input into this important initiative. This event was well attended, and providing for thought provoking and engaging conversations in a workshop format. The town is inviting feedback from the community through a visioning questionnaire found [here](#) until **Friday February 9th, 2024**. For more information on the Official Plan Review and to keep up to date with updates and opportunities to get involved, please visit the Official Plan Review [webpage](#).

Ontario Health Team

On January 26th, we were pleased to be present at the Charles W. Stockey centre in Parry Sound where Deputy Premier and Minister of Health, Sylvia Jones, announced the approval of the West Parry Sound Ontario Health Team. Since June of 2018, when the Ministry of Health announced its intention to restructure how health care is organized and delivered across the province, local partners have been working to ensure that West Parry Sound has an official voice at the table. Becoming one of 58 localized health organizations tasked with better integration of local services will provide the WPS OHT partners with opportunities to champion the unique challenges of the area and to build local solutions, based on the real-time needs of West Parry Sound. As an organization that depends on integration and partnerships, we are proud to be a partner in the creation of the new West Parry Sound Ontario Health Team. This will mean further advancement of partnerships, with greater financial resources from the province, which will broaden the scope of collaboration between health and human service providers. Together, we will continue to work towards better outcomes for those we serve.



Facebook Pages

A friendly reminder to follow our Facebook pages!



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

Social Media

Facebook Stats

District of Parry Sound Social Services Administration Board	JUNE 2023	AUG 2023	SEPT 2023	OCT 2023	NOV 2023	DEC 2023
Total Page Followers	478	490	500	513	521	530
Post Reach this Period (# of people who saw post)	4,010	2,249	4,112	2,667	4,324	2,441
Post Engagement this Period (# of reactions, comments, shares)	692	234	428	287	305	289

Esprit Place Family Resource Centre	JUNE 2023	AUG 2023	SEPT 2023	OCT 2023	NOV 2023	DEC 2023
Total Page Followers	131	132	133	133	151	175
Post Reach this Period (# of people who saw post)	203	62	55	92	5,743	1,610
Post Engagement this Period (# of reactions, comments, shares)	2	1	2	16	624	292

DSSAB Twitter Stats https://twitter.com/psdssab	JUNE 2023	AUG 2023	SEPT 2023	OCT 2023	NOV 2023	DEC 2023
Total Tweets	10	N/A	19	11	8	4
Total Impressions	301	56	229	206	167	77
Total Followers	30	31	32	34	40	42

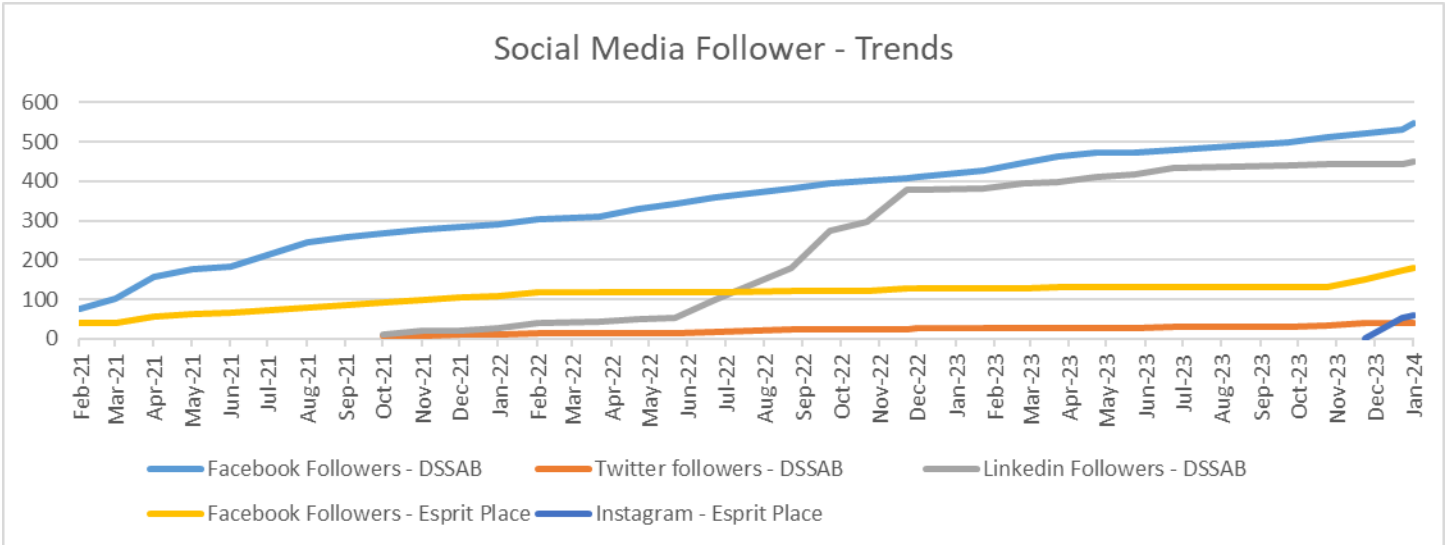
DSSAB LinkedIN Stats https://bit.ly/2YyFHIE	JUNE 2023	AUG 2023	SEPT 2023	OCT 2023	NOV 2023	DEC 2023
Total Followers	434	437	441	444	444	444
Search Appearances (in last 7 days)	281	185	115	49	52	25
Total Page Views	56	33	22	49	48	30
Post Impressions	786	182	558	1,036	570	368
Total Unique Visitors	25	19	14	22	18	16

**NEW! Instagram - Esprit Place
Family Resource Centre**

**NOV
2023 DEC
2023**

<https://www.instagram.com/espritplace/>

Total Followers	0	55
# of posts	0	18



Licensed Child Care Programs

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

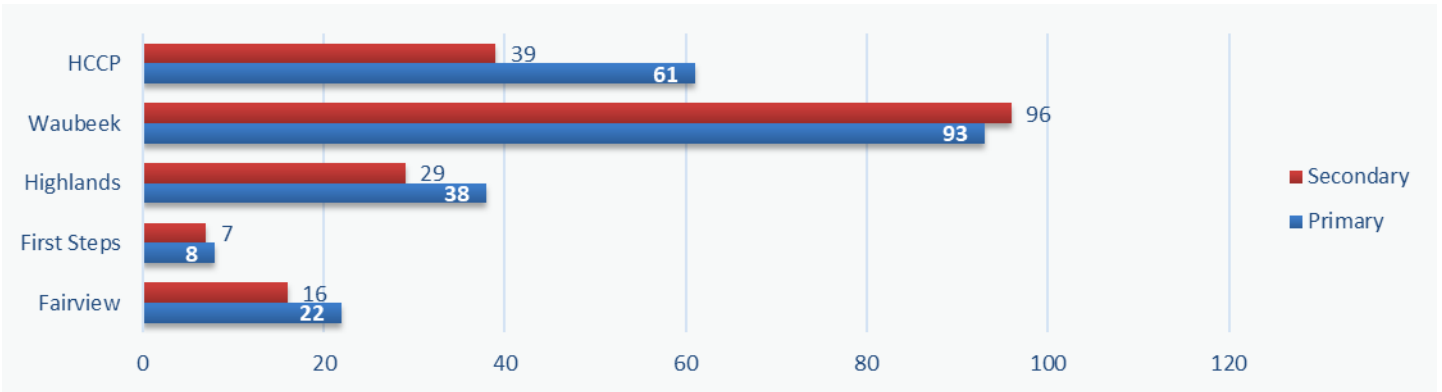
Age Group	Fairview ELCC	First Steps ELCC	Highlands ELCC	Waubee ELCC	HCCP	Total
Infant (0-18M)	2	3	3	1	19	28
Toddler (18-30M)	10	7	12	21	24	74
Preschool (30M-4Y)	17	17	20	29	53	136
# of Active Children	29	27	35	51	96	238

Fairview, First Steps, and Waubee Early Learning and Child Care Centres are at their operating capacity and Highlands has reached their licensed capacity to try and accommodate as many families off the waitlist as possible.

School Age Programs December 2023

Location	Enrollment	Primary	Secondary
Mapleridge After School	26	6	3
Mapleridge Before School	11	0	0
Sundridge Centennial After School	13	0	0
Home Child Care	37	10	1
# of Active Children	87	26	4

**Directly Operated Child Care Waitlist by Program
December 2023**



The blue bar indicates the current number of children needing care now that cannot be accommodated. The red bar shows the number of children that will be needing care in future months. The greatest need for spaces remains consistent across the west side of the district and the southeast corner, namely Emsdale, Kearney, Sprucedale, and Novar communities.

**Inclusion Support Services
December 2023**

Age Group	EarlyON	Licensed ELCC's	Monthly Total	YTD Total	Waitlist	New Referrals	Discharges
Infant (0-18M)	0	0	0	0	0	1	0
Toddler (18-30M)	0	10	10	21	1	1	0
Preschool (30M-4Y)	6	32	38	67	4	3	0
School Age (4Y+)	4	13	17	49	1	0	0
Monthly Total	10	55	65	-	6	5	0
YTD Total	12	80	-	137	46	46	32

EarlyON Child and Family Programs December 2023

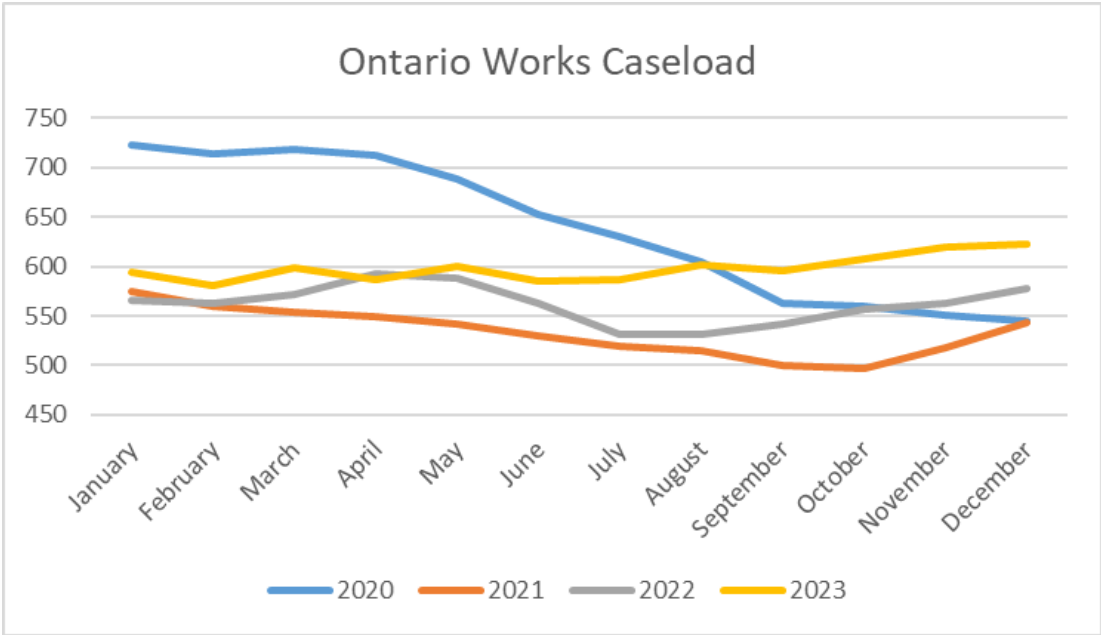
Activity	December	YTD
Number of Children Attending	711	18,866
Number of New Children Attending	25	601
Number of Adults Attending	523	6,893
Number of Virtual Programming Events	3	52
Number of Engagements through Social Media	146	7,181
Number of Views through Social Media	4,323	104,035

The EarlyON Child and Family Centres have had great success this past year as shown by the Year-to-Date totals. Over 18,000 children and over 6,000 adults have visited the programs! In addition, we have surpassed our goal of 100,000 views on the EarlyON Facebook page!

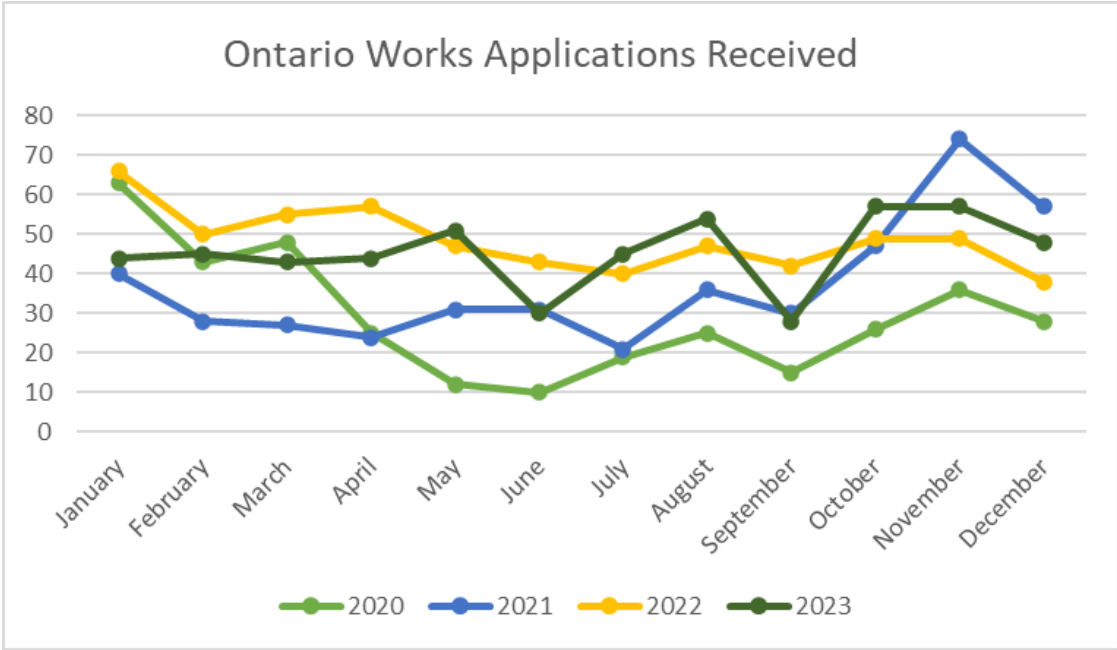
Funding Sources for District Wide Childcare Spaces December 2023

Active	# of Children	# of Families	Funding Source - New	# of Children	# of Families
CWELCC*	75	74	CWELCC	1	1
CWELCC Full Fee	203	199	CWELCC Full Fee	1	1
Extended Day Fee Subsidy	1	1	Fee Subsidy	1	1
Fee Subsidy	38	27	Ontario Works	0	0
Full Fee	20	19	Total	3	3
Ontario Works	12	9			
Total	349	329			

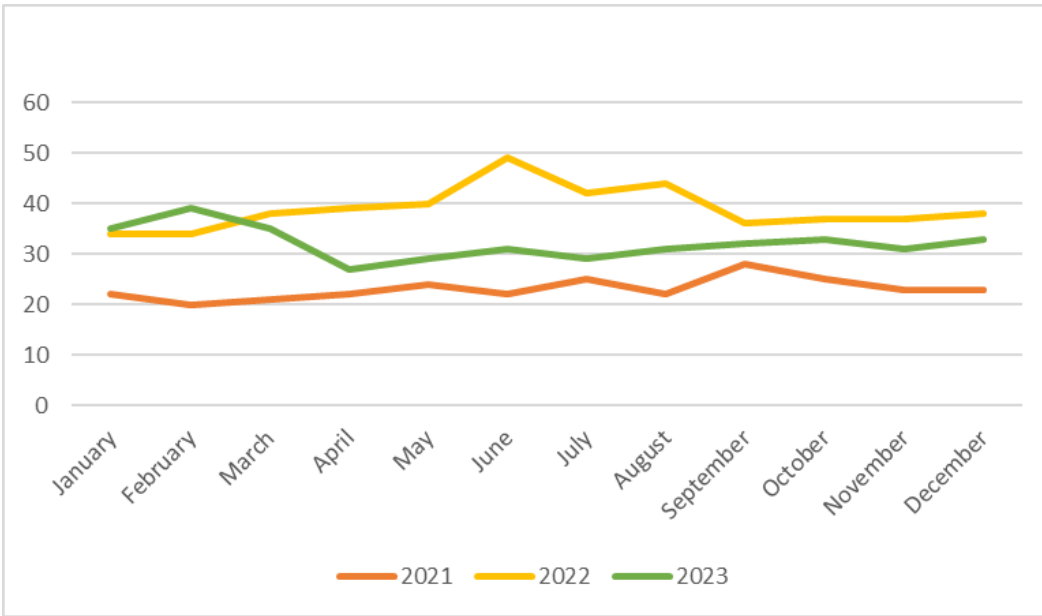
* CWELCC – Canada-Wide Early Learning Child Care; eligible for children 0 - 6



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

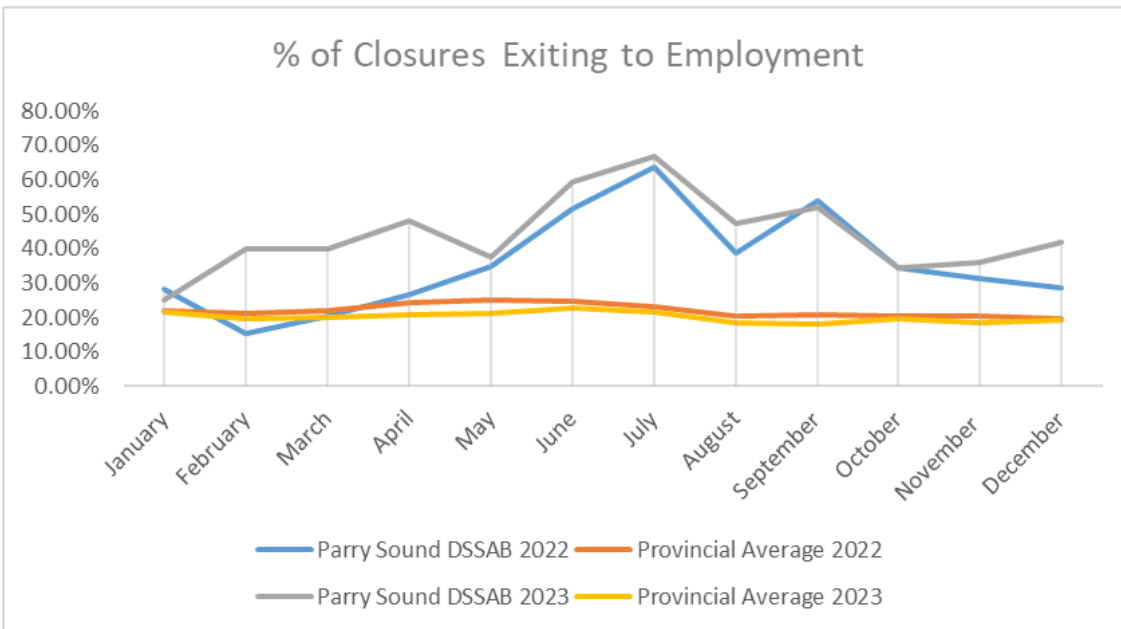


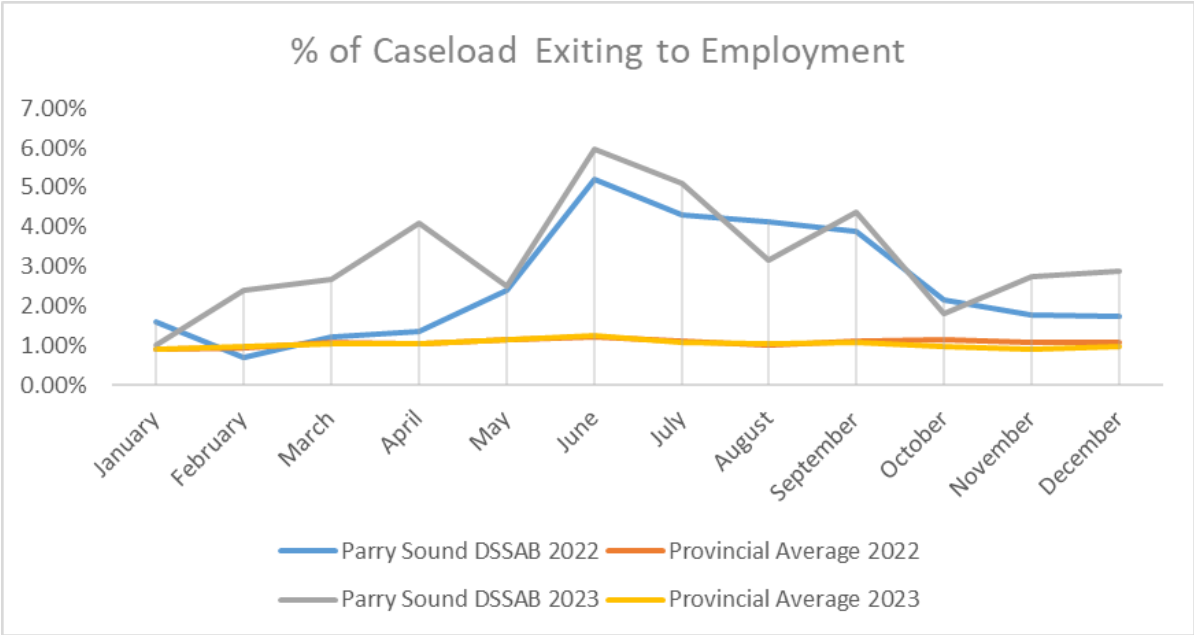
ODSP Participants in Ontario Works Employment Assistance



The OW Caseload as of the end of December is **622**. The number continues its slow upward climb we have seen month over month in 2023. We are supporting **33** ODSP participants in our Employment Assistance program. We also have **55** Temporary Care Assistance cases. Intake was steady month over month. We had **48** Ontario Works Applications (43 of those online through SADA) in the month of December.

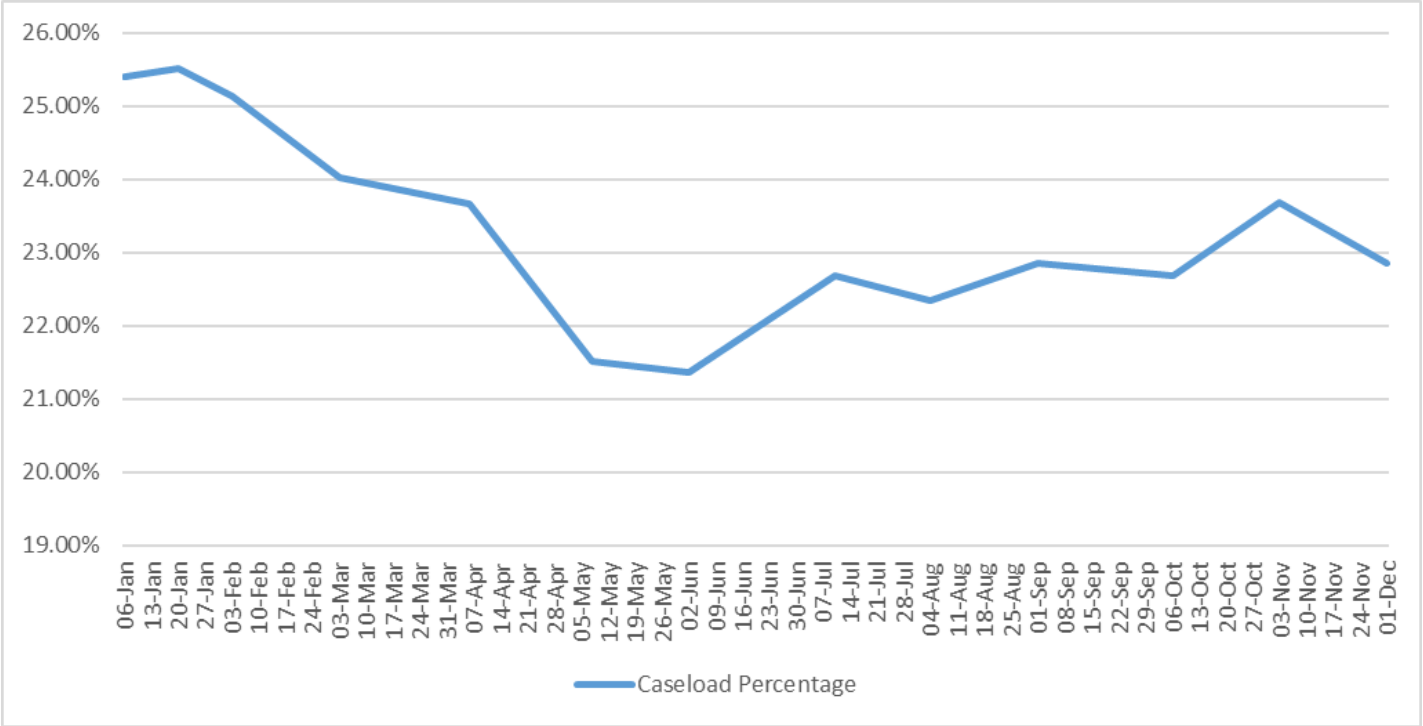
Employment Assistance & Performance Outcomes



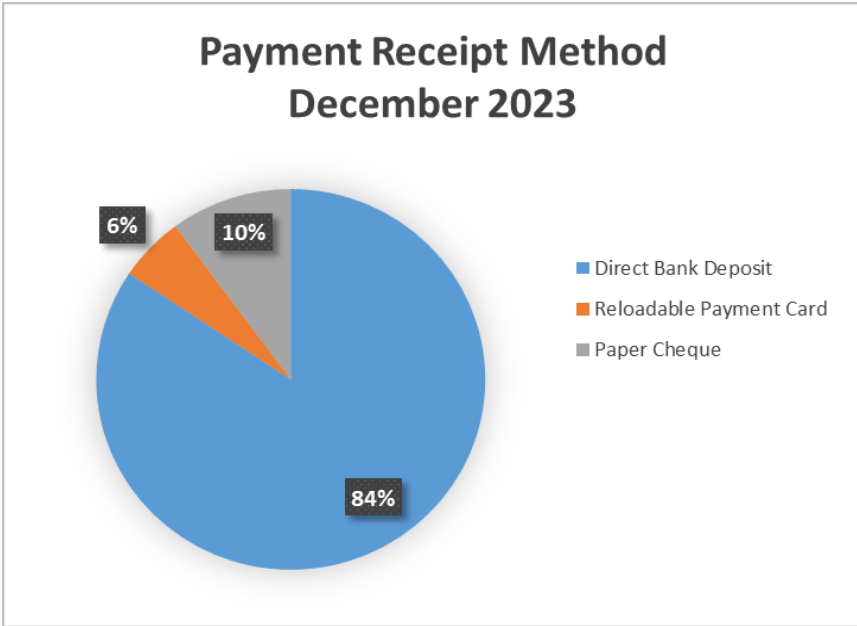


Our Employment Outcomes performance in December have exceeded last years performance and continues to be well above the provincial average and our target range. These are great results considering the early start to the winter in our area and the declining job postings according to the Labour Market Group. Additionally, we also exited 6.9% of the caseload for any reason in December.

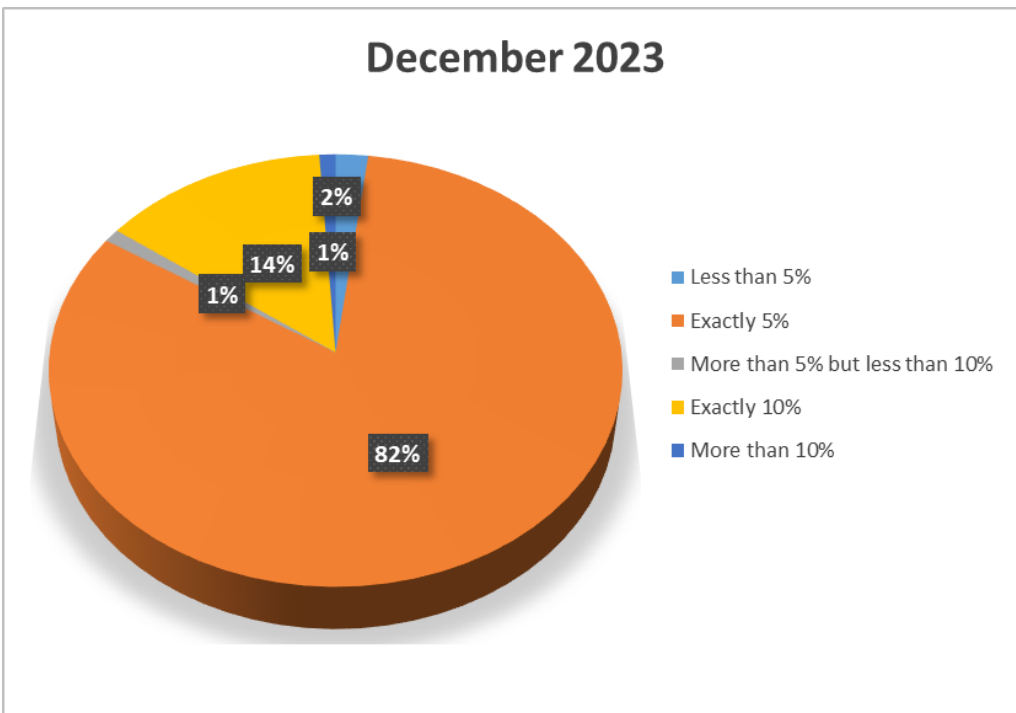
MyBenefits Enrollment 2023



DBD Enrollment



Overpayment Recovery Rate





West Parry Sound Health Centre
Rural Nurse Practitioner-Led Clinic



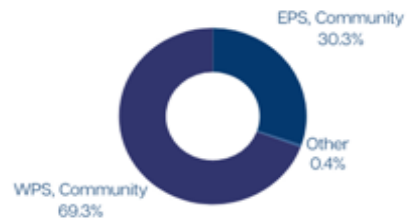
Referral Source



Client Gender



Location of Encounter



Referral Out

CMHA 9	RAAM 3	PSFHT 2	Min Attorney General 1	NNDSB 1
	SJB 5	NPLC 2	Home & Community Care 2	Legal Aid 3
			The Friends 1	Esprit Place 1
		Salvation Army 1	Addiction Tx 3	
		Harvest Share 1	Housing Stability - VAW 1	

Encounter Data for 2023-2024 Q3 (Oct-Dec)

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.

December 2023 Income Source	East	West
Senior	12	14
ODSP	10	28
Ontario Works	4	17
Low Income	22	33

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.

December 2023 Income Source	East	West
Senior	13	19
ODSP	4	14
Ontario Works	8	15
Low Income	9	54

Contact/Referrals

December 2023	East	West	YTD
Homeless	0	3	81
At Risk	2	1	110
Esprit Outreach Homeless	0	0	6
Esprit Outreach at Risk	1	1	12
Esprit in Shelter	2		24
Program Total	191		

Short Term Housing Allowance

	Active	YTD
December 2023	4	44

Housing Stability: Household Income Sources and Issuance from HPP:

December 2023 Income Source	Total	HPP
Senior	4	\$1,682.21
ODSP	10	\$3,423.52
Ontario Works	3	\$3,276.62
Low Income	4	\$2,125.61

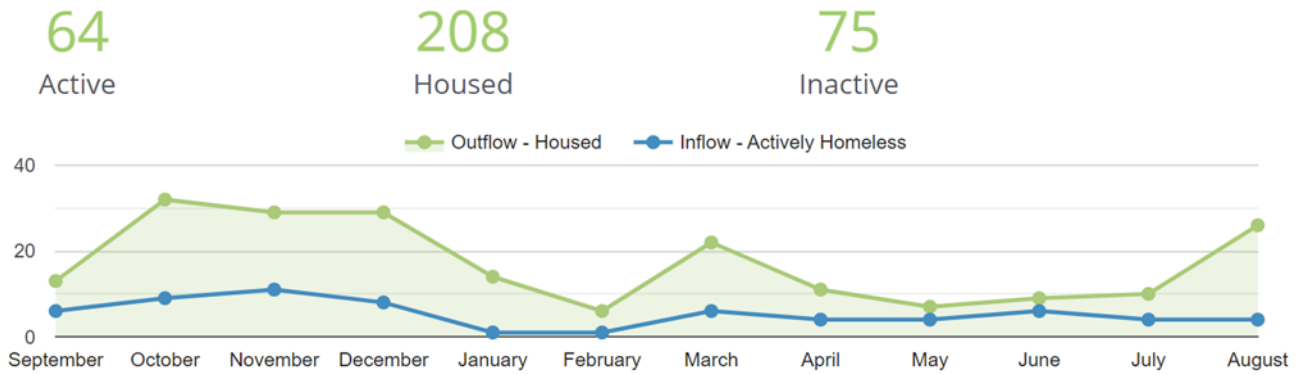
December 2023 Reason for Issue	Total
Utilities/Firewood	\$400.00
Transportation	\$1,037.91
Food/Household/Misc	\$7,798.83
Emergency Housing	\$1,271.22
Total	\$10,507.96

Ontario Works: Household Income Sources and Issuance from HPP

December 2023 Income Source	Total	HPP
Senior	1	\$941.29
ODSP	4	\$2,178.11
Ontario Works	10	\$7,309.98
Low Income	8	\$5,260.60

December 2023 Reason for Issue	Total
Rental Arrears	\$2,219.00
Utilities/Firewood	\$4,885.81
Food/Household/Misc.	\$8,370.47
Emergency Housing	\$214.70
Total	\$15,689.98

**By-Name List Data
September 2021– December 2023**



Housing Programs

**Social Housing Centralized Waitlist Report
December 2023**

	East Parry Sound	West Parry Sound	Total
Seniors	48	125	173
Families	131	443	574
Individuals	506	200	706
Total	685	768	1,453
Total Waitlist Unduplicated			466

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

Month 2022	New App.	New SPP	Cancelled	Housed	SPP Housing	Month 2023	New App.	New SPP	Cancelled	Housed	SPP Housing
Jan	5			1		Jan	5	1	13		
Feb	9	1	2			Feb	5	1	10		
Mar	12		5	2	1	Mar	6		35		
Apr	12	1	1			Apr	11		17	6	
May	11	1		3		May	13	2	9	2	
June	15		3	2		June	9	1	2	1	
July	13	2	10	1		July	5	1	5	1	
Aug	5		17	2	1	Aug	14	1	3	1	
Sept	16		10	1	1	Sept	12		4		
Oct	14		12	6		Oct	8	1	1	4	2
Nov	12	1	8	3		Nov	12		3		
Dec	1			5		Dec	1		2	3	3
Total	125	6	68	26	3	Total	101	8	104	18	5

SPP = Special Priority Applicant

- Housing Programs added only one new application to the centralized waitlist in the month of December
- Two applications were cancelled:
 - ◊ one was cancelled as the applicant has now entered long term care
 - ◊ one was cancelled as the applicant is deceased
- All three housed applicants in December held special priority placement on the waitlist

**Parry Sound District Housing Corporation
December 2023**

Activity for Tenant and Maintenance Services

	Current	YTD
Move outs	2	35
Move in	4	36
L1/L2 forms	0	8
N4 - notice of eviction for non payment of rent	2	11
N5 - notice of eviction disturbing the quiet enjoyment of the other occupants	1	13
N6 - notice of eviction for illegal acts or misrepresenting income for RGI housing	0	0
N7 - notice of eviction for willful damage to unit	1	2
Repayment agreements	0	65
No Trespass Order	0	1
Tenant Home Visits	19	224
Mediation/Negotiation/Referrals	9	194
Tenant Engagements/Education	4	99

**Property Maintenance
December 2023**

Pest Control		3 buildings are currently being inspected monthly for bedbugs; 8 units have been treated
Vacant Units	15	one-bedroom (10); multiple bedroom (5) (not inclusive of The Meadow View)
Vacant Units - The Meadow View	8	one-bedroom market units available
After Hours Calls	9	Smoke detector defect, water running in vacant unit, hot water tank repairs, furnace trouble, OPP wellness check, toilet not flushing 4 staff participate in the on-call phone tree system
Work Orders	121	Created for maintenance work, and related materials for the month of December
Fire Inspections		Annual inspections were done for 5 apartment buildings, sprinkler inspection complete for 1 building

**Capital Projects
December 2023**

- Architectural and structural inspections are currently underway for the planning phase of the Esprit Renovation project
- Painting and flooring replacement underway for Beechwood Office
- Software upgrade for Housing Operations continues
- Water pipe replacement investigation underway

Duplex Project Update

South River: Work on hot water tanks ongoing at the time of the review. Flooring complete in all units. The stair nosing installed. Railings to upper level outstanding. Doors are installed and painted. Millwork installation has commenced. Range hoods installed. A small portion of drywall / painting in main level bedrooms complete. Area to be primed & painted. Occupancy timeline is on track for February 1st, 2024.

Burks Falls: Priming was ongoing at the time of the review. Exterior railing outstanding. Dryer vent goose-necks and new hose bib have been installed. Dust from brick removal on new soffit to be cleaned. Contractor to confirm reason for break in eavestrough at the rear of the building. Occupancy timeline is on track for March 2024.

**Esprit Place Family Resource Centre
December 2023**

Emergency Shelter Services	December 2023	YTD
Number of women who stayed in shelter this month	9	120
Number of children who stayed in the shelter this month	3	49
Number of hours of direct service to women (shelter and counselling)	137	1,950
Number of days at capacity	1	86
Number of days over capacity	0	92
Overall capacity %	75%	84%
Resident bed nights (women & children)	233	2,857
Phone interactions (crisis/support)	32	309

Transitional Support	December 2023	YTD
Number of women served this month	22	159
Number of NEW women registered in the program	3	34
Number of public ed/groups offered	0	3

Child Witness Program	December 2023	YTD
Number of children/women served this month	28	216
Number of NEW clients (mothers and children) registered in the program	0	45
Number of public ed/groups offered	0	7

Report #: 8.1
Subject: Strategic Plan Update
To: Board Members
Presented By: Tammy MacKenzie, CAO
Prepared By: Tammy MacKenzie, CAO and JJ Blower, Communications Officer
Date: February 8, 2024

For Information

Report:

Please find attached our Strategic Plan Update.

Progress update - February 2024

Strategic Plan 2021-2026

[CLICK HERE TO VIEW THE 2023 UPDATE](#)



Modernize Service System Planning

Improve digital and electronic access to programs and services

- Cellular and mobile workforce is now possible in all departments to support the provision of virtual services.
- Increasing paperless transactions and facilitating digital payments to vendors.
- Digital signatures are being implemented to streamline business practices and improve customer experience.
- Implemented a user friendly program for child care billing, record storage and information retrieval.
- All Ontario Works clients are automatically signed up for MyBenefits. MyBenefits is a web-based platform that allows you to access your Ontario Works case online. We continue to promote the tool at intake, on website and through social media channels.
- Implemented an Electronic Document Management System in Ontario Works.
- Worked with a 3rd party to improve Rent Cafe, a web-based resource for the Housing Programs team to maintain the Centralized Wait List for housing in the District.



Strengthen Collaboration

Strengthen communications and information sharing with municipalities

- Presentations have been made to 13/22 Councils to date. The remainder are planned for 2024.
- We continue to build and leverage partnerships, with our Director of Income Support & Stability as Co-Chair of the HSSN group as of Dec 2023.
- Creation of a NOSDA Communications Working Group, led by Parry Sound DSSAB CAO, to help build assist in the advocacy work of Northern Ontario Service Managers.

Work together with partners to balance local priorities with operational and financial realities

- Housed 124 people in 2023 off the ByName List
- Secured partnerships for transitional housing to start Feb 2024.
- Ongoing partnerships with WPSHC, Community Paramedicine, Coordination with CMHA.
- Continuing by-monthly meetings with ODSP Manager. Joint protocols established with North Bay office. ODSP staff attend office regularly.



Holistic Approach to Human Services

Continue to promote integration between internal and external program & service areas and support the implementation of a single window access to integrated human services

- Income Support & Stability team has expanded their working relationship with Esprit.
- We continue to implement the Social Assistance Recovery and Renewal Plan (life stabilization framework)

Pursue opportunities to pilot innovative programs and services that support life stabilization of residents

- Transitional housing to open in East Parry Sound in February 2024, leading to improved outcomes based on our Housing & Homelessness Plan.
- Life skills programs to be implemented in 2024.



Effective Infrastructure Renewal

Assess all DSSAB assets; including housing, child care, and public sites

- All assets and new building Condition Assessments completed in 2023 are now being uploaded into our new fixed asset module. Will be completed in March 2024
- Explored opportunities for external government funding to support sustainability and growth of capital DSSAB Assets and have received various CMHC grants for Social Housing assets.
- Upgrading energy efficient lighting, windows currently underway, and planned for 2024.
- NOAH is now 100% controlled by the DSSAB on December 8/2023 and is now included in DSSAB annual budget for Affordable Housing and Market rents.



Achieve Organizational Excellence

Continuous improvement in administrative, governance, planning, procedures, and policies to enable the DSSAB to achieve shared strategic goals

- Implementing shared financial folders which facilitate management staff to view accounts payable invoices. All management staff have access to financial programs to login to view financial reports and transactions in their departments to manage their budgets more effectively.
- Ensured each department is fully integrated into the budgeting process for 2024 and fully understands and can be accountable to their department budget.

Progress update - February 2024

Strategic Plan 2021-2026

[CLICK HERE TO VIEW THE 2023 UPDATE](#)



Modernize Service System Planning

Improve digital and electronic access to programs and services

- Continue to support technology that improves communication. A new external website is planned for 2024.
- Implementing online solutions for Ontario Works clients to request and access benefits (Utilizing MyBenefits, text and email for clients to submit requests).
- New IT documentation system and improvements to data storage and backup.
- Improved data sharing across all departments.
- Created efficiencies for staff to access and use technology (ie. password management).
- Revamped the DSSAB core network infrastructure and service room - facilities rebuild.
- Reviewed data integrity and created a plan for backup.
- Conducted a cyber assessment and a plan for a cyber attack.
- Implemented digital HPP app for payment issuance through SAMS to reduce manual payments and support ease of data collection.



Strengthen Collaboration

Incorporate Indigenous Truth and Reconciliation guiding principles and practices in the engagement, development and delivery of programs and services

- Continuing in 2024 with the next session of Cultural Competency training (mandatory for all staff).
- Child Care Service Management resource library now includes a collection of books and toys to help connect children to the indigenous peoples and cultures. These resources are available to borrow by child care operators throughout the district.
- Regular meetings were held with the Parry Sound Friendship Centre and will continue into 2024.



Holistic Approach to Human Services

Prevent and respond to homelessness and develop solutions to assist people to access housing across all levels of the housing continuum/spectrum

- Increased housing stock through the renovation of a 3 bedroom duplex into two 1-bedroom RGI units.
- Ready to open 4 transitional units at Broadway in early 2024, in support of improved outcomes based on our Housing & Homelessness Plan.
- Clients will continue to be offered COHB (Canada Ontario Housing Benefit) and upon acceptance, will be moved from the centralized wait list.
- Continue work on a revitalization of the Home Ownership and Ontario Renovates Program which assists homeowners in remaining in their homes & supporting those entering the housing market.



Effective Infrastructure Renewal

Develop a housing priority plan that outlines options to support core need households, including repurposing existing infrastructure and building new financially assisted housing

- 2023 Building condition assessments completed and uploaded into asset management system will allow 10 year capital reports to be generated for replacement and reserve planning purposes.
- New Asset Management system tags operating and capital transactions to assets as expenses are incurred to better reflect the costs associated with each asset and its replacement value
- 4 transitional units to open in East Parry Sound in Feb 2024. Exploring options for West Parry Sound which includes partnership with the WPSHC, the Safe Justice Bed program, and Esprit
- Renovation of 3 bedroom duplex to two 1-bedroom RGI units increased housing stock on the East side of the district.



Achieve Organizational Excellence

Build a culture of employee engagement, training, and collaboration

- Fundamentals of Transformative Mentoring and Coaching complete, Team building complete, communication training will be booked for 2024
- Continued with Calm Subscription for all employees.
- Continuing in 2024 with the next session of Cultural Competency training (mandatory for all staff).


Use program statistics and performance indicators to demonstrate programs and service outcomes and help decision-making

- Discussions with Nurse Practitioner Led Clinics (NPLC) regarding primary care challenges in East Parry Sound are ongoing.
- Had a discussion with Ministry of Municipal Affairs and Housing (MMAH) about supplemental data that we can provide to support further clarification regarding Housing Prevention Program (HPP) funding.

Progress update - February 2024

Strategic Plan 2021-2026

[CLICK HERE TO VIEW THE 2023 UPDATE](#)

 **Modernize Service System Planning**

 **Strengthen Collaboration**

 **Holistic Approach to Human Services**

 **Effective Infrastructure Renewal**

 **Achieve Organizational Excellence**

- **Transform business practices to support more responsive delivery based on outcomes**
 - Created integrated Supervisor positions East/West in preparation for the Social Assistance Recovery and Renewal Plan implementation.
 - Ongoing implementation of upgraded software for asset management and housing - anticipated rollout is March 2024 affecting all processes.
- **Explore creative options to offer and support enhanced or expanded programs and services**
 - Employment Placement Partnership with Employment North supported 10 people in 2023. Mental health & addictions worker providing supports.
 - Finalizing enhancement of partnership with Community Paramedicine to do ridealongs.
 - EarlyON now has a full time Virtual Resource Facilitator for programs.
 - Developed and implemented a recruitment plan for Home Child Care providers.
 - Implemented the DSSAB's workforce Strategy for the recruitment and retention of ECE's in the District.

- **Work with community health organizations to better integrate health supports into the services we offer**
 - Signed as a Collaborative Partner with the West Parry Sound Ontario Health Team (OHT) which has now been approved by the province.
 - Senior leadership has regular meetings with Ontario Health Northeast.
 - Staff collaborate with community partners and are making connections as their program models and mandates change
 - Continued support and participation of the Health & Social Services Network group (HSSN). Director of Income Support & Stability acts as Co-Chair of the group.

- **Demonstrate progress in moving towards integrated human services planning & delivery**
 - Reviewing the previous 5 year Housing and Homelessness plan, and will begin working on a plan for the next five years.
 - Community partners to provide most up to date information/access to affordable housing options (COHB, rent supplement,)
 - Improved our electronic program for better integration with programs/projects and services. Tenant Services & Housing Programs teams have been onboarded. Exploring integration with Esprit.
 - Implementing emcampment tracking tool early 2024.
 - Housing Operations Department now communicates through a joint electronic tool with other program (Ontario Works, Housing Stability Program) regarding tenants that are at risk of homelessness. Case Conferencing between programs currently ongoing .

- **Sustain and revitalize the community housing assets**
 - In addition to Building Condition Assessments (BCA's) that were completed for our directly operated buildings, we also had these assessments completed for non-profit providers to assist them with planning/budgeting.
 - Fostering relationships with housing non-profits (community housing sector) by working with providers to identify opportunities to expand and maintain the current social and affordable housing stock. (ie. The Hub, Golden Sunshine, NOAH)

- **Improve communications with various stakeholders and local media**
 - Successful launch of a new employee portal providing staff with an improved intranet that is more accessible and user friendly.
 - Met with municipal Councils throughout the District of Parry Sound to expand our reach and enhance public knowledge of the DSSAB's programs and services. As of December 2023, we've provided a verbal presentation to 13 of out 22 municipalities, with plans for the remaining 9 presentations to take place in 2024.
 - Summer EarlyON programming has shifted to local outdoor public spaces to be more accessible and meet people where they are.
 - The Tenant Services team is developing a detailed tenant handbook that supports transparency and communication.
 - Branding guidelines, including refreshed branding, staff training, and a toolbox for branding resources has been shared with staff on the new internal website.

Report #: 8.3
Subject: Directly Operated Child Care Audit
To: Board Members
Presented By: Tammy MacKenzie, CAO
Prepared By: Tammy MacKenzie, CAO
Date: February 8, 2024

Resolution:

THAT the District of Parry Sound Social Services Administration Board agrees to partner with Kenora District Services Board and District of Rainy River Services Board to facilitate this ministry mandated audit of Directly Operated Licensed Child Care.

Report:

Background

Some important stats from our Directly Operated Licensed Child Care programs:

1. Average enrollment of children (4 centres + School Age + HCCP) = 315 children
2. Average enrollment of children (4 centres + School Age) = 192 children
3. 88.5% of all children attending licensed child care in the District of Parry Sound, attend a Directly Operated licensed program
4. Serve approximately 275 families
5. Directly Operated child care programs has 57 employees, including supervisors, cooks, housekeepers, RECE's, non-ECEs, and casual staff

Value-For-Money Audit

What is it?

Assesses whether federal and provincial funding is being used efficiently and effectively by directly operated centres, and whether the child care services could be more efficiently offered instead by a third-party provider. Completed by an independent (i.e., third party service) auditor and audit report, recommendations and management responses are to be posted publicly. Must be completed by December 31, 2024

Why are only directly operated child care centres subjected to the audit?

According to one study, the operating costs of the directly operated child care centres were 30 percent higher than the costs of not-for-profit or commercial centres, likely due to higher salary costs.

How will the costs of the audit be covered?

No additional funding will be provided by the ministry to cover the cost incurred, the ministry has stated to us that the costs can be supported with existing CWELCC and Administration funding as allocated.

In areas where most child care programs are directly operated, what would the audit be compared to?

The audit could be compared to other comparable regions to gain insights into the cost-effectiveness, quality, and impact of different service delivery models. This is why it is important to coordinate the audit for the District of Parry Sound with both the Kenora District Services Board and the District of Rainy River Services Board to ensure the comparison is northern based with similar demographics and geography.

Report #: 8.4
Subject: 2023 Board Member Attendance Report
To: Board Members
Presented By: Rick Zanussi, Board Chair
Prepared By: Jen Harris, Administrative Officer
Date: February 8, 2024

For Information

Report:

As per the request of the Chair, please find below a Board Member attendance chart for 2023.

Name	Number of Meetings Eligible to Attend	Number of Meetings Attended
Rick Zanussi, Chair	12	12
Jerry Brandt, Vice-Chair	11	9
Ryan Baptiste	6	3
Teri Brandt	12	11
Janice Bray	10	9
Ted Collins	12	11
Joel Constable	11	6
Mike Dell	11	8
Gail Finnson	12	10
Teresa Hunt	12	9
Ted Knight	12	12
Tom Lundy	12	10
Jamie McGarvey	12	10
Peter McIsaac	10	7
Sharon Smith	12	9



IN THIS EDITION

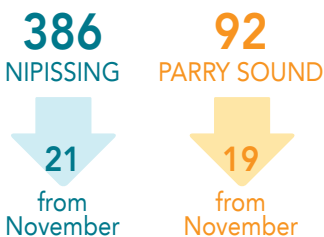
ONTARIO CONSTRUCTION EMPLOYMENT AND LABOUR FORCE

INDUSTRIAL AND INSTITUTIONAL INVESTMENT IN BUILDING IN ONTARIO

HOW SMALL WORKPLACE CHANGES CAN POSITIVELY BOOST WELL-BEING

JOBS REPORT DECEMBER 2023

TOTAL NUMBER OF JOB POSTINGS



TOP INDUSTRY WITH VACANCIES

NIPISSING
Health Care & Social Assistance (21.3%)

PARRY SOUND
Health Care & Social Assistance (21.7%)

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

T. 705.478.9713

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

The Labour Market Group is funded by:

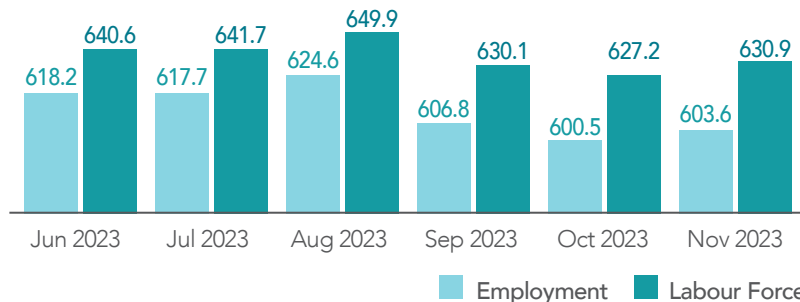


ONTARIO CONSTRUCTION EMPLOYMENT AND LABOUR FORCE

Ontario Construction Employment and Labour Force, June-Nov 2023 (thousands of workers)



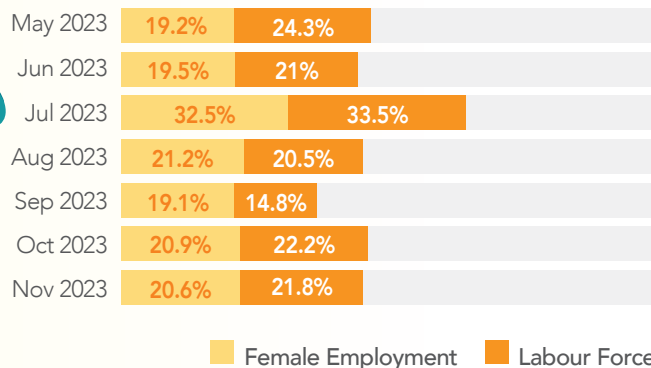
Employment and Labour Force increase modestly.



Ontario Construction Female Employment and Labour Force, Year-Over-Year Change, May-Nov 2023



Both female employment and labour force participation in Ontario construction was over **20% higher** compared to the same time last year.



INDUSTRIAL AND INSTITUTIONAL INVESTMENT IN BUILDING IN ONTARIO



Total ICI investment in building construction increased by **3.1%** from August to September (\$2.56 billion - \$2.64 billion).



Commercial building investment flatlined with a change of **0.1%**.

YEAR-TO-DATE

13.6%



Total investment in ICI building construction was up compared to the same time last year.

Industrial investment grew **2.1%** from August to September (\$606.6 million - \$619.4 million).



INCREASE OF 21.6%

The year-over-year increase was much more substantial (\$509.3 million - \$619.4 million).

Industrial Investment in Building Construction in Ontario, Apr-Sept 2023 (current dollars, no seasonal adjustment)



MORE FROM THE DECEMBER JOBS REPORT:



TOP OCCUPATIONS

NIPISSING

Sales & Services (23.5%)

Education, Law & Social, Community & Gov (20.8%)

Business, Finance & Administration (15.6%)

PARRY SOUND

Sales & Services (31.5%)

Education, Law & Social, Community & Gov (21.7%)

Business, Finance & Administration and Trades, Transportation & Equipment Operators (12%)

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



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Institutional Investment in Building in Ontario, Apr-Sept 2023
(current dollars, no seasonal adjustment)



↑ 11.7%

Institutional investment rose significantly from August - September.



This is a large monthly jump in building construction and coincides with the elevated construction activity due to a large hospital reconstruction job in Toronto and the construction of a new correctional facility in Thunder bay.

HOW SMALL WORKPLACE CHANGES CAN POSITIVELY BOOST WELL-BEING

1 RECOGNITION

Creating a culture of recognition and appreciation, where people are acknowledged for their contributions, boosts morale and job satisfaction.



1

2 AUTONOMY

Involving people in decision-making and allowing them to contribute ideas and feedback can enhance their sense of belonging and control, fostering overall well-being.



2

3 FLEXIBILITY

Implementing flexible work arrangements, such as remote options and flexible hours, can significantly impact well-being.



3

4 COLLABORATIVE SPACES

Designing collaborative workspaces that encourage interaction, communication, and teamwork can improve social well-being and job satisfaction.



4

5 WORKLOAD MANAGEMENT

Ensuring that workloads are manageable and realistic can prevent the harmful effects of excessive stress and overwork.



5

6 CLEAR COMMUNICATION

Clear communication of roles, responsibilities, and expectations reduces uncertainty and stress. Well-defined job roles help employees understand their contributions, leading to a sense of purpose and accomplishment.



6

7 ROOM FOR GROWTH

Offering opportunities for skill development and career advancement contributes to a sense of progress and well-being.



7

8 MEETINGS

Provide limits to meeting times.



8

Source: believeperform.com

MONTHLY JOBS REPORT

DECEMBER 2023

The Labour Market Group
Guiding partners to workforce solutions.

NIPISSING DISTRICT

There were 386 job postings recorded for Nipissing District in the month of December. This is a year-over-year decrease in job postings, where only a slight decrease -4.2% (-16) was noted from the December 2022 figure of 382. The December 2023 total was notably lower; -10.1% (-21), than the November total of 407 recorded job postings. 185 unique employers posted jobs in December; a decrease of -14.7% (-32) from the November figure of 217. The employer figure is only slightly below; -2.1% (-4), the year-over-year December total which was 189 in 2022.



386 TOTAL NUMBER
OF JOB POSTINGS

↓ **21** from
November

OF THE **386** JOB POSTINGS



100%

Collected from
online sources.



0.5%

(2) Requiring a
bilingual individual.

21.9%
(80) Criminal
Record Check



For postings
that listed an
annual salary.



\$76,409,58/year
AVERAGE



\$25.60
HOURLY WAGE

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

Of the 129 postings which listed an hourly wage 9.3% (12) were listed at the provincial minimum wage of \$16.55/hour.

PARRY SOUND DISTRICT

There were 92 job postings recorded for the Parry Sound district in the month of December. This figure is a notable decrease; -17.1% (-19) from the previous month's figure of 111. This month-over-month decrease is likely attributed to seasonal trending as the winter months approach. A positive note would be that the December 2023 figure is identical to the December 2022 number; ending a stretch of year-over-year declines and suggesting that the economic downturn could be levelling out. 58 unique employers posted jobs in December which is slightly above; +5.5% (+3) the December 2022 total of 55.



92 TOTAL NUMBER
OF JOB POSTINGS

↓ **19** from
November

OF THE **92** JOB POSTINGS



100%

Collected from
online sources.



0%

(0) Requiring a
bilingual individual.

22.8%
(21) Criminal
Record Check



For postings
that listed an
annual salary.



\$64,941.33/year
AVERAGE





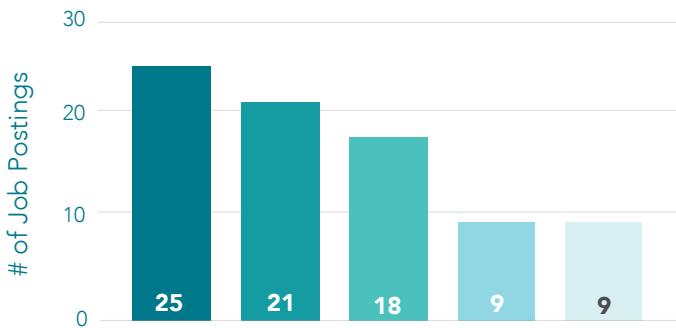
\$25.24
HOURLY WAGE

The average hourly wage
in December 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 \$16.55/hour.

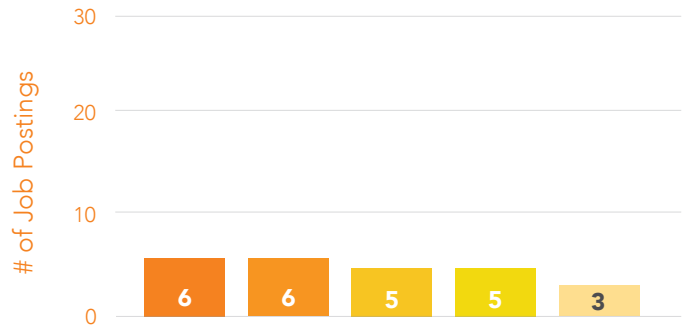
TOP 5 EMPLOYERS POSTING JOBS

-  North Bay Regional Health Centre
-  Near North District School Board
-  Canadore College
-  Cementation Canada
-  Nipissing University



TOP 5 EMPLOYERS POSTING JOBS

-  West Parry Sound Health Centre
-  YMCA of Simcoe/Muskoka
-  Eastholme Home for the Aged
-  Near North District School Board
-  Burger King - Parry Sound



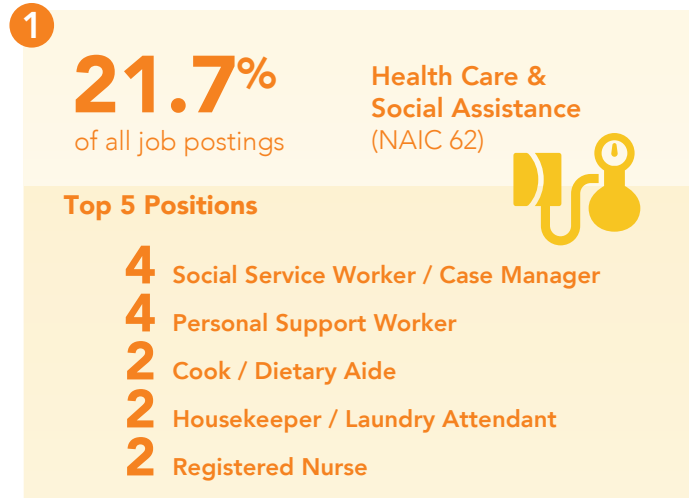
TOP 5 INDUSTRIES HIRING (NAICS)



- 2** 16.4% : Educational Services (NAIC 61)
- 3** 15.8% : Retail Trade (NAIC 44-45)
- 4** 7.4% : Transportation & Warehousing (NAICS 48-49)
- 5** 7.1% : Professional, Scientific & Technical Services (NAICS 54)

The Health Care and Social Assistance (NAICS-62) industry saw the greatest number of job postings in December with 21.3% (78) of the overall share each amongst all major industry classifications. The largest month-over-month increase in posting share of +3.4% occurred within the Educational Services (NAICS-61) industry; representing 16.4% (60) of the December postings. In contrast the Manufacturing (NAICS-31-33) industry experienced the largest month-over-month decrease of -1.8%; accounting for 5.9% (24) of the December job postings.


TOP 5 INDUSTRIES HIRING (NAICS)

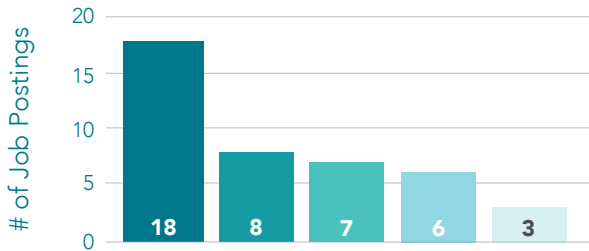


- 2** 14.1% : Accommodation & Food Services (NAICS 72)
- 3** 12% : Arts, Entertainment & Recreation (NAICS 71)
- 4** 10.9% : Retail Trade (NAICS 44-45)
- 5** 9.8% : Educational Services (NAICS 61)


The Health Care and Social Assistance (NAICS-62) industry saw the greatest number of job postings in December with 21.7% (20) of the overall share amongst all major industry classification. This industry also saw the largest month-over-month decrease of -17%. Inversely the Arts, Entertainment and Recreation (NAICS-71) industry saw the largest month-over-month increase of +10.2% to make up 12% (11) of the December job postings.

TOP 3 OCCUPATIONAL CATEGORIES (NOC)


1 **23.5%** Sales & Service (NOC 6) 



- Retail Sales Associate / Representative
- Caretaker / Cleaner / Janitor
- Cook - Various
- Food Service Worker / Barista
- 3 tied with


2 **20.8%** Education, Law & Social, Community & Government Services (NOC 4) 

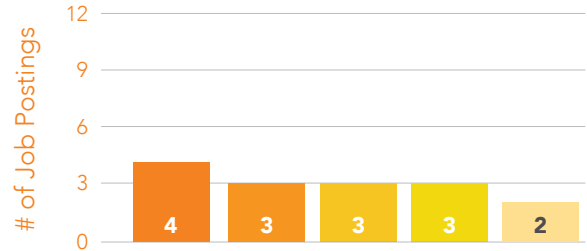
- Social Service Worker / Case Manager (11)
- Teacher - Elementary/Secondary (11)
- Personal Support Worker / Independent Living Assistant (9)
- College Professor / Instructor (9)
- 2 tied with (7)

3 **15.6%** Business, Finance & Administration (NOC 1) 


- Receptionist / Office Clerk (7)
- Accountant / Bookkeeper (6)
- Administrative Assistant / Secretary (6)
- Human Resource Professional (6)
- 2 tied with (3)

TOP 3 OCCUPATIONAL CATEGORIES (NOC)

1 **31.5%** Sales & Service (NOC 6) 



- Cook / Dietary Aide
- Food Service Worker
- Housekeeper / Laundry Attendant
- Retail Sales Associate / Representative
- Security Guard

2 **21.7%** Education, Law & Social, Community & Government Services (NOC 4) 

- Social Service Worker / Case Manager (4)
- Personal Support Worker (4)
- Educational Assistant (3)
- Teacher - Elementary (3)
- Early Childhood Educator (2)

3 **12%** Business, Finance & Administration (NOC 1) and Trades, Transportation & Equipment Operators (NOC 7)  

- Administrative Assistant / Receptionist (5)
- Labourer - Construction / General (4)
- Court Officer (2)
- Post Office Assistant / Letter Carrier (2)
- Small Engine / Marine Technician (2)

Sales and Service (NOC-6) based occupations made up the largest portion of job postings with 23.5% (86) of all postings in December when compared to the major occupational classifications. Despite seeing the greatest share of job postings these occupations saw the largest month-over-month decline of -4.3%. The largest month-over-month increase; +5%, was seen for Education, Law and Social, Community and Government Services (NOC-4) based occupations which accounted for 20.8% (76) of the job postings in this month.

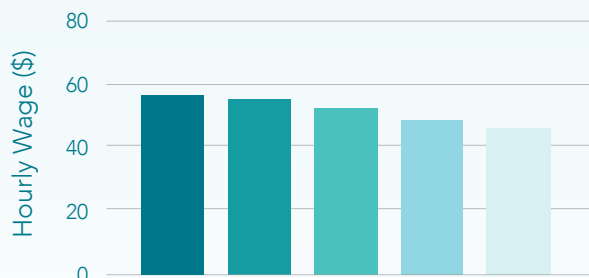
Sales and Service (NOC-6) based occupations represented the largest number of job postings in December with 31.5% (29) of all postings when compared to the major occupational classifications. Natural Resources, Agriculture and Related Production (NOC-8) based occupations accounted for the largest month-over-month increase of +3.3% to represent 3.3% (3) of the recorded December postings. The largest month-over-month decrease in job posting share was for Health (NOC-3) based occupations which changed -8.6% from the previous month to account for 7.6% (7) of the December postings.

TOP 5 HOURLY WAGE VACANCIES



\$58.00

Registered Nurse
@ Plan A Long Term Care Staffing
and Recruitment



\$57.68 Psychologist
@ One Kids Place Children's Medical Treatment
Center of North East Ontario

\$55.00 Orthophoniste
@ Conseil scolaire catholique Franco-Nord

\$48.00 Communications and Engagement Coordinator
@ Nipissing Wellness Ontario Health Team

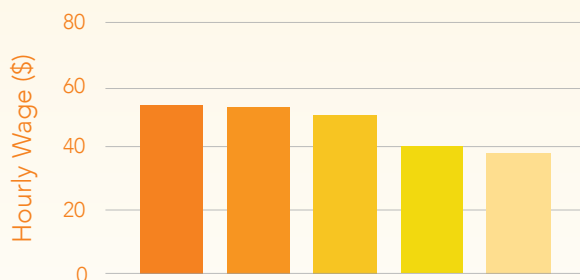
\$44.00 Speech Language Pathologist
@ One Kids Place Children's Medical Treatment
Center of North East Ontario

TOP 5 HOURLY WAGE VACANCIES



\$54.00

Registered Nurse - Surgical Services
@ West Parry Sound Health Centre



\$53.00 Chief Building Official
@ The Township of Armour

\$51.00 Registered Nurse
@ Eastholme Home for the Aged

\$40.00 Climber - Lead
@ TreeWiseGuys

\$38.00 Addiction Worker - B'saanibamaadsiwin
Indigenous raam Clinician
@ Canadian Mental Health Association - Muskoka
Parry Sound Branch

TOP 3 ANNUAL SALARY VACANCIES

\$134,670

Chair - School of Art and Design
@ Canadore College - College Drive

\$134,670

Chair - School of Trades and Technology
@ Canadore College - College Drive

\$124,033

Project Manager - ERP
@ The Corporation of the City of North Bay



TOP ANNUAL SALARY VACANCY

\$105,000

Chief Administrative Officer
@ Shawanaga First Nation

\$100,000

Sales Specialist
@ Bobcat of Parry Sound Ltd.

\$82,997.93

Service Advisor
@ Griffith Bros.



Lowest Annual Salary **\$38,000**

Receptionist / Office Assistant
@ Stockfish Automotive Group

Lowest Annual Salary **\$32,500**

Day Camp Counsellor
@ YMCA of Simcoe/Muskoka

The average hourly wage in December for those postings which listed (35.2%) an hourly wage was \$25.60/hour. This is a slight increase; +7.7% (+\$1.83/hour), to the current 12-month average of \$23.77/hour. Of the 129 postings which listed an hourly wage 9.3% (12) were listed at the provincial minimum wage of \$16.55/hour. For postings that listed an annual salary the average was \$76,409.58/year. This is a notable increase; +8.5% (+\$5,978.52/year), from the current 12-month average of \$70,431.06/year.

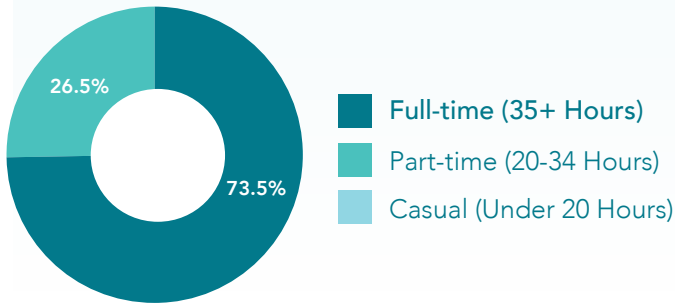
The average hourly wage in December for those postings which listed (56.5%) an hourly wage was \$25.24/hour. This figure is notably above; +6.3% (+\$1.49/hour), the current 12-month average of \$23.75/hour. Of the 52 postings which listed an hourly wage 3.8% (2) were listed at the provincial minimum wage of \$16.55/hour. The average annual salary listed in the month of December was \$64,941.33; slightly above; +3.1% (+\$1,970.23/year), to the current 12-month average annual salary of \$62,971.10/year.

FULL-TIME / PART-TIME BREAKDOWN

73.5% of listings in December

↓ **1.4%**
from November

73.5% (269) of the listings in December indicated that the employment offered would be classified as full-time. This figure represents a slight decrease; -1.4%, from the previous month when 74.9% of the job postings were classified as full-time.



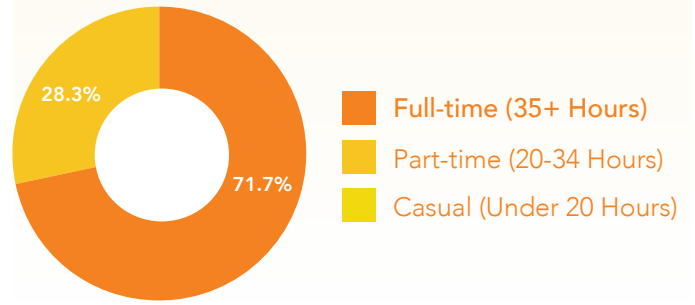
386 Postings listed hours offered (100%)

FULL-TIME / PART-TIME BREAKDOWN

71.7% of listings in December

↑ **7.7%**
from November

71.7% (66) of the listings in December indicated that the employment offered would be classified as full-time. This figure is a notable increase; +7.7%, from the previous month where 64% of the job postings were classified as full-time.



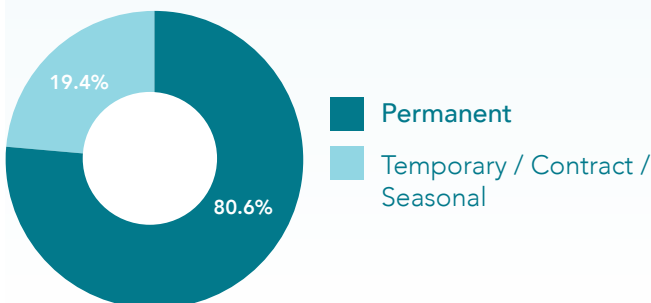
92 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

80.6% of listings in December

↓ **1.2%**
from November

80.6% (295) of the listings in December stated that the opportunity in question would be permanent. This is a slight decrease; -1.2%, from the previous month's figure of 81.8%.



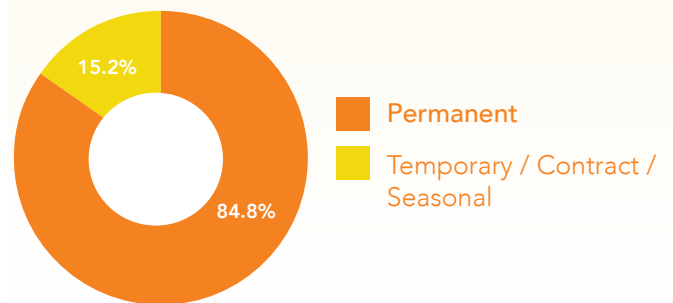
386 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

84.8% of listings in December

↑ **4.6%**
from November

84.8% (78) of the listings in December stated that the opportunity in question would be permanent. This is slightly above; +4.6%, the previous month figure of 80.2%.



92 Postings listed hours offered (100%)

ALL EMPLOYERS WITH POSTINGS IN MONTH



NIPISSING DISTRICT

401 Auto - North Bay Chrysler
A&W (McKeown)
Abell Pest Control Inc.
Ableton Electrical Services
Accident Support Services Ltd.
Alex McKillop Tax Ltd.
American Eagle Outfitters
Anishinabek / Ontario Fisheries Resource Centre
Apollo Transport
Appleton Denture Clinic
Ardene
Baker Tilly
Bay City Animal Hospital
Bay Roofing and Exteriors Ltd.
Bay Truck Stop Family Restaurant
Bayland Snow
Binx Professional Cleaning
Blue Sky Animal Hospital
Boart Longyear - Sturgeon Falls
Boutique La Vie En Rose
Bradwick Property Management
Callon Dietz
Campus Living Centres
Canada Post - Sturgeon Falls
Canada Post - Temagami
Canadian Addiction Treatment Pharmacy
Canadian Forces Morale and Welfare Services
Canadian Hearing Services
Canadian Red Cross
Canadian Tire - North Bay
Canadore College - College Drive
Canadore College - Commerce Court
CannAmm
Canor Construction
Canpar express
Capitol Centre
CarePartners
Cascades Casino
Cash Money
Cementation Canada
Central Welding & Iron Works
Community Living North Bay
Conseil Scolaire Catholique Franco-Nord
Conseil scolaire public du Nord-Est de l'Ontario
Crisis Centre North Bay
CTS Canadian Career College
Dentistry on Airport
Designed Roofing Inc, Essential Exteriors
& Northland Glass & Metal
Designed Roofing Inc.
Diggers Landscaping
District of Nipissing Social Services
Administration Board
Dyno Nobel
Ed Seguin & Sons Trucking and Paving
EMCO Corporation
Enbridge Inc.
Enterprise Holdings
Enterprise Rent-A-Car
Express Parcel
First Student / First Transit
Foundever
Gangnam Korea - North Bay
Garderie Soleil
Gateway Signs And Service
goeasy
Goodyear Canada Inc. (Retreading)
Greco's Pizza and Pasta - Algonquin Ave.
Groupe Dynamite - Garage
Guy's Tire Sales Inc
Hands TheFamilyHelpNetwork.ca - North Bay
Hands TheFamilyHelpNetwork.ca/Mains
LeReseauaideauxfamilles.ca
Homewood Suites by Hilton North Bay
Intelcom Express
J&R Property Management
Juice on the Loose - North Bay
Kal Tire
Karis Disability Services (formerly
Christian Horizons)
Kennedy Insurance Brokers Inc.
Kia North Bay
Kohltech Windows & Entrance Systems
KPMG LLP
Lafarge Canada Inc
Levante Living - Barclay House
Lewis Motor Sales Inc
Liberty Tax
LifeLabs
Long & McQuade
Marina Point Village
Martel & Mitchell Rehabilitation
Maurices
McDonald's (North Bay)
McDonald's (West Nipissing)
Metal Fab Ltd.
Miller Technology Incorporated
Miller Waste Systems
Ministry of Education
Ministry of Long - Term Care
Ministry of Natural Resources and Forestry
MyCar
Near North District School Board
Nedco Ontario
Neddy's North Bay Hyundai
Nijjaansinaanik Child and Family Services
Nipissing Transition House
Nipissing University
Nipissing Wellness Ontario Health Team
Nipissing-Parry Sound Catholic District
School Board
Nordic Minesteel Technologies Inc.
North Bay & District Multicultural Centre
North Bay Animal Hospital
North Bay Cardiology
North Bay Cycle and Sports
North Bay Golf & Country Club
North Bay Hydro
North Bay Insurance Brokers
North Bay Police Service
North Bay Regional Health Centre
One Kids Place Children's Medical Treatment
Center of North East Ontario
One Plant
Ontario Aboriginal Housing Services
Ontario Aboriginal Housing Support Services
Corporation
Ontario Northland
Paragon Bay Group Ltd.
Paramed Home Health Care
Pet Valu
PHARA
Pioneer Construction
Piotrowski Consultants Ltd.
Plan A Long Term Care Staffing and
Recruitment
Pulorator
Recipe Unlimited Corporation - Swiss Chalet
Redpath
Redpath Mining Contractors and Engineers
Regis Canada
Rexall - North Bay
Roots Canada
Royal Bank of Canada - North Bay
Science North
Scotiabank - Mattawa
Scotiabank - North Bay
Sienna Living - North Bay
Sienna Senior Living
Softmoc
Speedy Glass
Spencer Gifts



PARRY SOUND DISTRICT

Almguin Highlands Chamber of Commerce
Almex Group
Aramark Canada Ltd.
Bobcat of Parry Sound Ltd.
Burger King - Parry Sound
Burk's Falls Family Health Team
C.A. Boyes & Sons Construction Ltd.
Canada Post - Magnetawan
Canada Post - Parry Sound
Canadian Mental Health Association
- Muskoka Parry Sound Branch
Comfort Inn Parry Sound
Community Living Parry Sound
Conseil scolaire catholique Franco-Nord
Contact North (Parry Sound)
Country Haven Acres Residential Services Inc
Dawson Dental - Callander Bay Dental
Eastholme Home for the Aged
Edgewater Park Lodge
Extreme Custom Carpentry
Gardens of Parry Sound Retirement
Residence
Griffith Bros.
Home Instead Senior Care
Jolly Roger Inn & Resort
Killbear Marina Inc.
Lofthouse Manufacturing (a Division
of Brawo Brassworking Limited)
Marquee Farm
Marshall Well Drilling
Ministry of Government and Consumer
Services
Ministry of the Solicitor General
Muskoka Lumber and Building Supplies
Near North District School Board
Nipissing Lodge
Northern Policy Institute
Parry Sound Fuels
Rosseau Road Powersports and Marine Ltd.
Royal Bank of Canada - Parry Sound
Science North
Scotiabank - Parry Sound
Shawanaga First Nation
Shawanaga First Nation Education
Department
Silver Sand Resort
Smith Security Inc.
Starbucks - Parry Sound
Stonhard
The Home Depot - Parry Sound
The Ridge at Manitou
The Township of Armour
Tim Hortons - Parry Sound
TreeWiseGuys
Trestle Brewing Company Limited
True North Cannabis Company
Value Buds
Victorian Order of Nurses / VON
Walmart - Parry Sound
Water Depot Parry Sound
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**.

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

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

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



The Labour Market Group
Guiding partners to workforce solutions.

10.3

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 37: January 29 th to February 4 th , 2024	6	0	January 29 th , 2024 (2) February 1 st , 2024 (3) February 2 nd , 2024	6	Mattawa North Bay (3) Sundridge Whitestone	Don't Know Fentanyl (2) Polypharmacy Purple Heroin/Purp Unknown Opioid
Week 36: January 22 nd to January 28 th , 2024	3	0	January 24 th , 2024 January 25 th , 2024 (2)	3	North Bay Parry Sound South River	Alcohol Amphetamines Fentanyl (2) Non-opioid pharmaceutical
Week 35: January 15 th to January 21 st , 2024	5	0	January 3 rd , 2024 January 15 th , 2024 (2) January 16 th , 2024 January 21 st , 2024	5	North Bay (4) Parry Sound	Crack Fentanyl (2) Marijuana/Cannabis Unknown Opioid (2)
Week 34: January 8 th to January 14 th , 2024	2	0	January 3 rd , 2024 January 13 th , 2024	1	North Bay Parry Sound	Cocaine (2) Unknown Opioid (2)