

AGENDA

Thursday, September 12, 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 June 13, 2024 ®
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 2024 NOSDA AGM Resolutions ®
 - 8.2 Land Acknowledgement
9. **IN-CAMERA: 2**

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

 - ii) the disclosure of intimate, personal or financial information in respect of a member of the Board or a committee or an employee or perspective employee of the Board
10. **CORRESPONDENCE:**
 - 10.1 Board Appointments for Area Six
 - 10.2 Resolution from AMO, OMSSA, NOSDA
 - Ending Chronic Homelessness Research and Advocacy Project
 - 10.3 Solve the Crisis Campaign – NOSDA Resolution
 - 10.4 Solve the Crisis Campaign – NOMA Letter of Support
 - 10.5 North Bay Parry Sound District Health Unit Overdose Report
 - 10.6 Labour Market Group – Jobs Report July 2024
 - 10.7 Labour Market Group – Labour Focus July 2024
11. **ADJOURNMENT. ®**

MEETING MINUTES

Thursday, June 13, 2024 at 6:30 PM



Board Meeting via Zoom Video Conference

Board Members Present:

Joel Constable
Jerry Brandt
Ted Collins
Janice Bray
Sharon Smith
Mike Dell
Ryan Baptiste

Teresa Hunt
Ted Knight
Jamie McGarvey
Rick Zanussi
Tom Lundy
Teri Brandt

Board Members Absent:

Gail Finnson
Peter McIsaac

Staff:

Tammy MacKenzie, CAO
Shannon Johnson, CFO
Pam Nelson, Director of Housing & Child Care Service Management
Jeff Degagne, Director of Income Support & Stability
Sharon Davis, Director of Housing Operations
JJ Blower, Communications Officer

Guests:

1. **CALL MEETING TO ORDER:**

The meeting was called to order by Rick Zanussi at 6:30PM.

2. **DISCLOSURE OF PECUNIARY INTEREST.**

Due to a severe thunderstorm and tornado watch and the possibility of losing power/quorum, a change to the agenda was made to move agenda item 8.4 to this point in the meeting.

8.4 Elevator Repair – 66 Church Street

A written report was prepared by Ms. Davis and presented by Ms. Johnson.

Resolution 24 06 02

Moved by Rick Zanussi

Seconded by Ted Knight

CARRIED

“**THAT** the Board direct staff to approve the required emergency elevator base repairs and include option 1 to replace the flooring within the cab, for the elevator located at 66 Church Street, Parry Sound, in the amount of \$94,780.00 plus HST.”

3. TRADITIONAL LAND ACKNOWLEDGMENT.

4. APPROVAL OF MINUTES:

4.1 May 9, 2024

Resolution 24 06 01

CARRIED

Moved by Teri Brandt

Seconded by Janice Bray

“THAT the Board meeting minutes of Thursday, May 9, 2024 be approved as presented.”

5. DEPUTATIONS & PRESENTATIONS.

6. REPORTS:

6.1 Chair

The Chair welcomed staff to the meeting.

6.2 Chief Administrative Officer

Ms. MacKenzie verbally highlighted some of the items in the written CAO report and was available to answer questions.

6.3 Chief Financial Officer

Ms. Johnson provided a verbal presentation to accompany the written report in the agenda package.

The internal April YTD 2024 Financial Statements were presented to the Board to give a brief overview of the YTD financial results. This was for information purposes only and did not require Board action. From our internal review of the financial results, overall, the DSSAB is tracking at a 12.3% surplus on April 30th YTD in its operating budget at 33.3% into the 2024 budget year. As we see, YTD operating and capital expenditures for the 1st – 4 months of the year have resulted in approximately \$7.4mm net spending with 8 months of the 2024 budget remaining. As the 2024 budget was not approved by the DSSAB Board until March 14th, 2024, all DSSAB and Housing programs have remained at their consistent operating levels up to the March 2024 budget approval date. The statement depicts the results for each program, comparing the total operating and capital expenditures to its full year budget and the total operating and capital budget dollars that remain for each program. The CFO also highlighted notable items for the Board in the verbal presentation.

7. OUTSTANDING ISSUES.

8. NEW BUSINESS:

8.1 Annual Housing & Homelessness Plan Update 2023-2024

A written report was presented by Ms. MacKenzie & Ms. Nelson.

8.2 2024-25 Homelessness Prevention Plan Program Investment Plan

A written report was presented by Mr. Degagne.

Ms. Smith left the meeting at 7:16pm.

8.3 Child Care Service Management Directed Growth Update

A written report presented by Ms. Nelson.

9. IN-CAMERA: 3

Resolution 24 06 03

CARRIED

Moved by Teresa Hunt

Seconded by Jerry Brandt

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

- iii. the acquisition or disposal of property
- iv. a decision in respect of negotiations with employees of the Board
- vi. decision concerning negotiations for an agreement or contract between the Board and a third party”

Mr. Collins left the meeting at 7:58pm.

Resolution 24 06 04

CARRIED

Moved by Joel Constable

Seconded by Tom Lundy

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

10. ADJOURNMENT.

Resolution 24 06 05

CARRIED

Moved by Rick Zanussi

Seconded by Ted Knight

“THAT the Board meeting now be adjourned at 8:05PM, and that the next regular meeting to be held Thursday, July 11, 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

September 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.

Association of Municipalities of Ontario (AMO) Conference 2024

In August, I attended the AMO conference in Ottawa alongside my NOSDA counterparts to advocate for the issues impacting the North.

Along with my fellow NOSDA counterparts, we attended deputations with the following ministries:

- Ministry of Health
- Ministry of Long-Term Care
- Ministry of Children, Community and Social Services,
- Ministry of Labour, Immigration, Training and Skills Development
- Solicitor General.



Also, of interest to our work is a campaign by Ontario’s Big City Mayors who are calling on the provincial and federal governments to devote more resources to tackling a surge in homelessness and addictions in communities across the province (see: [Solve the Crisis campaign](#)).

At the conference, Minister Jones announced that Ontario will ban consumption and treatment services sites within 200 metres of schools and child care centres, which will lead to the closure of 10 facilities. That measure will mean the closure of nine sites funded by the provincial government and another self-funded site. Five of the 10 sites set to close are in Toronto, with all but one located in southern Ontario. The Minister also announced plans for addiction recovery with new treatment hubs focusing on mental health and addictions. A total of 375 “highly supportive housing units” will be added, focusing on treatment without safe supply.

Media Release: [Protecting Community Safety and Connecting More People to Addiction Recovery Care | Ontario Newsroom](#)



Home Depot Orange Door Campaign Results

Between June 4th to July 7th, Home Depot customers across Canada were empowered to be a part of the change by making a donation in support of a local charity that provides housing and supportive services during this year's Orange Door Campaign.

During this time, our local store in Parry Sound raised \$7,930.90! Esprit Place Family Resource Centre would like to thank the Home Depot Canada Foundation, staff at the local store, and all donors for their incredible support.



Shelter Campaign -Shoppers Drug Mart

The Shoppers Foundation for Women's Health™ believes that all women should have access to the care and support they need to be healthy and safe. But with more than 2 in 5 women experiencing some form of intimate partner violence in their lifetime, many women in Canada are suffering. Violence against women has a direct and negative impact on the health of women and their families.

Their annual fall 'Giving Shelter' campaign unites all their stores in a fundraising effort to support over 310 local women's shelters and programs across Canada. 100% of donations raised in-store stay in the local community, and this year, **Esprit Place Family Resource Centre** has been chosen as the recipient. This campaign will run from September 7th to October 4th, and Esprit Place staff plan to be on site regularly to support the campaign with information about our programs and services.

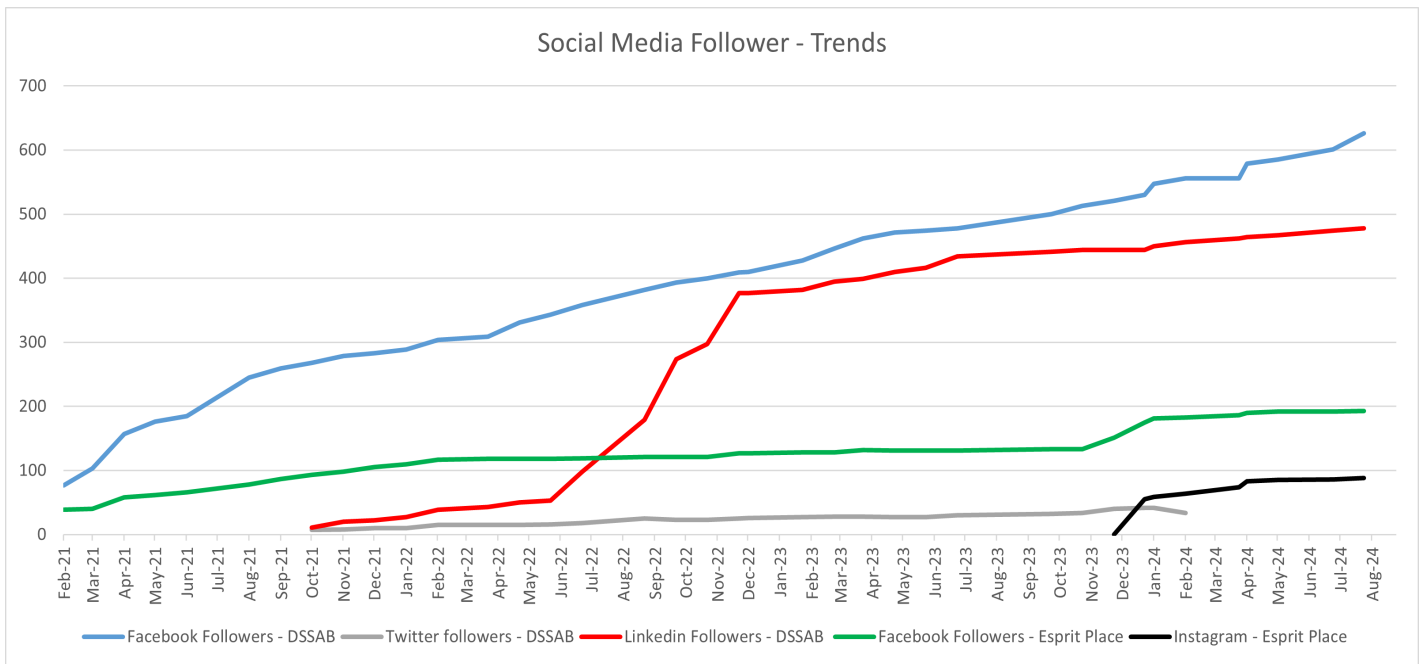


Facebook Pages



A friendly reminder to follow our Social Media Pages

- ◆ [FACEBOOK - District of Parry Sound Social Services Administration Board](#)
- ◆ [FACEBOOK - Esprit Place Family Resource Centre](#)
- ◆ [FACEBOOK—EarlyON Child and Family Centres in the District of Parry Sound](#)
- ◆ [LINKEDIN—District of Parry Sound Social Services Administration Board](#)
- ◆ [INSTAGRAM—Esprit Place Family Resource Centre](#)



Social Media

Facebook Stats

| District of Parry Sound Social Services Administration Board | MAR 2024 | APR 2024 | MAY 2024 | JUNE 2024 | JULY 2024 | AUG 2024 |
|---|-----------------|-----------------|-----------------|------------------|------------------|-----------------|
| Total Page Followers | 556 | 579 | 585 | 601 | 626 | 642 |
| Post Reach this Period (# of people who saw post) | 3324 | 5,647 | 5024 | 5213 | 5510 | 6261 |
| Post Engagement this Period (# of reactions, comments, shares) | 413 | 724 | 621 | 599 | 609 | 512 |

| Esprit Place Family Resource Centre | MAR 2024 | APR 2024 | MAY 2024 | JUNE 2024 | JULY 2024 | AUG 2024 |
|--|-----------------|-----------------|-----------------|------------------|------------------|-----------------|
| Total Page Followers | 186 | 190 | 192 | 192 | 193 | 196 |
| Post Reach this Period (# of people who saw post) | 241 | 310 | 299 | 421 | 526 | 1782 |
| Post Engagement this Period (# of reactions, comments, shares) | 127 | 43 | 67 | 102 | 26 | 91 |

| DSSAB LinkedIN Stats https://bit.ly/2YyFHIE | MAR 2024 | APR 2024 | MAY 2024 | JUNE 2024 | JULY 2024 | AUG 2024 |
|--|-----------------|-----------------|-----------------|------------------|------------------|-----------------|
| Total Followers | 462 | 464 | 467 | 474 | 478 | 485 |
| Search Appearances (in last 7 days) | 68 | 102 | 125 | 178 | 226 | 184 |
| Total Page Views | 54 | 30 | 56 | 26 | 26 | 26 |
| Post Impressions | 697 | 846 | 773 | 1089 | 1251 | 1241 |
| Total Unique Visitors | 25 | 12 | 22 | 15 | 11 | 13 |

| Instagram - Esprit Place Family Resource Centre https://www.instagram.com/espritplace/ | MAR 2024 | APR 2024 | MAY 2024 | JUNE 2024 | JULY 2024 | AUG 2024 |
|---|-----------------|-----------------|-----------------|------------------|------------------|-----------------|
| Total Followers | 64 | 74 | 83 | 85 | 86 | 93 |
| # of accumulated posts | 21 | 23 | 25 | 27 | 29 | 34 |

Licensed Child Care Programs

Total Children Utilizing Directly Operated Child Care in the District July 2024

| Age Group | Fairview ELCC | First Steps ELCC | Highlands ELCC | Waubeek ELCC | HCCP | Total |
|----------------------|---------------|------------------|----------------|--------------|------|-------|
| Infant (0-18M) | 2 | 1 | 0 | 2 | 15 | 20 |
| Toddler (18-30M) | 8 | 4 | 15 | 10 | 24 | 61 |
| Preschool (30M-4Y) | 15 | 11 | 20 | 41 | 43 | 130 |
| # of Active Children | 25 | 16 | 35 | 53 | 82 | 211 |

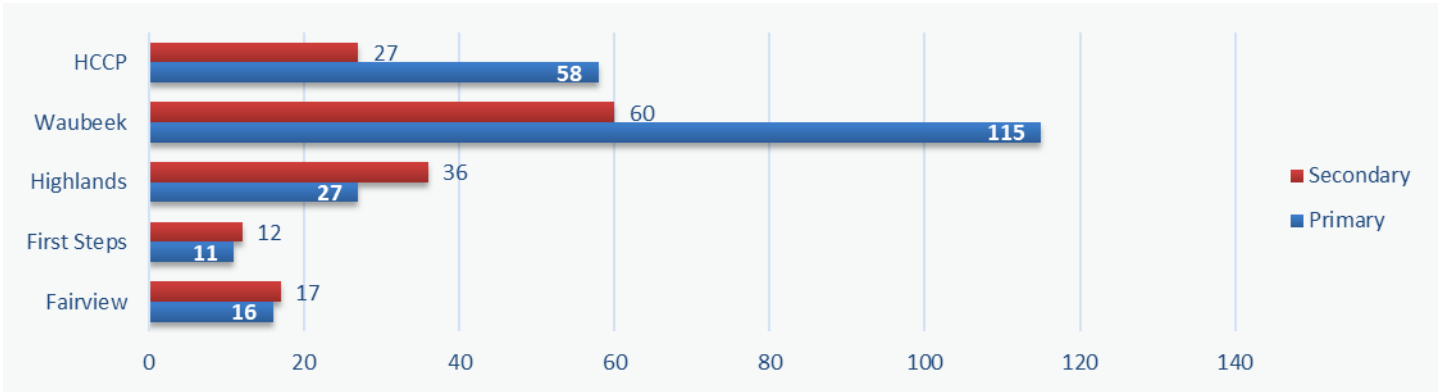
Programs have been able to keep enrollments steady for the summer months to meet the staffing challenges so staff can take some summer vacations. Waubeek ELCCC completed the licensing revisions and has transferred all the children over to 66A Waubeek Street.

School Age Programs July 2024

| Location | Enrollment | Primary Waitlist | Secondary Waitlist |
|-----------------------------------|----------------------|------------------|--------------------|
| Mapleridge After School | 26 enrolled for Sept | 8 | 0 |
| Mapleridge Before School | 8 enrolled for Sept | 0 | 0 |
| Mapleridge Summer Program | 12 | N/A | N/A |
| Sundridge Centennial After School | 10 enrolled for Sept | 2 | 0 |
| Home Child Care | 42 | 6 | 1 |
| # of Active Children | 54 | | |

Mapleridge summer program was at capacity for July and August. Both Mapleridge and Sundridge After School Programs are enrolled to capacity and ready to reopen September 2nd.

Directly Operated Child Care Waitlist by Program July 2024



These waitlist numbers are not reflective of the actual need in the district and are duplications as most families apply to more than one licensed child care program. Child care supervisors have been communicating with families on the waitlists to see what their current needs are as we transition to the new District of Parry Sound Child Care Application Portal (OneHSN).

Inclusion Support Services July 2024

| Age Group | EarlyON | Licensed ELCC's | Monthly Total | YTD Total | Waitlist | New Referrals | Discharges |
|--------------------|---------|-----------------|---------------|-----------|----------|---------------|------------|
| Infant (0-18M) | 0 | 3 | 3 | 4 | 2 | 1 | 0 |
| Toddler (18-30M) | 1 | 2 | 3 | 12 | 4 | 1 | 0 |
| Preschool (30M-4Y) | 2 | 33 | 35 | 45 | 3 | 1 | 1 |
| School Age (4Y+) | 9 | 31 | 40 | 27 | 5 | 0 | 2 |
| Monthly Total | 12 | 69 | 81 | - | 14 | 3 | 3 |
| YTD Total | 13 | 75 | - | 88 | 36 | 28 | 13 |

EarlyON Child and Family Programs July 2024

| Activity | Monthly Total | YTD |
|--|---------------|-------|
| Number of Children Attending | 913 | 7089 |
| Number of New Children Attending | 48 | 271 |
| Number of Adults Attending | 590 | 5586 |
| Number of Virtual Programming Events | 4 | 65 |
| Number of Engagements through Social Media | 1273 | 4392 |
| Number of Views through Social Media | 21659 | 95796 |

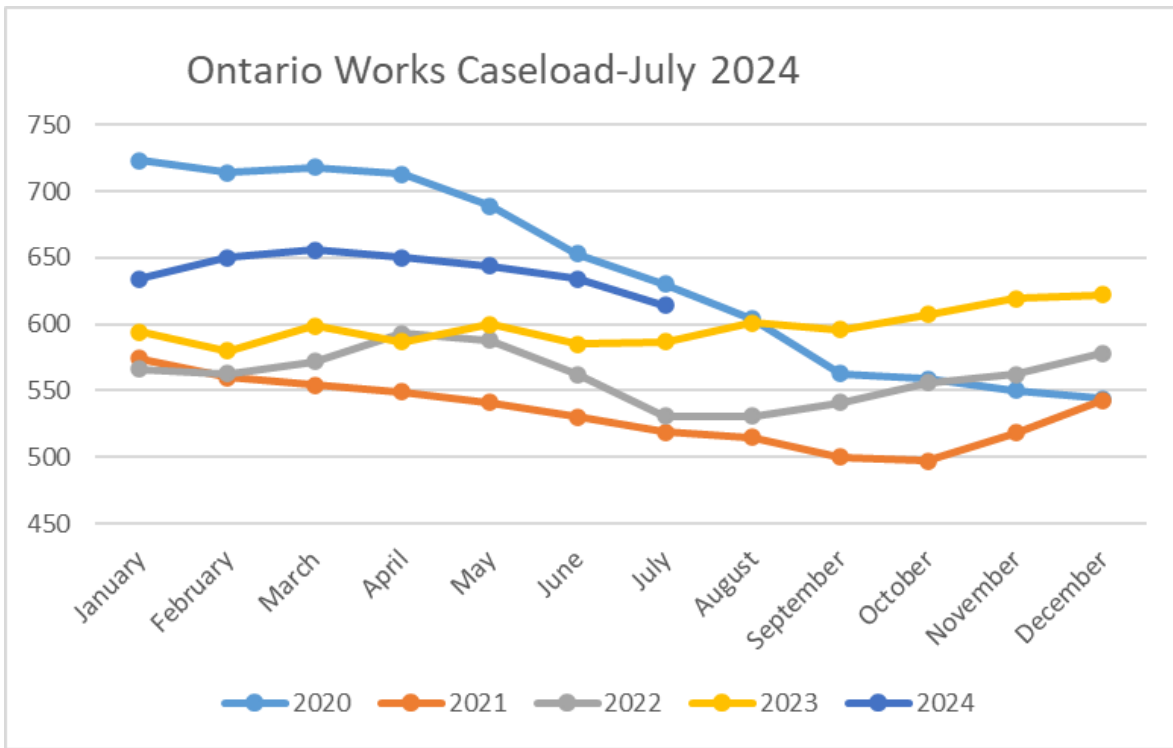
Funding Sources for District Wide Childcare Spaces - July 2024

| Funding Source - Active | # of Children | # of Families |
|--------------------------|---------------|---------------|
| CWELCC* | 71 | 66 |
| CWELCC Full Fee | 188 | 187 |
| Extended Day Fee Subsidy | 23 | 22 |
| Fee Subsidy | 105 | 75 |
| Full Fee | 9 | 8 |
| Ontario Works | 5 | 4 |
| Total | 401 | 362 |

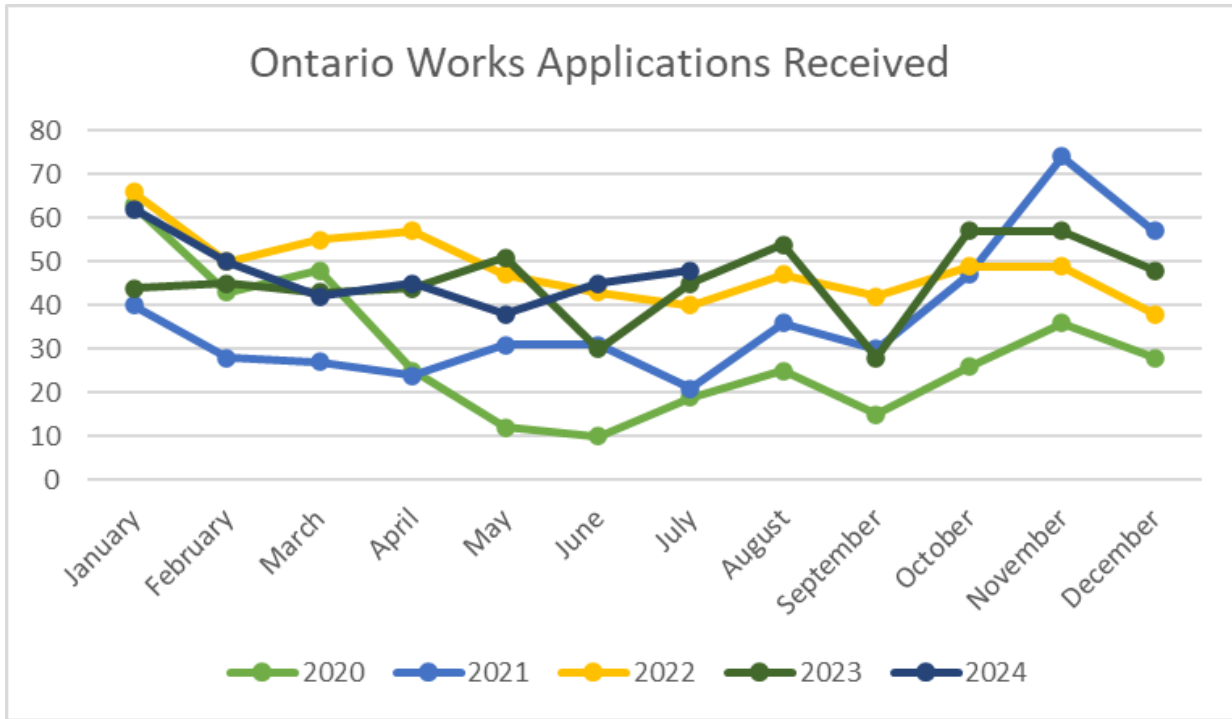
| Exits | # of Children | # of Families |
|--------------------------|---------------|---------------|
| Fee Subsidy | 4 | 3 |
| CWELCC Full Fee | 2 | 2 |
| Extended Day Fee Subsidy | 2 | 2 |
| Total | 8 | 7 |

| Funding Source - New | # of Children | # of Families |
|--------------------------|---------------|---------------|
| CWELCC* | 2 | 2 |
| CWELCC Full Fee | 6 | 6 |
| Extended Day Fee Subsidy | 18 | 17 |
| Fee Subsidy | 76 | 53 |
| Full Fee | 1 | 1 |
| Ontario Works | 4 | 3 |
| Total | 107 | 82 |

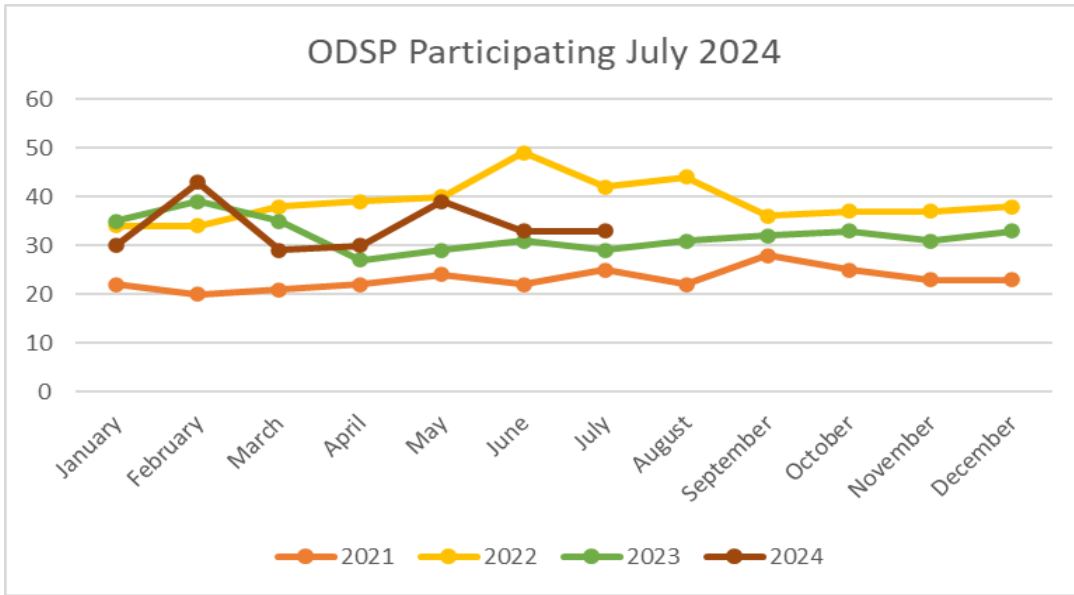
* CWELCC: Canada-Wide Early Learning Child Care; eligible for children 0 - 6



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

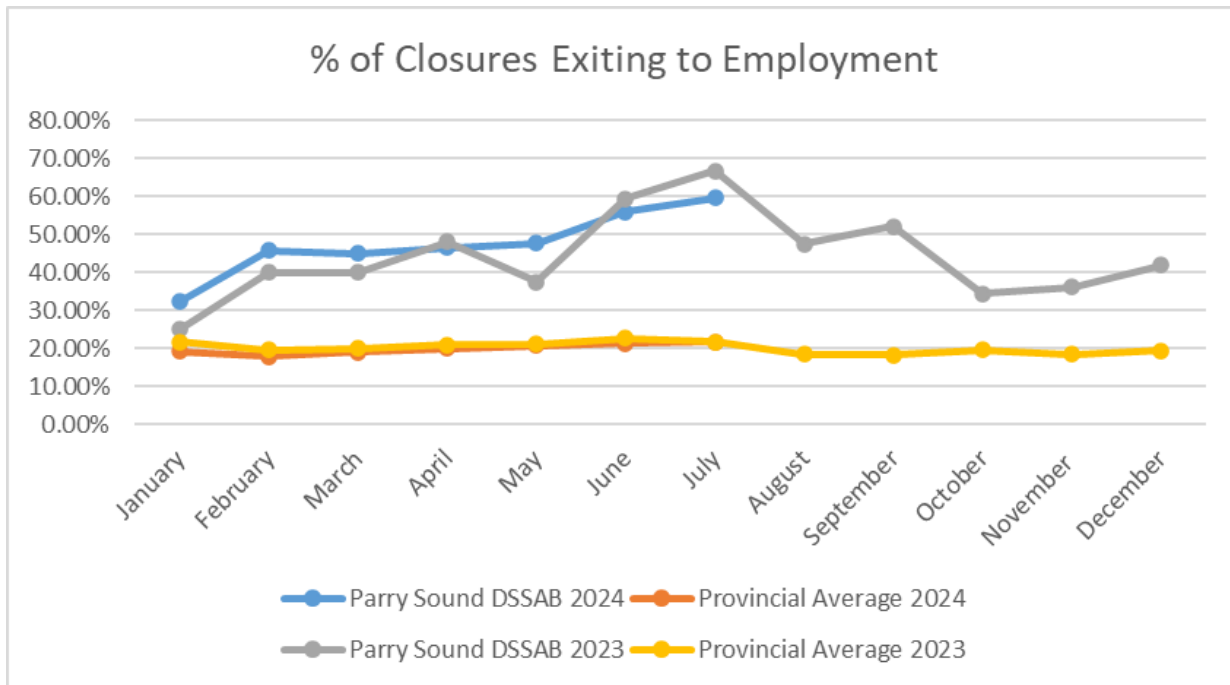


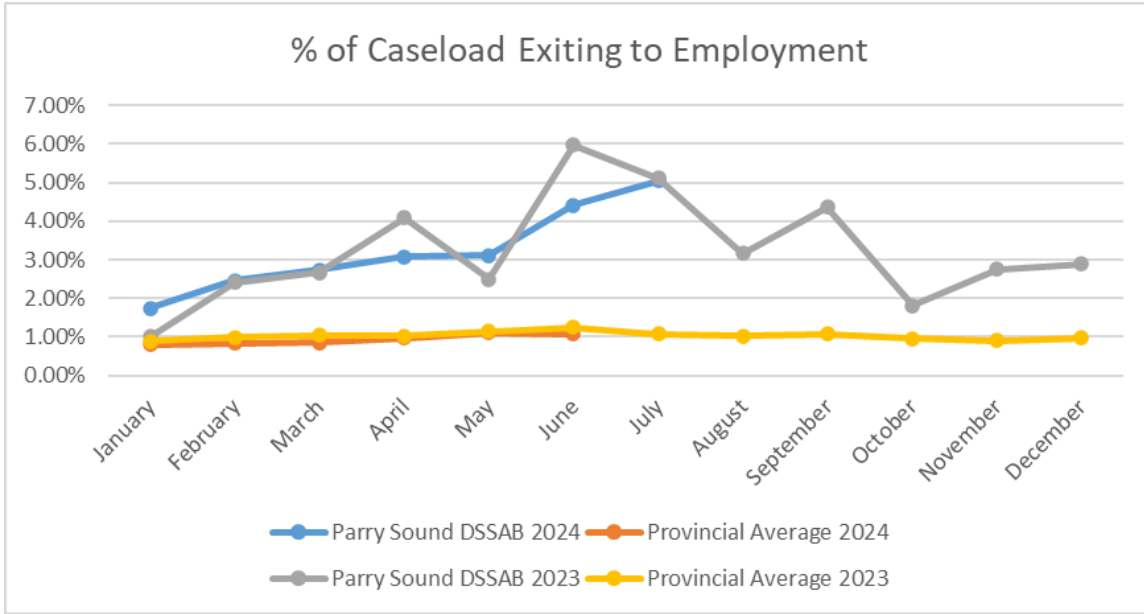
ODSP Participants in Ontario Works Employment Assistance



The OW Caseload continues to trend down to **614**. We are supporting **33** ODSP participants in our Employment Assistance program. We also have **58** Temporary Care Assistance cases. We received **48** Ontario Works Applications, 40 (80%) of which were online through SADA and managed through IBAU in the month of July..

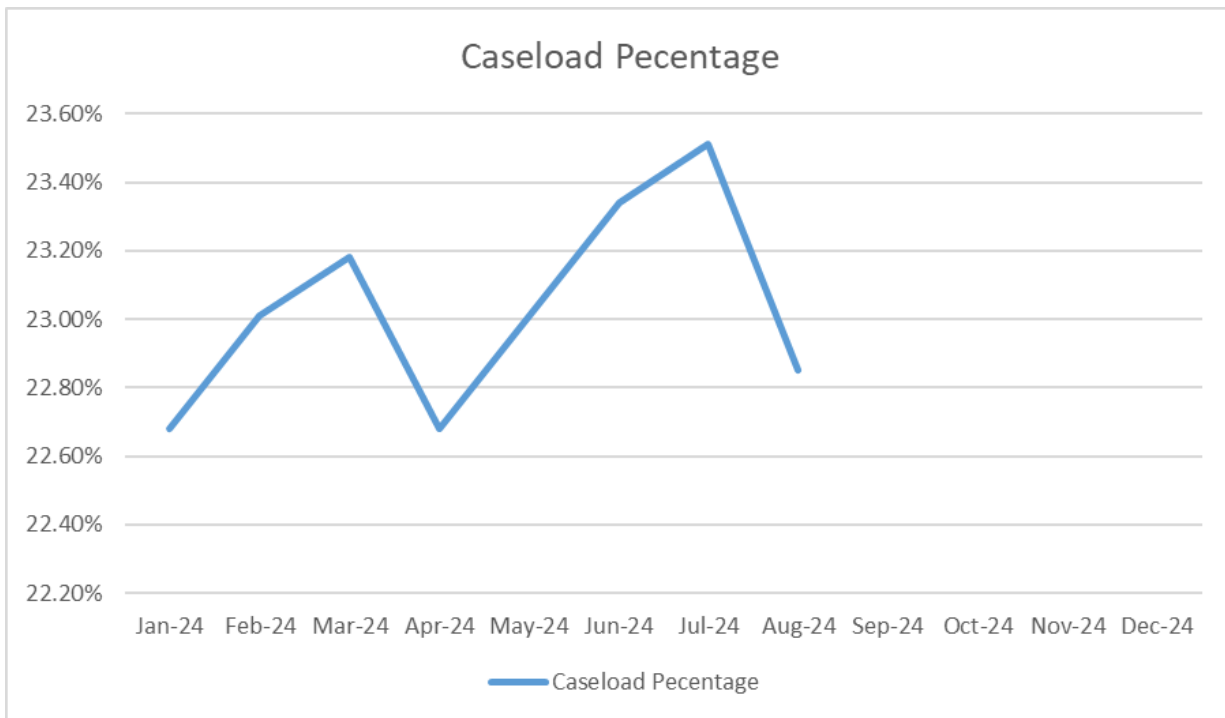
Employment Assistance & Performance Outcomes



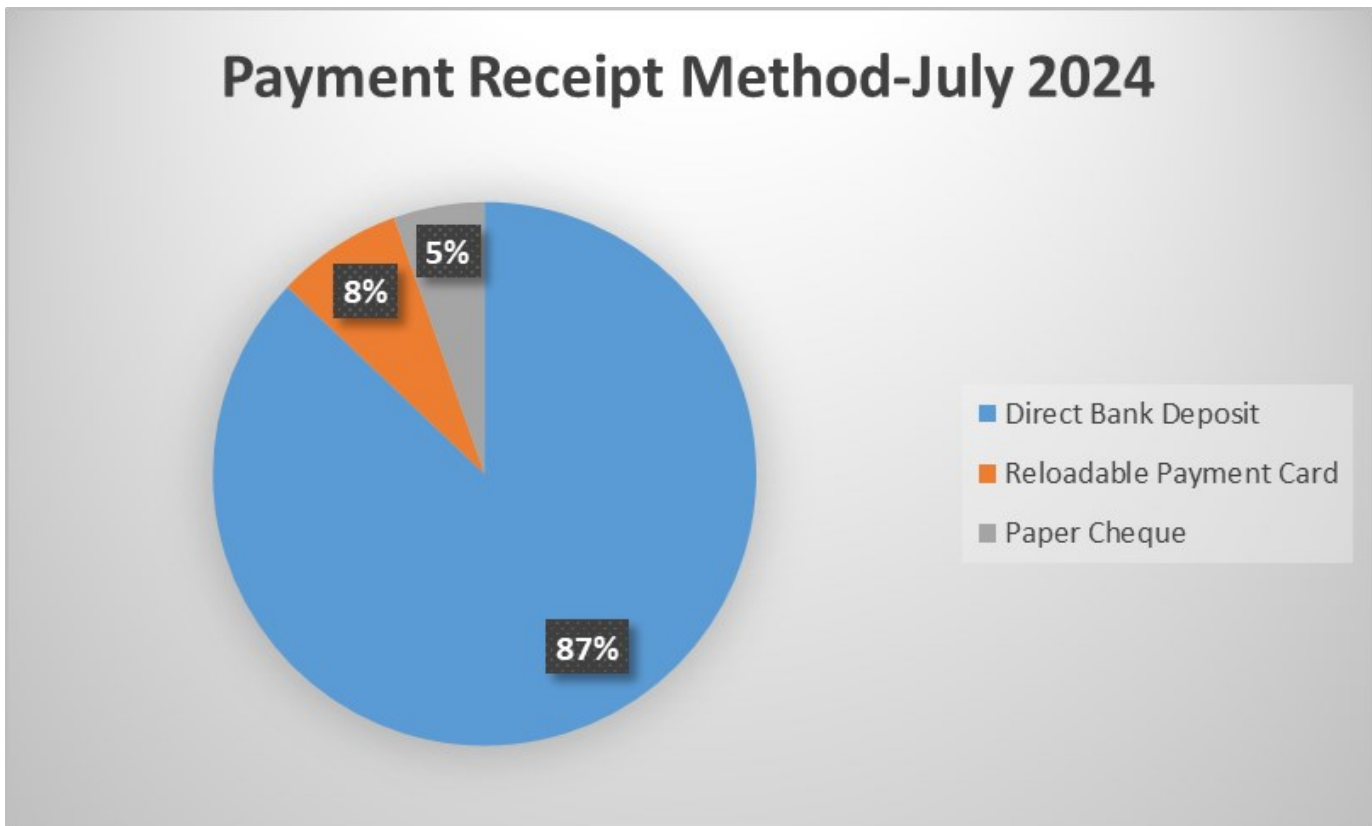


We continue to perform well in our Employment Outcomes. We remain at or near our 2023 levels and remain well above the provincial average.

MyBenefits Enrollment 2024



DBD Enrollment



Housing Stability Program - Community Relations Workers

Support

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

| July 2024 Income Source | East | West |
|----------------------------|------|------|
| Senior | 12 | 14 |
| ODSP | 12 | 26 |
| Ontario Works | 5 | 20 |
| Low Income | 23 | 25 |

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 2024 Income Source | East | West |
|----------------------------|------|------|
| Senior | 12 | 18 |
| ODSP | 18 | 14 |
| Ontario Works | 14 | 15 |
| Low Income | 9 | 35 |

Contact/Referrals

| July 2024 | East | West | YTD |
|---|------|------|-----------|
| Homeless | 0 | 3 | 29 |
| At Risk | 1 | 2 | 53 |
| Program Total (Esprit In Shelter Clients calculated in Homelessness Numbers) | | | 82 |
| Esprit Outreach Homeless | 0 | 0 | 0 |
| Esprit Outreach at Risk | 0 | 0 | 0 |
| Esprit in Shelter | 1 | | 3 |

Short Term Housing Allowance

| | Active | YTD |
|-----------|--------|-----|
| July 2024 | 6 | 11 |

Housing Stability: Household Income Sources and Issuance from HPP:

| July 2024 Income Source | Total | HPP |
|----------------------------|-------|-----------|
| Senior | 1 | \$1000.00 |
| ODSP | 9 | \$2403.66 |
| Ontario Works | 1 | \$5331.59 |
| Low Income | 5 | \$1180.58 |

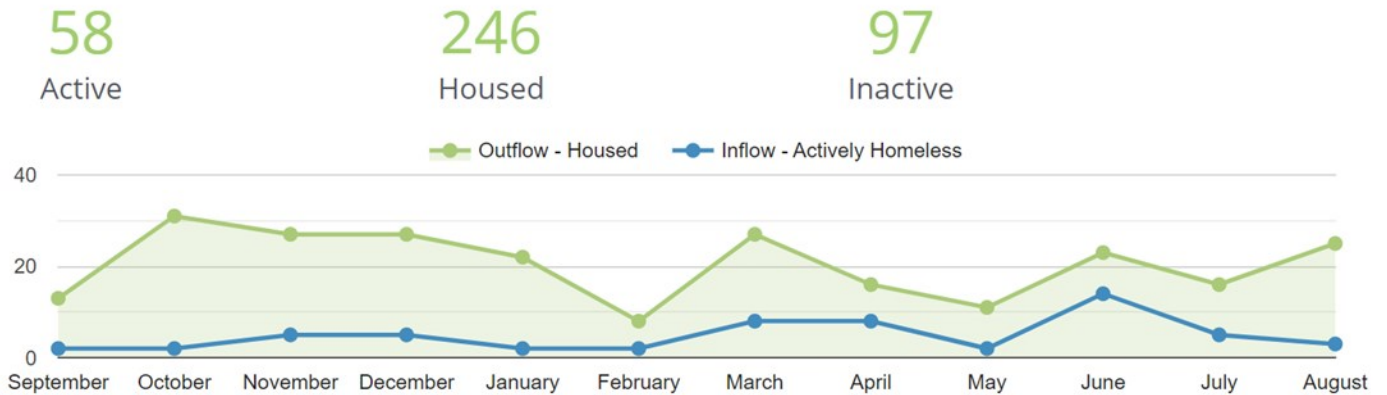
| July 2024 Reason for Issue | Total |
|-------------------------------|------------------|
| Rental Arrears | \$1500.00 |
| Utilities/Firewood | \$2180.58 |
| Transportation | \$115.00 |
| Food/Household/Misc | \$6120.25 |
| Total | \$9915.83 |

Ontario Works: Household Income Sources and Issuance from HPP

| July 2024 Income Source | Total | HPP |
|----------------------------|-------|-----------|
| Senior | 2 | \$1047.04 |
| ODSP | 13 | \$9098.89 |
| Ontario Works | 8 | \$5787.59 |
| Low Income | 7 | \$7040.28 |

| July 2024 Reason for Issue | Total |
|-------------------------------|--------------------|
| Rental Arrears | \$4969.20 |
| Utilities/Firewood | \$2227.62 |
| Transportation | \$772.87 |
| Food/Household/Misc. | \$14721.61 |
| Emergency Housing | \$282.50 |
| Total | \$22,973.80 |

**By-Name List Data
September 1, 2021– July 31, 2024**



Housing Programs

**Social Housing Centralized Waitlist Report
July 2024**

| | East Parry Sound | West Parry Sound | Total |
|-----------------------------|---------------------|---------------------|-------|
| Seniors | 53 | 146 | 199 |
| Families | 117 | 465 | 582 |
| Individuals | 551 | 183 | 734 |
| Total | 721 | 794 | 1515 |
| Total Waitlist Unduplicated | | | 445 |

**Social Housing Centralized Waitlist (CWL) 2023 - 2024 Comparison
Applications and Households Housing from the CWL**

| Month 2023 | New App. | New SPP | Cancelled | Housed | SPP Housing | Month 2024 | New App. | New SPP | Cancelled | Housed | SPP Housing |
|---------------|-------------|------------|-----------|--------|----------------|---------------|-------------|------------|-----------|--------|----------------|
| Jan | 5 | 1 | 13 | | | Jan | 3 | | 2 | 1 | |
| Feb | 5 | 1 | 10 | | | Feb | 5 | | 11 | 1 | |
| Mar | 6 | | 35 | | | Mar | 7 | | 3 | 3 | |
| Apr | 11 | | 17 | 6 | | Apr | 10 | 1 | 7 | | |
| May | 13 | 2 | 9 | 2 | | May | 4 | 1 | 5 | 1 | |
| June | 9 | 1 | 2 | 1 | | June | 1 | | 15 | 3 | |
| July | 5 | 1 | 5 | 1 | | July | 9 | 1 | 19 | | |
| Aug | 14 | 1 | 3 | 1 | | Aug | | | | | |
| Sept | 12 | | 4 | | | Sept | | | | | |
| Oct | 8 | 1 | 1 | 4 | 2 | Oct | | | | | |
| Nov | 12 | | 3 | | | Nov | | | | | |
| Dec | 1 | | 2 | 3 | 3 | Dec | | | | | |
| Total | 101 | 8 | 104 | 18 | 5 | Total | 39 | 3 | 62 | 9 | |

SPP = Special Priority Applicant

- Housing Programs approved 9 new applications to the centralized waiting list in the month of July, with 1 application being approved Special Priority Placement.
- We are wrapping up our annual waitlist update and had 19 applications cancelled for varying reasons. Some of these reasons include: requested cancellations, arrears with housing providers, no contract, and income in excess.

**Parry Sound District Housing Corporation
July 2024**

Activity for Tenant Services

| | Current | YTD |
|--|---------|-----|
| Move outs | 0 | 23 |
| Move in | 1 | 21 |
| L1/L2 forms | 0 | 4 |
| N4 - notice of eviction for non payment of rent | 1 | 3 |
| N5 - notice of eviction disturbing the quiet enjoyment of the other occupants | 1 | 3 |
| 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 (formal & informal) | 0 | 44 |
| No Trespass Order | 0 | 4 |
| Tenant Home Visits | 28 | 207 |
| Mediation/Negotiation/Referrals | 18 | 116 |
| Tenant Engagements/Education | 1 | 26 |

**Property Maintenance & Capital Projects
July 2024**

| | | |
|-----------------------------------|----|---|
| Pest Control | | 3 buildings are currently being inspected monthly for bedbugs; 6 units have been treated for bedbugs |
| Vacant Units | 13 | one-bedroom (10); multiple bedroom (3) (asbestos abatement, and significant repair contributes to longer vacancy times) |
| Vacant Units - The Meadow View | 6 | 5-one bedroom, 1-studio vacant |
| After Hours Calls | | Fire Supervisory Signal trouble reset, partial power outage in unit, hot water tank trouble, bathroom light flickering, laundry door locked, smoke detector batteries, leak under sink, water in basement |
| Work Orders | 92 | Purchase Orders were created for maintenance work and related materials |
| DSSAB Ticket | 44 | DSSAB Tickets are logged for maintenance or repairs required for any of the DSSAB buildings (separate from the Housing Stock) |
| Annual Inspections | 1 | One apartment building |

Capital information is captured in Quarterly Reports.

Esprit Place Family Resource Centre

| Emergency Shelter Services | July 2024 | YTD |
|---|-----------|-----|
| Number of women who stayed in shelter this month <i>This month's stats include women who were housed in a hotel</i> | 1 | 31 |
| Number of children who stayed in the shelter this month <i>This month's stats include women who were housed in a hotel</i> | 0 | 14 |
| Number of hours of direct service to women (shelter and counselling) | 17 | 853 |
| Number of days at capacity | 0 | 0 |
| Number of days over capacity | 0 | 0 |
| Overall capacity % | - | - |
| Resident bed nights (women & children) | - | - |
| Phone interactions (crisis/support) | 32 | 209 |

- Please note: Esprit Place closed for renovations mid April, statistics are reflective of minimum occupancy during closure preparations, but accurately reflect outreach and business day crisis line management.
- We are also currently housing 2 families in transitional housing units.

| Transitional Support | July 2024 | YTD |
|---|-----------|-----|
| Number of women served this month | 3 | 7 |
| Number of NEW women registered in the program | 3 | 6 |
| Number of public ed/groups offered | 0 | 0 |

| Child Witness Program | July 2024 | YTD |
|--|-----------|-----|
| Number of children/women served this month | 3 | 7 |
| Number of NEW clients (mothers and children) registered in the program | 1 | 4 |
| Number of public ed/groups offered | 1 | 1 |

Report #: 8.1
Subject: 2024 NOSDA AGM Resolutions
To: Board Members
Presented By: Tammy MacKenzie, CAO
Prepared By: JJ Blower, Communications Officer
Date: September 12, 2024

Resolution:

THAT the Board endorses and approves the 2024 NOSDA AGM resolutions as attached.

Report:

NOSDA held their 2024 Annual General Meeting in Greater Sudbury from June 25-27th. At this meeting the attached resolutions were discussed and approved.

8.1



2024 Annual General Meeting
Greater Sudbury

Resolution # 2024 – 04

Date: June 27, 2024

Subject: **Chronic Homelessness Plan**

Moved By: **René Lapierre**

Seconded By: **Ian MacPherson**

WHEREAS based on the May 22, 2024 Parliamentary Budget Officer report “[Federal Spending to Address Homelessness](#)” over the term of Canada’s National Housing Strategy, 2018-19 to 2027-28, actual and planned spending on homelessness programs at Infrastructure Canada averages \$561 million per year. This is an increase in nominal spending of \$443 million per year (374%) over the prior 10-years; and,

WHEREAS from 2019-20 to 2022-23, this funding has supported placements in more stable housing for 17,849 people annually, emergency housing funding for 5,399 people annually, and core prevention services for 31,164 people annually; and,

WHEREAS in the latest point in time count published by Infrastructure Canada, the number of homeless people had increased by 20% relative to 2018 reaching 34,270, and it has been estimated that the number of chronically homeless people had increased by 38% relative to 2018, the number of individuals living in unsheltered locations also increased 88%, since 2018; and,

WHEREAS according to the analysis of the Parliamentary Budget Officer, achieving a 50% reduction in chronic homelessness would require an additional \$3.5 billion per year given current program designs, which is approximately a 7-fold increase in funding over the National Housing Strategy average; and,

WHEREAS based on the Financial Accountability Office of Ontario [report](#) dated March 4, 2021, in 2019-20 the province spent \$403 million on homelessness programs, and according to the [2024 provincial budget](#) that spending has increased to \$707 million;

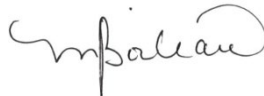
THEREFORE BE IT RESOLVED THAT NOSDA members call on all three levels of government to work in cooperation and develop a plan to end Chronic Homelessness across Canada and across Ontario; and,

FURTHER BE IT RESOLVED THAT NOSDA members want to be willing partners in eliminating Chronic Homelessness, but this cannot be based on funding from the local property tax system; and,

FURTHER BE IT RESOLVED THAT NOSDA members want to thank all three levels of government for their efforts to end homelessness, acknowledging that there is still a long way to go, and a multi-year plan that respects everyone's ability to pay must be developed; and,

FURTHER BE IT RESOLVED THAT this resolution be shared with Prime Minister Trudeau, Premier Ford, Minister Fraser, Minister Calandra, AMO, ROMA, OMSSA, FONOM, NOMA and CAEH.

Carried



Michelle Boileau, NOSDA Chair



2024 Annual General Meeting
Greater Sudbury

Resolution # 2024 – 05

Date: June 27, 2024

Subject: **Social Assistance Reform & Employment Services Transformation**

Moved By: **Lana Mitchell**

Seconded By: **Robert Ferguson**

WHEREAS the province of Ontario has announced its vision for a renewed social assistance system that once realized, will provide more effective people-centred services to improve client outcomes; and,

WHEREAS the province is transforming Ontario's employment services to make them more efficient, more streamlined, and outcomes focused; and,

WHEREAS as part of Employment Services Transformation, a new service delivery model will integrate social assistance, employment services, as well as other government employment services, into Employment Ontario making this new system more responsive to the needs of job seekers, businesses, and local communities; and,

WHEREAS the province has selected two Service System Managers for Northern Ontario, Collège Boréal for the Northeast, and Serco Canada for the Northwest; and,

WHEREAS NOSDA members want to work as true partners with the Service System Managers in Northern Ontario; and,

WHEREAS the provincial Intake & Benefits Administration Unit (IBAU) does not appear to be functioning at 100% and although the IBAU may initially screen clients', 60% of the clients are being sent back to the local Ontario Works (OW) offices to determine eligibility; and,

WHEREAS the benefits otherwise provided through the shift of 22% of Service Manager funding are not being delivered to clients by the Employment Service System Managers, resulting in clients returning to local offices for benefits they would, in some cases, normally receive on a monthly basis; and,

WHEREAS the Financial Accountability Office (FAO) of Ontario states in its Spending Plan Review of MCCSS that OW rates, social assistance for unemployed Ontarians, have been frozen since 2018, and the FAO's calculations assume that the freeze will continue. If it does, thanks to inflation, OW recipients will experience a 24 per cent real-dollar cut in their assistance rates from 2018 to 2028; and,

WHEREAS the FAO states ODSP rates, on the other hand, were bumped up 5 per cent and then tied to inflation, the FAO also finds that the rates will remain a little lower than they were when they were frozen in 2018 on a real-dollar basis; and,

WHEREAS enhancing Ontario Works rates would benefit the North economically by reducing strain on other health and social services and increasing spending on goods and services within communities; and,

WHEREAS by increasing Social Assistance rates, recipients could be empowered to improve their circumstances and more effectively contribute to the local economy as they would be better positioned to be employment ready;

THEREFORE BE IT RESOLVED THAT NOSDA members are requesting additional funding in the amount of \$6.5 million annualized in order to manage the gap created in community supports such as public transportation, pre-employment services and targeted training programs which will result in a significant cost going back to the municipal tax base; and,

FURTHER BE IT RESOLVED THAT the province needs to clearly lay out the roles and responsibilities between the local offices, the IBAU and Employment Services so clients are not shuffled and transferred between three or more services looking for supports and/or benefits; and,

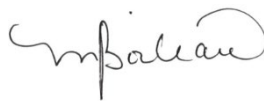
FURTHER BE IT RESOLVED THAT the province needs to ensure that MCCSS, MLITSD, Employment Service System Managers, Employment agencies and the local Ontario Works office have a clear means to communicate and share data in real-time to ensure those in need are provided the services and benefits they require in an effective and efficient manner; and,

FURTHER BE IT RESOLVED THAT the MLITSD needs to incentivize the new Service System Managers to expand their services to every corner of Northern Ontario; and,

FURTHER BE IT RESOLVED THAT the MLITSD needs to review and update its policies when it comes to providing benefits directly to clients, as the Employment Ontario Transformation is nearly complete, and yet policies and guidelines have not been updated to reflect the new reality; and,

FURTHER BE IT RESOLVED THAT since there has been no increase to the Ontario Works rates since 2018, the adequacy of social assistance provided to the most vulnerable in our society needs to be adequate and at minimum keep pace with inflation.

Carried



Michelle Boileau, NOSDA Chair



2024 Annual General Meeting
Greater Sudbury

Resolution # 2024 – 06

Date: June 27, 2024

Subject: **Community Paramedicine Funding**

Moved By: **Derek Mundle**

Seconded By: **Jim Moffat**

WHEREAS the province provides funding for High Intensity Supports and Community Paramedicine through the Ministry of Health’s Ontario Health Teams (formerly the LHINs) to select Paramedic Services; and,

WHEREAS the province has recently provided funding through the Ministry of Long-term Care for Community Paramedicine to divert patients from Long-Term Care waitlists; and,

WHEREAS Community Paramedicine programs contribute to community health and well-being by providing health care assessment and service in individual homes versus acute care centres; thereby reducing unnecessary hospital and primary care visits; and,

WHEREAS the original Community Paramedicine funding was based on the long-term care waiting lists from 2020-21 which showed 3,284 people on the Long-Term Care waiting list in Northern Ontario, and based on the 2023 Long-Term Care waiting list numbers, there were 4,529 people waiting which is a 38% increase in Northern Ontario; and,

WHEREAS the Community Paramedicine program has been a tremendous success in every community and, the program has been used to deliver services to assist with the epidemic in the opioid crisis and with individuals who are homeless;

THEREFORE BE IT RESOLVED THAT NOSDA calls on the Minister of Long-Term Care to make the current time limited funding allocations for Community Paramedicine permanent, remaining at 100% provincial; and,

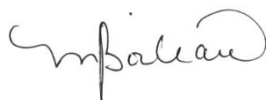
FURTHER BE IT RESOLVED THAT ongoing funding reflects current Long-Term Care waiting list numbers with appropriate annual economic increases which consider geographic cost pressures specific to Northern Ontario; and,

FURTHER BE IT RESOLVED THAT NOSDA calls on the Premier to formally expand and fund the Community Paramedicine program to deliver services to other priority populations with appropriate support funding based on the outcomes to be generated relative to those populations; and,

FURTHER BE IT RESOLVED THAT Service Manager personnel in addition to Paramedics be engaged in the program such as case managers, social workers, housing staff and support staff; and,

FURTHER BE IT RESOLVED THAT NOSDA calls on the Minister of Health to amend the current certification requirements for Paramedics, so the Community Paramedicine Program does not impact 911 emergency health services.

Carried



Michelle Boileau, NOSDA Chair



2024 Annual General Meeting
Greater Sudbury

Resolution # 2024 – 07

Date: June 27, 2024

Subject: **Infrastructure Ontario**

Moved By: **Norman Mann**

Seconded By: **Bruce Killah**

WHEREAS NOSDA members have annual operating budgets that exceed \$640 million of which \$195 million is 100% funded by the 144 municipalities in Northern Ontario served by NOSDA members; and,

WHEREAS NOSDA members spend \$80 million of the \$195 million municipal share on Community Housing Services or 41% of their municipal annualized budget on community housing; and,

WHEREAS over the years the 10 DSSABs have borrowed more than \$120 million from banks and various lending institutions for infrastructure projects, a majority of which were for new community housing construction; and,

WHEREAS a majority of the 9,322 public housing units in the North were built in the 1970's and 80's and these units are slowly reaching end of life; and,

WHEREAS at an estimated construction cost of \$450 per square foot to build new, with most units approximately 750 square feet in size resulting in a cost of \$337,500 per unit, NOSDA members could be looking to borrow as much as 3.1 billion dollars to replace existing units over the next 20 years; and,

WHEREAS District Social Services Administration Boards (DSSABs) are categorically ineligible for the Infrastructure Ontario Loan program while the non-profit community housing providers funded by DSSABs, and Local Housing Corporations qualify; and,

WHEREAS the Infrastructure Ontario Loan program historically provides funds at 0.5% lower than typical bank lending rates; and,

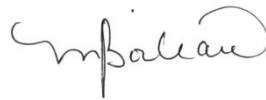
WHEREAS a savings of 0.5% on a 25-year mortgage for \$6.7 million for 20 units at 3% is \$511,000 which if extrapolated over 9,322 units, that will eventually need to be replaced, amounts to a saving of \$240 million for municipal tax payers;

THEREFORE BE IT RESOLVED THAT the Minister of Infrastructure direct staff to update or change regulations and/or policies in order to allow DSSABs eligibility to qualify for the Infrastructure Ontario Loan program, with the full understanding that each project will be evaluated on its financial merit and risk tolerance; and,

FURTHER BE IT RESOLVED THAT the province ensures that DSSABs are eligible to apply for the new Ontario Infrastructure Bank; and,

FURTHER BE IT RESOLVED THAT this resolution be copied to the Minister of Finance, Minister of Municipal Affairs & Housing, Building Ontario Fund, AMO, ROMA, FONOM and NOMA.

Carried



Michelle Boileau, NOSDA Chair



2024 Annual General Meeting
Greater Sudbury

Resolution # 2024 – 08

Date: June 27, 2024

Subject: **Canada-Ontario Social Housing Agreement**

Moved By: **Rick Zanussi**

Seconded By: **Debbie Ewald**

WHEREAS the Canada-Ontario Community Housing Initiative (COCHI) was designed to help Ontario Housing Service Managers and communities protect and renew existing social housing stock, protect affordability for families, seniors and individuals living in social housing, and to expand the supply of community housing over time; and,

WHEREAS the Ontario Priorities Housing Initiative (OPHI) was designed to support Ontario Housing Service Managers to help communities address local housing priorities, including affordability, repair, and new construction; and,

WHEREAS through the Bilateral Agreement in the National Housing Strategy, the COCHI funding represents the re-investment of federal funding that has been declining under the Canada-Ontario Social Housing Agreement intended to provide Ontario Housing Service Managers and housing providers an opportunity to address the challenges associated with housing portfolios reaching the end of their operating agreements and mortgage maturities; and,

WHEREAS the annual allocation of the COCHI funding for the Ontario Housing Service Managers was mainly determined by the amount required to offset the ongoing annual funding decline from the Canada-Ontario Social Housing Agreement; and,

WHEREAS the funding formula was altered and the Housing Service Managers that are members of NOSDA in Northern Ontario received **\$5 million less in 2024-25** as compared to the 2019 base year and the decrease in annual funding is projected to be **\$22.1 million by 2031**; and,

WHEREAS the funding reduction is and will continue to put significant strain on all 11 NOSDA members and the levy to the 144 member-municipalities; and,

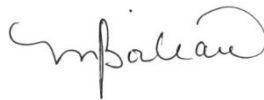
WHEREAS the unique pressures being faced by housing providers in Northern Ontario have already resulted in the collapse and amalgamation of municipal non-profit housing providers and as Provincially and Federally backed mortgage agreements continue to come to an end, the accumulated capital deficits for existing community housing continue to grow and pose significant financial burdens for local municipalities; and,

WHEREAS the provinces own guidelines state “Funding under the Bilateral Agreement is to be used to ensure that the same number of units under the Canada-Ontario Social Housing Agreement in place as of April 1, 2019, will continue to be offered as community housing over the period of 2019-20 to 2027-28”;

THEREFORE BE IT RESOLVED THAT NOSDA members are asking the Minister of Municipal Affairs & Housing to change the COCHI and OPHI funding allocation formula so that Ontario Housing Service Managers continue to receive, at minimum, an allocation that will offset the ongoing annual funding decline from the Canada-Ontario Social Housing Agreement setting 2019 as the base year; and,

FURTHER BE IT RESOLVED THAT NOSDA members be compensated for the 5 million dollars that they have not received since 2019 which has created a funding deficit which unfortunately was downloaded to and paid for by the 144 member-municipalities in Northern Ontario.

Carried



Michelle Boileau, NOSDA Chair



2024 Annual General Meeting
Greater Sudbury

Resolution # 2024 – 09

Date: June 27, 2024

Subject: **Ontario Health North & Supportive Housing Proposal**

Moved By: **Jim Moffat**

Seconded By: **John Curley**

WHEREAS given the intersection of health and social services, NOSDA and Ontario Health North have executed a General Relationship Agreement to outline consultation and collaboration methods to strengthen health services across Northern Ontario; and,

WHEREAS homelessness and mental health are closely connected, where the presence of one increases the likelihood of the other; and,

WHEREAS the broader social determinants of health also reinforce these issues as poverty and social inequality can create or exacerbate housing and mental health and addictions (MH&A) issues, and the likelihood of criminal justice contact; and,

WHEREAS to assist in addressing these complex issues, through ongoing collaboration it is understood that Ontario Health North is working through existing governmental decision-making processes on a proposal that would connect the 11 NOSDA Service Manager organizations with providers that specialize in Mental Health and Addiction (MH&A) service delivery to enable the delivery of integrated MH&A supports to targeted residents in social housing settings; and,

WHEREAS there are over 500 new supportive housing beds already under construction or in the planning phase in Northern Ontario as a result of homelessness prevention program investments, and new investments coming on board, presenting an opportune time to invest in integrated MH&A supports in housing; and,

WHEREAS the proposed approach builds on a successful program in the North East which used MH&A Teams to support clients within housing, offering high acuity case management and peer support services in each of the 11 NOSDA locations; and,

WHEREAS the proposed model consisting of blended teams will support high acuity residents with a diagnosis of a serious, persistent mental health condition with or without addiction issues; and,

WHEREAS people with a serious and persistent mental health issue would be housed in suitable, accessible, affordable, and sustainable, permanent, 24-hour supportive housing with the High Acuity MH&A Support Team providing 24/7 supports to the clients; and,

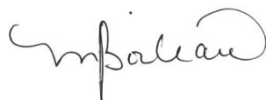
WHEREAS the role of the team would be to provide service engagement, assessment, service delivery and community relations and advocacy; and,

WHEREAS locating the team in a housing unit would result in efficiencies and quick response times, as well as supports to other residents when needed;

THEREFORE BE IT RESOLVED THAT the Minister of Health provide a funding allocation to Ontario Health North so each of the 11 NOSDA members can implement integrated mental health and addictions support teams in housing in their communities; and,

FURTHER BE IT RESOLVED THAT the expected outcomes of these High Acuity Mental Health and Addiction Support Team is eviction prevention, reduced emergency department visits, reduced hospital admissions, reduced hospital in patient days, reduced crisis calls, reduced paramedic, police and fire interventions, increased activities of daily living and programming.

Carried



Michelle Boileau, NOSDA Chair



2024 Annual General Meeting
Greater Sudbury

Resolution # 2024 – 10

Date: June 27, 2024

Subject: **CWELCC Capital Funding**

Moved By: **Ian MacPherson**

Seconded By: **Lynn Watson**

WHEREAS historically, the Ministry of Education has always included a northern factor for capital funding in recognition of the higher costs of developing infrastructure in remote northern communities; and,

WHEREAS an additional 2,843 licensed child care spaces have been approved and will be created in Northern Ontario by 2026 and of the 2,843 new spaces, 481 are school based and 2,362 are community-based spaces; and,

WHEREAS NOSDA members are concerned about their ability to create new child care spaces due to schools being at capacity in Northern Ontario, and the provincial start-up grants not providing sufficient major capital funding to create the 2,362 community-based child care spaces by 2026; and,

WHEREAS under the current guidelines wherein eligible licensees will be able to receive a grant covering up to \$9,000 for new or expanded space with a cap up to \$350,000 for every 20 child care spaces; and,

WHEREAS the actual costs of renovations in Northern Ontario range from \$300 to \$350 per square foot, while new construction costs range from \$450 to \$500 per square foot, with ongoing cost escalation; and,

WHEREAS there needs to be an allocation for capital for Home Based Child Care in order for the number of Home-Based Child Care to increase and thrive in areas of Northern Ontario where there are no schools in rural remote northern communities; and,

WHEREAS the impact of the residential school system on Indigenous families and communities is profound, and the Truth and Reconciliation Commission's final report calls for the development of culturally appropriate early childhood education programs for Indigenous families; and,

WHEREAS due to the Northern construction cost factors listed in Appendix A, construction costs in Northern Ontario are estimated to be upwards of 1.5 times that of urban Southern Ontario settings; and,

WHEREAS due to the market size, little data exists specific to the rural and remote communities' location factor for construction, let alone data specific to a majority of the 144 municipalities in the North, all of which experience their own unique market challenges; and,

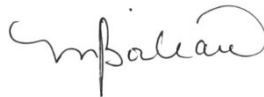
WHEREAS the original funding allocations did have a funding line for capital, and Service System Managers had the flexibility to move money as required based on local needs until the capital funding line was removed;

THEREFORE BE IT RESOLVED THAT NOSDA is requesting the Ministry of Education provide a northern capital factor at 1.5, similar to the factor that the Ministry previously utilized; and,

FURTHER BE IT RESOLVED THAT capital funding line be reintroduced into the funding formula in order to allow Service System Managers the flexibility to move funding as required based on local needs to meet capital funding needs for community-based capital and for Home Based Child Care in rural and remote northern communities where there are no schools or where schools are at capacity; and,

FURTHER BE IT RESOLVED THAT the Ministry of Education needs to ensure the same issues are not recreated that existed under the rural and remote funding component which was established in 2017 based on only two data measures, those being Population Density and the Rural & Small Communities Measure.

Carried



Michelle Boileau, NOSDA Chair

Appendix A

Challenges and Factors Impacting Northern Ontario Capital Developments

Child care providers located in the North who are seeking to expand their services and develop new licensed child care sites experience higher construction and renovation costs than their peers in Southern Ontario. This is mainly due to the increased costs associated with labour, materials, accommodations, and transportation when compared to the south. Additionally, construction and renovation projects in the North are expected to take longer to complete due to shortened construction seasons and longer material lead times. Funders must consider these differences when evaluating projects, as well as consult regularly with northern service system managers and adjust the program funding and timelines if necessary.

General Cost Factors Experienced in the North

Remoteness from Contractors & Suppliers

- There is a labour shortage in the North. General and sub-contractors are required to pay high wages to qualified tradespeople in order to retain staff, resulting in higher labour rates for developers and owners.
- Construction projects in rural/remote communities generally carry hotel, living expenses, and travel costs for crews.
- Due to the vast geography, freight costs for materials and equipment are higher.
- When unforeseen conditions and events occur during construction, delays and costs are incurred due to the lack of unanticipated materials, equipment, and specialty trades.

Timing of Government Funding

- Larger projects typically happen when senior government funding programs become available. Generally, these programs become available to all communities at the same time. This means that larger centres and smaller centres are pursuing projects at the same time. Contractors and crews are typically from larger centres, prefer to work closer to home, and the few bids received on projects in smaller remote locations will carry a premium cost.
- Provincial and Federal government budget cycles and the timing of project approvals often result in projects being tendered late in the construction season. The time required for the tender process, bid analysis and award, and construction mobilization results in late season starts, which pushes construction into winter. The resultant productivity losses and higher costs are reflected in bid prices.

A Lack of Competition

- Due to the factors listed above, projects in North experience a lack of competition when public tenders are released.
- In order to obtain competitive bidding for every portion of construction work, including all subcontractors as well as the general contractor, an owner generally requires a minimum of four (4) general bidders. If fewer bids are received, the bid results can be expected to be higher. In rural and remote Northern communities it is not uncommon to receive under 4 bids for projects, in fact, receiving 4+ bids are very rare.

Geotechnical Factors

- A large portion of Northern Ontario is located on the Canadian Shield, where the terrain and geotechnical conditions vary extensively, even in short stretches of infrastructure. Soil conditions include soft clay, organic layers, sand, high ground water table, and bedrock. This can require various construction techniques for one small project, which adds costs.
- The depth of freezing (frost penetration) into the ground means that municipal services must be buried deeper than in Southern Ontario, which results in higher costs.
- Many projects require rock blasting and removal, adding to an already complex project site.

Climate

- The northern climate results in a relatively short construction season. While snow cover is usually gone by mid to late April, some years have more extended winter conditions. Frost does not fully leave the soil until late May. Snow and freezing weather typically arrive in October.
- Seasonal weight limits are implemented to protect infrastructure during freeze-thaw cycles, making springtime hauling and site work costly, as “half-loads” come into effect.
- The frost-free construction season is approximately five months, creating the need for snow clearing, as well as heating and hoarding on most projects.
- Special techniques must be used to start new construction before winter conditions have left and to extend construction into and through the winter season, for which there are associated costs.
- Globally changing climate patterns have resulted in fluctuating and intense severe weather events. In recent years, intense rainstorms have overloaded storm water infrastructure. This climate/weather unpredictability impacts the costs of new construction as well as existing infrastructure.

Project Costs

Due to the Northern construction cost factors listed above, construction costs in Northern Ontario are estimated to be upwards of 1.5 times that of urban Southern Ontario settings. Due to the market size, little data exists specific to the rural and remote communities' location factor for construction, let alone data specific to a majority of the 144 municipalities in the North, all of which experience their own unique market challenges. Industry costing references such as Hanscomb's Yardsticks and RSMeans make cost factor provisions for larger urban centres in their costing guidelines. However, no data is available for smaller rural and remote communities.

As a result of the COVID-19 pandemic, the North routinely sees bid prices that are 30% higher than that of a Class A estimate or internal project budget, which can be attributed to the supply chain issues and lack of productivity that the industry is currently facing.



2024 Annual General Meeting
Greater Sudbury

Resolution # 2024 – 11

Date: June 27, 2024

Subject: **New CWELCC Funding Formula**

Moved By: **Jim Moffat**

Seconded By: **Robert Ferguson**

WHEREAS the province is working toward the development of a sustainable Canada-Wide Early Learning Child Care (CWELCC) funding model that is responsive to child care cost structures to support and grow the current child care system; and,

WHEREAS it appears the Ministry may be looking at a cost-based funding formula which may inadvertently disadvantage Northern Ontario and the actual details of the cost-based funding formula need to be examined closely; and,

WHEREAS Service System Managers continue to need the flexibility in determining and addressing the local priorities and needs of northern communities/neighbourhoods; and,

WHEREAS funding formulas must be created with quality in mind, and not only on the Child Care & Early Learning Act (CCEYA) minimum standards, as many programs strive to do better, however, the funding formula needs to be reflective of planning for a quality early years and child care system; and,

WHEREAS providing funding at the licensed capacity would help to ensure that Service System Managers have the ability to properly fund the sector; and,

WHEREAS in most instances, the sector is operating at a lower capacity due to a lack of staff; and,

WHEREAS as staff are recruited to the sector, spaces will be filled via current waitlists and funding flexibility will be reduced thereby limiting the ability to meet needs within all communities/neighbourhoods; and,

WHEREAS the Ontario Learn and Stay Grant for Northern Ontario supports Practical Nursing, Paramedics, Medical Laboratory Technology/Medical Laboratory Science and has proven to be successful in the North, and yet the Child Care sector has significant human resource challenges, and Early Childhood Educators do not qualify for the Ontario Learn and Stay; and,

WHEREAS the resource extraction industry in Northern Ontario is the life blood of the northern economy and the economic engine of the province, which would grind to a halt without trained qualified staff able to find an affordable home to live in, a school for their children and accessible affordable child care;

THEREFORE BE IT RESOLVED THAT any new funding formula requires flexibility to allow Service System Managers to collaborate with providers to see them grow and expand to meet the allocated addition of 2,843 licensed child care spaces in Northern Ontario by 2026; and,

FURTHER BE IT RESOLVED THAT any new funding formula or allocations for the north needs to ensure that rural and remote communities which under the historical funding model were without licenced child care, are given the same opportunity and funding to open Licenced Child Care Centres and Home-Based Child-Care Centres as required by the local economy under any new funding formula; and,

FURTHER BE IT RESOLVED THAT the province expands the Ontario Learn and Stay Grant in Northern Ontario to include Early Childhood Educators; and,

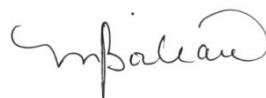
FURTHER BE IT RESOLVED THAT the Ministry of Education needs to simplify and streamline the administrative process to expand child care within schools which at present is difficult and drawn out; and,

FURTHER BE IT RESOLVED THAT any funding allocation or formula allow sufficient flexibility to allow Service System Managers to collaborate with their providers when it comes to upgrading existing child care centres such as playgrounds, kitchens, and bathrooms; and,

FURTHER BE IT RESOLVED THAT there needs to be flexibility to allow appropriate access to care based on local priorities; and,

FURTHER BE IT RESOLVED THAT the province adequately fund Indigenous-led child care programs to support the parent fee reductions implemented by CWELCC.

Carried



Michelle Boileau, NOSDA Chair



MUNICIPALITY OF CALLANDER

Tuesday, June 25, 2024

Moved by Councillor ___ Carr ___ Dell McMartin ___ Smit

Seconded by Councillor ___ Carr ___ Dell ___ McMartin Smit

RESOLUTION NO. 2024/06/ 225

THAT Council acknowledge receipt of Report No. 2024-071 ADMIN: Resignation from DSSAB – Area 6 Representative, and

- 1. That Council accept Councillor Dell's resignation from the DSSAB,
- 2. That Council appoint Councillor Smit as the new DSSAB Area 6 Representative,
- 3. That Council direct staff to inform DSSAB, the Municipality of Powassan and the Township of Nipissing of such information,
- 4. That Council accept Councillor Smit's resignation from the Implementation and Beautification Advisory Committee (IBAC), and
- 5. That Council appoint Councillor Dell to the IBAC.

Mayor

CARRIED / DEFEATED / AMENDED / DEFERRED

Recorded Vote (Upon Request of Councillor _____)

| PECUNIARY INTEREST | | RECORDED VOTE | |
|---------------------|-------------------------------------|---------------|-----|
| MEMBER OF COUNCIL | <input checked="" type="checkbox"/> | YEA | NAY |
| Mayor Noon | | | |
| Councillor Carr | | | |
| Councillor Dell | | | |
| Councillor McMartin | | | |
| Councillor Smit | | | |

Four Seasons of Reasons



TOWNSHIP OF NIPISSING

RESOLUTION

DATE: July 16, 2024

NUMBER: R2024- 152

Moved by *Kirkey*

Seconded by *Scott*

WHEREAS Council has received a notice of resignation from the Municipality of Callander for Councillor Dell as a Representative to the District of Parry Sound Social Services Administration Board, Area 6;

AND WHEREAS Municipality of Callander Councillor Irene Smit has requested appointment to the DSSAB Area 6 Representative seat;

NOW THEREFORE the Council of the Township of Nipissing accepts Councillor Dell's resignation from and Councillor Smit's appointment to the District of Parry Sound Social Services Administration Board as an Area 6 Representative.

For Against

PIPER
FOOTE
KIRKEY
SCOTT
YEMM

Carried ✓

Mayor: Tom Piper

Date: July 16, 2024

Moved by: R. Hall

Seconded by: D. Britton

That the correspondence from the District of Parry Sound Social Services Administration Board (DSSAB) regarding Area 6 Board Vacancy and Resolution No. 2024/06/225 from the Municipality of Callander, be received; and,

THAT, Council supports the appointment of Councillor Smit from the Municipality of Callander as the new DSSAB Area 6 representative; and,

FURTHER THAT staff send a copy of this resolution to DSSAB, the Municipality of Callander and the Township of Nipissing.

Carried

Defeated

Deferred

Lost



 Mayor

Recorded Vote: Requested by _____

| Name | Yeas | Nays | Name | Yeas | Nays |
|-------------------------|------|------|---------------------|------|------|
| Councillor Randy Hall | | | Mayor Peter McIsaac | | |
| Councillor Markus Wand | | | | | |
| Councillor Dave Britton | | | | | |
| Councillor Leo Patey | | | | | |

10.2



To: Ontario Municipal Service Managers – Chief Administrative Officers, City Managers, Heads of Council and Chairs, District Social Services Administration Boards
cc: Human, Social and Community Service Municipal Staff Leads

From: Association of Municipalities of Ontario (AMO)
Ontario Municipal Social Services Association (OMSSA)
Northern Ontario Service Deliverers Association (NOSDA)

Re: Ending Chronic Homelessness Research and Advocacy Project

Date: August 30, 2024

This memo is to inform you about an innovative and unprecedented research project involving your municipalities and District Social Services Administration Boards.

The Association of Municipalities of Ontario (AMO), the Ontario Municipal Social Services Association (OMSSA), and the Northern Ontario Service Deliverers Association (NOSDA) are undertaking the "Ending Chronic Homelessness in Ontario: Assessment of Need and Cost" research project.

The work will serve as a platform for evidence-informed policy development, advocacy and service planning to end chronic homelessness. The success of the project is dependent upon the full participation of all municipal service managers in Ontario. Your engagement is crucial and appreciated.

The objectives of the research project are to:

- quantify the current scale and scope of homelessness in Ontario and potential growth without additional interventions;
- identify and cost solutions at a provincial level to end chronic homelessness in Ontario to a functional zero standard by 2030, as defined by Built for Zero; and,
- identify the gap between current municipal, provincial, and federal investments and the required investments to end chronic homelessness in Ontario by 2030.

Engagement with municipal service managers is currently in progress by [HelpSeeker Technologies](#), working with AMO, OMSSA, and NOSDA as project partners. The project is in a critical data collection phase and will input into a final report expected by the end of 2024.

Your staff executive leads for homelessness and housing are well positioned to provide an update about your municipality or DSSAB participation in the project.

We hear time and again how challenging the homelessness crisis is for municipalities and DSSABs across Ontario. AMO, OMSSA, and NOSDA are working collaboratively on this research project to improve our collective evidence-based advocacy to the provincial and federal governments. We understand the multiple competing priorities and appreciate your staff's contribution to this important project.

If you have any questions about the policy intent of the project, please contact:

Michael Jacek, Senior Advisor, AMO mjacek@amo.on.ca



Robin Jones
President, AMO



Henry Wall
President, OMSSA



Michelle Boileau
Chair, NOSDA



For Immediate Release – August 16, 2024

Northern Ontario Service Deliverers Association (NOSDA) supports Ontario’s Big City Mayors (OBCM) and Northern Ontario Large Urban Mayors (NOLUM) to Back ‘Solve the Crisis’ Campaign to Address Homelessness and Support Vulnerable Populations

The Northern Ontario Large Urban Mayors (NOLUM), representing Greater Sudbury, North Bay, Timmins, Thunder Bay, and Sault Ste. Marie, have united in support of Ontario’s Big City Mayors’ (OBCM) ‘Solve the Crisis’ campaign, calling for immediate and decisive action from the Government of Ontario to address the escalating homelessness crisis. Municipalities across the North are struggling to manage the impacts of homelessness without adequate support from higher levels of government.

NOSDA members are made up of the 10 District Social Services Administration Boards (**DSSAB**) and the City of Greater Sudbury who provide human services to the 144 municipalities in Northern Ontario. NOSDA members are on the frontlines working with local community groups, social services agencies, non-profits, emergency services and municipalities to address the homelessness crisis.

The humanitarian crisis unfolding on Ontario’s streets is a stark reality: unprecedented numbers of individuals are experiencing homelessness, residing in unsafe encampments, and grappling with severe mental health and addiction issues. Despite the efforts of municipalities, NOSDA members and community organizations, the crisis is worsening, and existing measures are proving insufficient.

“We cannot tackle this crisis alone,” said **Michelle Boileau NOSDA Chair and Mayor of Timmins**. “The complexity and scale of the issue require a coordinated, well-resourced response that goes beyond the capabilities of individual municipalities. The ‘Solve the Crisis’ campaign outlines clear, actionable steps that can drive meaningful change.”

“We are committed to addressing homelessness and supporting our most vulnerable residents,” said **Debbie Ewald NOSDA Co-Chair and Mayor of Rainy River**. “However, the resources and expertise required to effectively manage and resolve this crisis must come from a unified, provincial approach.”

NOSDA supports the ‘Solve the Crisis’ campaign that advocates for several key actions:

- **Appoint a Responsible Ministry and Minister:** Appoint a responsible ministry and Minister with the appropriate funding and powers as a single point of contact to address the full spectrum of housing needs as well as mental health, addictions and wrap around supports.
- **Establish a Task Force:** Have this Minister strike a task force with broad sector representatives including municipalities, healthcare, first responders, community services, the business community and the tourism industry to develop a Made in Ontario Action Plan.
- **Provide Municipal Support:** Provide municipalities with the tools and resources to transition those in encampments to more appropriate supports, when deemed necessary.
- **Commit to Targeted Funding:** Commit to funding the appropriate services these individuals need, community by community where there are gaps in the system.
- **Invest in Community Hubs:** Invest in 24/7 Community Hubs / Crisis Centres to relieve pressure on emergency centres and first responders.

“We urge all Ontarians to join us in this crucial effort,” said **Mark King NOSDA Co-Chair and Board Chair for the Nipissing DSSAB**. “Visit www.solveethecrisis.ca to show your support, sign up, and contact your local MPP to demand that the provincial government take immediate action. Together, we can make a difference, but we need your help.”

About NOSDA:

The Northern Ontario Service Deliverers Association (**NOSDA**) is dedicated to the effective delivery of human services across Northern Ontario. NOSDA supports member organizations in championing healthy social and labour-market development and addresses homelessness through diverse emergency shelter and prevention services.

For further information, please contact:

Fern Dominelli, NOSDA Executive Director
Northern Ontario Service Deliverers Association (NOSDA)
fern.dominelli@nosda.net Cell: 705-665-2944
www.nosda.net

10.4



Representing the Districts of Kenora, Rainy River and Thunder Bay
P.O. Box 10308, Thunder Bay, ON P7B 6T8
www.noma.on.ca
p. 807.683.6662 e. admin@noma.on.ca

August 29, 2024

To whom it may concern:

The Northwestern Ontario Municipal Association fully supports Ontario’s Big City Mayors (OBCM) and Northern Ontario Large Urban Mayors (NOLUM) to Back ‘Solve the Crisis’ Campaign to Address Homelessness and Support Vulnerable Populations.

NOLUM, representing Greater Sudbury, North Bay, Timmins, Thunder Bay, and Sault Ste. Marie, have united in support of OBCM’s ‘Solve the Crisis’ campaign, calling for immediate and decisive action from the Government of Ontario to address the escalating homelessness crisis. NOMA’s 37 member municipalities across Northwestern Ontario continue to feel the pressures of homelessness in their communities. Municipalities across the North are struggling to manage the impacts of homelessness without adequate support from higher levels of government.

The humanitarian crisis unfolding on Ontario’s streets is a stark reality: unprecedented numbers of individuals are experiencing homelessness, residing in unsafe encampments, and grappling with severe mental health and addiction issues. Despite the efforts of municipalities and community organizations, the crisis is worsening, and existing measures are proving insufficient. The complexity and scale of the issue requires an all level of government coordinated and well-resourced response that goes beyond the capabilities of individual municipalities.

Over the last few years NOMA, with our partners the Federation of Northern Ontario Municipalities, Northern Ontario Service Deliverers Association, and the Northern Policy Institute advocated for the provincial government to address this crisis as it unfolds on our streets, affecting our downtowns, impacting our public spaces, and hurting our most vulnerable residents. Together we developed a series of papers that looked at strategies to address Mental Health, Addictions, and Homelessness across the North and provided actions all level of government could consider address the complex issue.

The federal and provincial governments have taken some action on this issue, including Ontario’s Roadmap to Wellness, the creation of the Homelessness Prevention Program and investments in youth wellness hubs. But it’s just not enough. This issue spans multiple ministries and we need someone to take the lead and act now.

NOMA supports the ‘Solve the Crisis’ campaign that advocates for several key actions:

- **Appoint a Responsible Ministry and Minister:** Appoint a responsible ministry and Minister with the appropriate funding and powers as a single point of contact to address the full spectrum of housing needs as well as mental health, addictions and wrap around supports.

- **Establish a Task Force:** Have this Minister strike a task force with broad sector representatives including municipalities, healthcare, first responders, community services, the business community and the tourism industry to develop a Made in Ontario Action Plan.
- **Provide Municipal Support:** Provide municipalities with the tools and resources to transition those in encampments to more appropriate supports, when deemed necessary.
- **Commit to Targeted Funding:** Commit to funding the appropriate services these individuals need, community by community where there are gaps in the system.
- **Invest in Community Hubs:** Invest in 24/7 Community Hubs / Crisis Centres to relieve pressure on emergency centres and first responders.

I appreciate your time and consideration to this matter. Please feel free to reach out.

Sincerely,



Wendy Landry, President, NOMA
Mayor, Municipality of Shuniah

Cc: Premier Doug Ford
Deputy Premier and Minister of Health, Sylvia Jones
Minister Paul Calandra, MMAH
MPP Greg Rickford (Kenora – Rainy River) Minister of Northern Development & Indigenous Affairs & First Nations Economic Reconciliation
MPP Kevin Holland (Thunder Bay - Atikokan)
MPP Lise Vaugeois (Thunder Bay - Superior North)
MP Patty Hajdu (Thunder Bay - Superior North)
MP Marcus Powlowski – Thunder Bay-Rainy River
MP Eric Melillo – Kenora
AMO
FONOM
NOSDA
ROMA
OBCM
All member municipalities CAOs and Clerks

10.5

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 15: August 26 th to September 1 st , 2024 | 5 | 0 | August 28 th , 2024 August 29 th , 2024 (2) August 30 th , 2024 September 1 st , 2024 | 5 | North Bay (3) Parry Sound Strong | Benzodiazepines Crack Fentanyl (3) Non-Opioid Pharmaceutical |
| Week 14: August 19 th to August 25 th , 2024 | 6 | 0 | August 19 th , 2024 (2) August 20 th , 2024 August 22 nd , 2024 August 23 rd , 2024 August 24 th , 2024 | 6 | North Bay (3) The Archipelago (2) On Reserve (Name Suppressed) | Alcohol (2) Cocaine (3) Fentanyl Unknown Opioid (2) |
| Week 13: August 12 th to August 18 th , 2024 | 4 | 0 | August 13 th , 2024 (2) August 16 th , 2024 (2) | 4 | North Bay (3) Seguin | Benzodiazepines Fentanyl Marijuana/Cannabis Polypharmacy Unknown Opioid (2) |
| Week 12: August 5 th to August 11 th , 2024 | 6 | 1 | August 5 th , 2024 August 6 th , 2024 August 7 th , 2024 | 5 | North Bay (5) West Nipissing | Unknown Opioid (6) |

August 8th, 2024
 August 11th, 2024 (2)

| | | | | | | |
|---|----|---|--|-----|---|--|
| Week 11: July 29 th to August 4 th , 2024 | 1 | 0 | August 3 rd , 2024 | 1 | Sundridge | Alcohol Marijuana/Cannabis |
| Week 10: July 22 nd to July 28 th , 2024 | 4 | 0 | July 17 th , 2024 July 18 th , 2024 July 21 st , 2024 July 21 st , 2024 | 4 | Nipissing Township Parry Sound (2) Whitestone | Alcohol Fentanyl Hallucinogens/Party Drugs (2) Marijuana/Cannabis Non-Opioid Pharmaceutical (2) Unknown Opioid |
| Week 9: July 15 th to July 21 st , 2024 | 0 | 0 | N/A | N/A | N/A | N/A |
| Week 8: July 8 th to July 14 th , 2024 | 1 | 0 | July 10 th , 2024 | 1 | Parry Sound | Alcohol Non-Opioid Pharmaceutical |
| Week 7: July 1 st to July 7 th , 2024 | 0 | 0 | N/A | N/A | N/A | N/A |
| Week 6: June 24 th to June 30 th , 2024 | 10 | 0 | June 24 th , 2024 June 26 th , 2024 (2) June 28 th , 2024 (2) June 29 th , 2024 (3) | 10 | Parry Sound (3) North Bay (6) West Nipissing | Fentanyl (7) Unknown Opioid (3) Cocaine Marijuana/Cannabis |

June 30th, 2024 (2)

Week 5: June 17th, 2024 to June 23rd, 2024

2

0

June 19th, 2024
June 21st, 2024

2

Parry Sound
North Bay

Fentanyl
Unknown Opioid

Week 4: June 10th to June 16th, 2024

7

0

June 10th, 2024 (3)
June 11th, 2024
June 13th, 2024
June 14th, 2024
June 16th, 2024

7

North Bay
Parry Sound (4)
West Nipissing (2)

Alcohol (2)
Cocaine (3)
Crack (2)
Fentanyl (3)
Unknown Opioid

Week 3: June 3rd to June 9th, 2024

3

0

June 3rd, 2024
June 7th, 2024
June 8th, 2024

3

Kearney
Parry Sound
Powassan

Alcohol
Benzodiazepines
Crack
Marijuana/Cannabis
Non-Opioid
Pharmaceutical

Week 2: May 27th to June 2nd, 2024

6

0

May 14th, 2024
May 17th, 2024
May 18th, 2024
May 23rd, 2024
June 1st, 2024
June 2nd, 2024

6

Carling
Machar
North Bay
On Reserve (Name
Suppressed)
Sundridge
West Nipissing

Fentanyl (4)
Polypharmacy (2)

Week 1: May 20th to May 26th, 2024

2

0

May 20th, 2024
May 23rd, 2024

2

North Bay (2)

Fentanyl (2)

| | | | | | | |
|--|----|---|---|----|--|---|
| Week 52: May 13 th to May 19 th , 2024 | 2 | 0 | May 15 th , 2024 May 16 th , 2024 | 2 | North Bay (2) | Fentanyl Unknown Opioid |
| Week 51: May 6 th to May 12 th , 2024 | 5 | 0 | May 6 th , 2024 May 7 th , 2024 May 11 th , 2024 (2) May 12 th , 2024 | 5 | North Bay (2) Parry Sound (2) Strong | Fentanyl (2) Non-Opioid Pharmaceuticals Polypharmacy Prescription Opioids Unknown Opioid (2) |
| Week 50: April 29 th to May 5 th , 2024 | 2 | 0 | April 30 th , 2024 May 2 nd , 2024 | 2 | North Bay Parry Sound | Fentanyl (2) |
| Week 49: April 22 nd to April 28 th , 2024 | 11 | 0 | April 16 th , 2024 (3) April 20 th , 2024 April 21 st , 2024 April 22 nd , 2024 April 23 rd , 2024 April 24 th , 2024 (3) April 25 th , 2024 | 11 | Magnetawan North Bay (9) West Nipissing | Cocaine Crystal Meth Fentanyl (6) Non-opioid pharmaceutical Unknown Opioid (2) |
| Week 48: April 15 th to April 21 st , 2024 | 3 | 0 | April 15 th , 2024 April 17 th , 2024 April 18 th , 2024 | 3 | Burk's Falls North Bay Parry Sound | Crack Fentanyl (2) Non-opioid pharmaceutical |
| Week 47: April 8 th to April 14 th , 2024 | 3 | 1 | April 8 th , 2024 April 13 th , 2024 April 14 th , 2024 | 3 | Chisholm North Bay On Reserve (Name Suppressed) | Don't Know Non-opioid pharmaceutical |

| | | | | | | |
|--|---|---|--|-----|---|---|
| | | | | | | Unknown Opioid |
| Week 46: April 1st to April 7th, 2024 | 8 | 1 | April 2 nd , 2024 (4) April 4 th , 2024 (2) April 7 th , 2024 (2) | 8 | North Bay (5) Parry sound (3) | Cocaine (2) Don't Know Fentanyl (2) Heroin Unknown Opioid (2) |
| Week 45: March 25th to March 31st, 2024 | 4 | 0 | March 26 th , 2024 March 28 th , 2024 (2) March 29 th , 2024 | 4 | North Bay (4) | Fentanyl (3) Unknown Opioid |
| Week 44: March 18th to March 24th, 2024 | 4 | 1 | March 11 th , 2024 March 20 th , 2024 March 21 st , 2024 March 24 th , 2024 | 4 | Chisholm North Bay (3) | Cocaine Fentanyl (2) Unknown Opioid |
| Week 43: March 11th to March 17th, 2024 | 5 | 0 | March 11 th , 2024 March 12 th , 2024 (3) March 14 th , 2024 | 5 | Burk's Falls North Bay (3) West Nipissing | Benzodiazepines Fentanyl (2) Polypharmacy Unknown Opioid (2) |
| Week 42: March 4th to March 10th, 2024 | 0 | 0 | N/A | N/A | N/A | N/A |
| | 1 | 0 | | 1 | | |

| | | | | | | |
|---|---|---|--|---|---|--|
| Week 41: February 26 th to March 3 rd , 2024 | | | March 3 rd | | North Bay | Fentanyl |
| Week 40: February 19 th to February 25 th , 2024 | 5 | 0 | February 21 st , 2024 (2) February 24 th , 2024 (2) February 25 th , 2024 | 5 | Burk's Falls North Bay (4) | Don't Know Fentanyl (4) |
| Week 39: February 12 th to February 18 th , 2024 | 3 | 0 | February 12 th , 2024 February 16 th , 2024 February 17 th , 2024 | 3 | Burk's Falls North Bay The Archipelago | Alcohol (2) Fentanyl Prescription Opioids |
| Week 38: February 5 th to February 11 th , 2024 | 9 | 2 | February 5 th , 2024 (2) February 6 th , 2024 February 7 th , 2024 (3) February 8 th , 2024 February 10 th , 2024 (2) | 9 | East Ferris North Bay (6) South River West Nipissing | Fentanyl (6) Unknown Opioid (3) |
| 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 | 3 | 0 | January 24 th , 2024 January 25 th , 2024 (2) | 3 | North Bay Parry Sound South River | Alcohol Amphetamines Fentanyl (2) |

January 28th,
2024

Non-opioid
pharmaceutical

Week 35:
January 15th to
January 21st,
2024

5

0

January 3rd, 2024
January 15th, 2024 (2)
January 16th, 2024
January 21st, 2024

5

North Bay (4)
Parry Sound

Crack
Fentanyl (2)
Marijuana/Cannabis
Unknown Opioid (2)

Week 34:
January 8th to
January 14th,
2024

2

0

January 3rd, 2024
January 13th, 2024

1

North Bay
Parry Sound

Cocaine (2)
Unknown Opioid (2)

Week 33:
January 1st to
January 7th,
2024

0

0

N/A

0

N/A

N/A

Week 32:
December 25th
to December
31st, 2023

2

0

December 25th, 2023
December 26th, 2023

2

Parry Sound
West Nipissing

Fentanyl
Non-opioid
Pharmaceutical

Week 31:
December 18th
to December
24th, 2023

4

1

December 19th, 2023
December 20th, 2023 (2)
December 23rd, 2023

4

North Bay (4)

Fentanyl (2)
Polypharmacy
Unknown Opioid

3

1

3

Parry Sound (2)

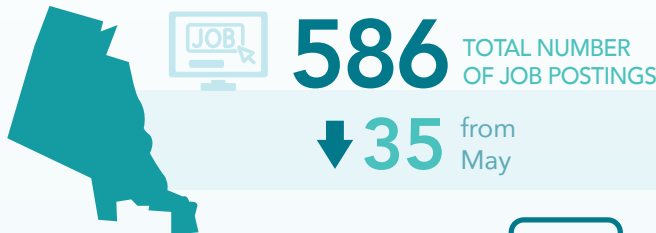
MONTHLY JOBS REPORT

JUNE 2024

The Labour Market Group
Guiding partners to workforce solutions.

NIPISSING DISTRICT

There were 586 job postings recorded for Nipissing District in the month of June. Although this figure represents a slight month-over-month decrease (-5.6% / -35) from the previous month's total of 621 it is nearly identical (-0.7% / -4) to the June 2023 figure of 590 job postings. This year-over-year stabilization provides continuing comfort that a downward trend in available jobs has slowed down or perhaps be over for Nipissing District. 292 unique employers posted jobs in June; also nearly identical (+1.7%, +5) to the June 2024 figure of 287 unique employers.



OF THE 586 JOB POSTINGS



100%
Collected from online sources.



0.0%
(0) Requiring a bilingual individual.

21.8%
(128) Criminal Record Check



For postings that listed an annual salary.



\$76,191.58/year
AVERAGE



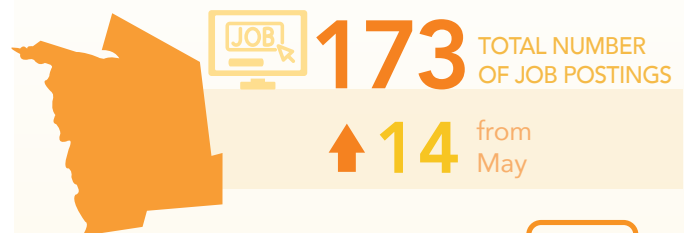
\$27.74
HOURLY WAGE

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

Of the 170 postings which listed an hourly wage 2.9% (5) were listed at the provincial minimum wage of \$16.55/hour.

PARRY SOUND DISTRICT

There were 173 job postings recorded for the Parry Sound District in the month of June. This figure represents a slight increase; +8.8% (+14) from the previous month's figure of 159. There was also a slight increase; +3.6% (+6) from the June 2023 figure of 167 job postings. 84 unique employers posted jobs in June; nearly identical; +3.7% (+3) to the previous month's figure of 81, and notably below; -11.6% (-11) the June 2023 figure of 95 unique employers.



OF THE 173 JOB POSTINGS



100%
Collected from online sources.



0.0%
(0) Requiring a bilingual individual.

21.4%
(37) Criminal Record Check



For postings that listed an annual salary.



\$70,312.50/year
AVERAGE



\$29.12
HOURLY WAGE

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

Of the 78 postings which listed an hourly wage 1.3% (1) were listed at the provincial minimum wage of \$16.55/hour.

* North American Industry Classification System (NAICS) is the system utilized by the governments of Canada, United States and Mexico in order to classify companies based on their primary functions/objectives.

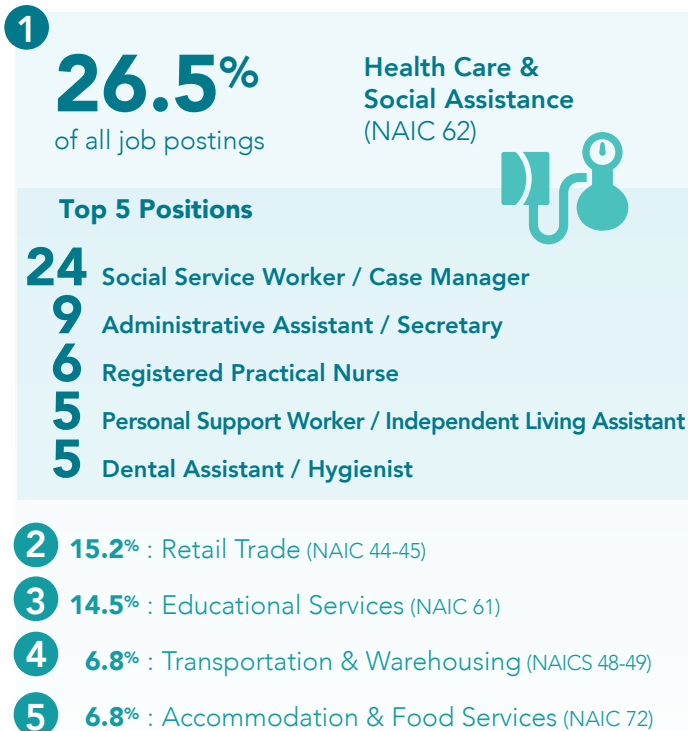
TOP 5 EMPLOYERS POSTING JOBS



TOP 5 EMPLOYERS POSTING JOBS



TOP 5 INDUSTRIES HIRING (NAICS)



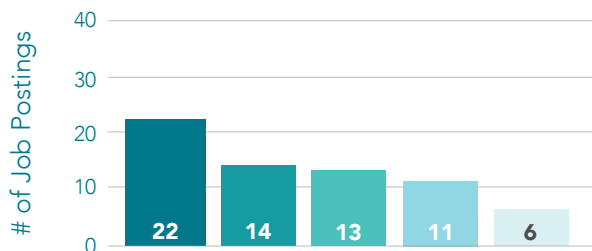
The Health Care and Social Assistance (NAICS-62) industry saw the greatest number of job postings in June with 26.5% (155) of the overall share each amongst all major industry classifications. This industry saw largest month-over-month increase in job posting representation with a +1.8% increase from May. The largest month over month decrease occurred within the Health Care and Social Assistance (NAICS-61) industry with a slight -1.6% decrease to represent 14.5% (85) of the June job postings.

TOP 5 INDUSTRIES HIRING (NAICS)

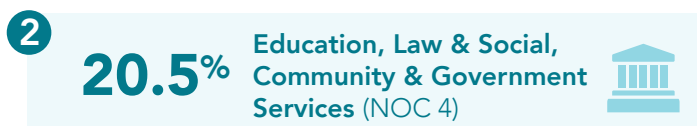


The Health Care and Social Assistance (NAICS-62) industry saw the greatest number of job postings in June with 37.6% (65) of the overall share amongst all major industry classification. This industry classification saw the largest month-over-month increase of +5.5% when compared to the May share of 32.1%. The largest month-over-month decrease of -4.5% occurred within the Public Services (NAICS-91) industry which accounted for 1.2% (2) of the job postings this month.

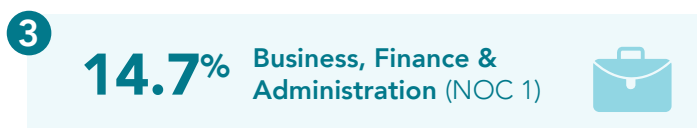
TOP 3 OCCUPATIONAL CATEGORIES (NOC)



- Retail Sales Associate / Representative
- Cleaner / Custodian / Housekeeper
- Food Service Worker / Attendant
- Cook - Various
- 2 Tied With



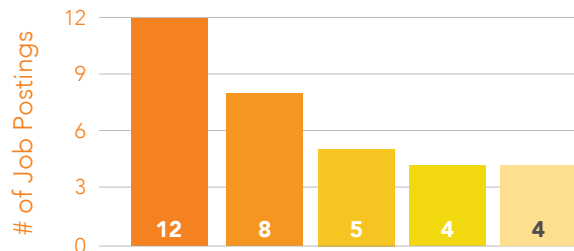
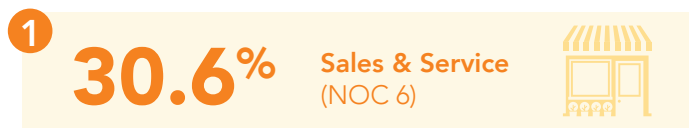
- Teacher - Elementary/Secondary (35)
- Social Service Worker / Case Manager (30)
- Instructor - Post-Secondary (7)
- Early Childhood Educator / Assistant (7)
- Personal Support Worker / Independent Living Assistant (6)



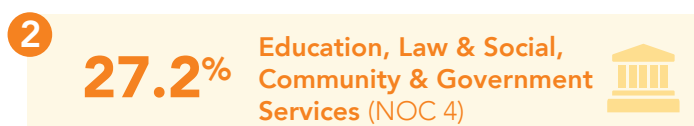
- Accountant / Accounting Clerk (10)
- Administrative Assistant (10)
- Human Resources Professional / Clerk (8)
- Medical Administrative Assistant / Clerk (7)
- Receptionist (7)

Sales and Service (NOC-6) based occupations made up the largest portion of job postings with 22% (129) of all postings in June when compared to the major occupational classifications. The largest month-over-month increase of +2% occurred for Education, Law and Social, Community and Government Services (NOC-4) based occupations which accounted for 20.5% (120) of the June postings. The largest month-over-month decrease of -1.3% was seen for the above mentioned Sales and Service based occupations.

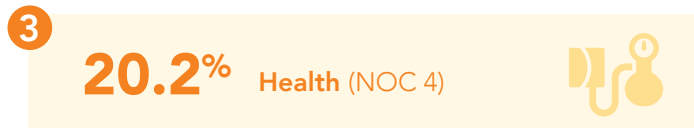
TOP 3 OCCUPATIONAL CATEGORIES (NOC)



- Cook / Kitchen Worker
- Grocery Associate / Clerk
- Food Service Worker
- Cleaner / Housekeeper
- Retail Sales Associate



- Teacher - Elementary/Secondary (25)
- Social Service Worker / Case Manager (8)
- Personal Support Worker / Independent Living Assistant (4)
- Addictions Counsellor (2)
- Early Childhood Educator / Assistant (2)



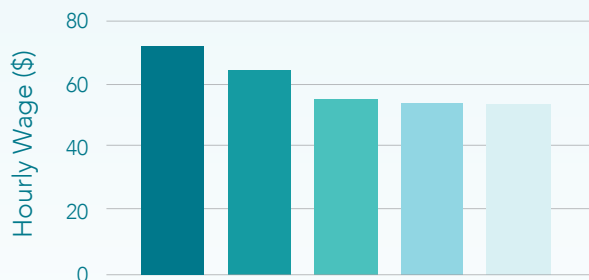
- Registered Nurse (9)
- Dental Assistant / Hygienist (3)
- Physiotherapist (3)
- Registered Practical Nurse (3)
- 2 Tied With (2)

Sales and Service (NOC-6) based occupations represented the largest number of job postings in June with 30.6% (53) of all postings when compared to the major occupational classifications. The largest month-over-month increase; +3.3%, was seen for Education, Law and Social, Community and Government Services (NOC-4) based occupations making up 27.2% of June's job postings. Trades, Transportation and Equipment Operator (NOC-7) occupations saw the largest month-over-month decrease in job posting share of -5.1% to account for 8.1% (14) of the June postings.

TOP 5 HOURLY WAGE VACANCIES



\$73.50 Nurse Practitioner
@ Cassellholme Home for the Aged



\$63.00 Psychologist
@ One Kids Place Children's Medical Treatment Center of North East Ontario

\$56.00 Pharmacist
@ Sturgeon Falls IDA

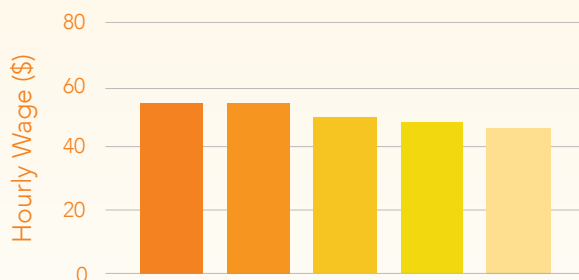
\$55.52 Physician Assistant
@ West Nipissing General Hospital

\$55.00 Hospital Pharmacist - Out-patient Pharmacy
@ North Bay Regional Pharmacy

TOP 5 HOURLY WAGE VACANCIES



\$56.30 Occupational Therapist
@ West Parry Sound Health Centre



\$56.00 Registered Nurse
@ West Parry Sound Health Centre

\$50.00 Dental Hygienist
@ Bowes Dental Centre

\$48.39 Team Leader - Crisis Team
@ Canadian Mental Health Association

\$46.50 Physiotherapist
@ One Kids Place Children's Medical Treatment Center of North East Ontario

TOP 3 ANNUAL SALARY VACANCIES

\$150,000

Automotive Sales Consultant
@ Tremblay Chrysler Dodge Jeep Ram

\$149,000

Registered Nurse
@ Indigenous Services Canada - First Nations and Inuit Health Branch

\$140,000

Project Financial Controller
@ Ed Seguin & Sons Trucking and Paving



Lowest Annual Salary \$36,000

Vision Care Associate
@ Walmart - North Bay

TOP ANNUAL SALARY VACANCY

\$120,000

Staff Pharmacist
@ Walmart - Parry Sound

\$119,000

Dental Hygienist
@ Dawson Dental - Callander Bay Dental

\$99,000

Telecommunications Technician
@ Conseil scolaire public du Nord-Est de l'Ontario



Lowest Annual Salary \$36,000

Customer Service Desk Associate - Retail
@ Walmart - Parry Sound

The average hourly wage in June for those postings which listed (29%) an hourly wage was \$27.74/hour. This is a notable increase; +10.8% (+\$2.70/hour), from the current 12-month average of \$25.04/hour. Of the 170 postings which listed an hourly wage 2.9% (5) were listed at the provincial minimum wage of \$16.55/hour. For postings that listed an annual salary the average was \$76,191.58/year. This is slightly higher; +5.4% (+\$3,905.57/year), than the current 12-month average of \$72,288.01/year.

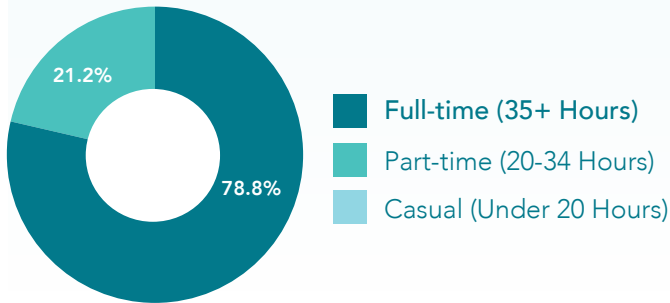
The average hourly wage in June for those postings which listed (45.1%) an hourly wage was \$29.12/hour. This figure is significantly above; +14.2% (+\$3.61/hour), the current 12-month average of \$25.51/hour. Of the 78 postings which listed an hourly wage 1.3% (1) were listed at the provincial minimum wage of \$16.55/hour. The average annual salary listed in the month of June was \$70,312.50; slightly above; +7% (+\$4,605.13/year), the current 12-month average annual salary of \$65,707.37/year.

FULL-TIME / PART-TIME BREAKDOWN

76.7% of listings in June

↑ 2.2%
from May

78.8% (462) of the listings in June indicated that the employment offered would be classified as full-time. This figure represents a slight increase; +2.2%, from the previous month when 76.6% of the job postings were classified as full-time.



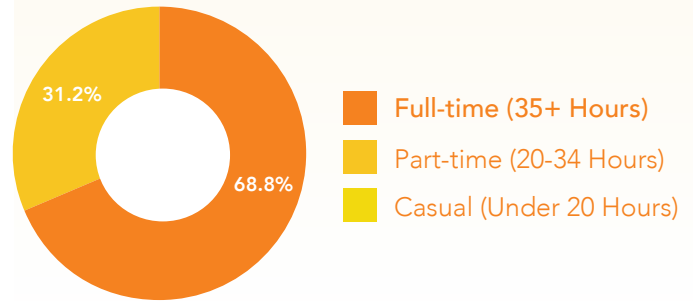
586 Postings listed hours offered (100%)

FULL-TIME / PART-TIME BREAKDOWN

68.8% of listings in June

↓ 2.9%
from May

68.8% (119) of the listings in June indicated that the employment offered would be classified as full-time. This figure is a slight decrease; -2.9%, from the previous month where 71.7% of the job postings were classified as full-time.



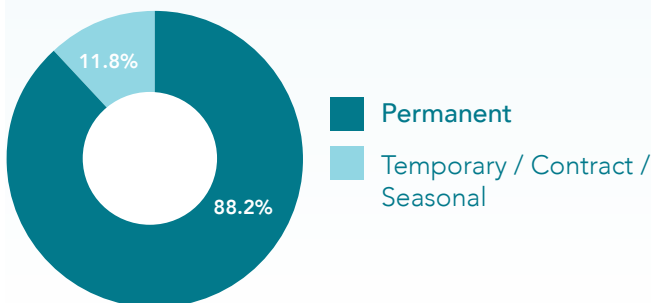
173 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

88.2% of listings in June

↑ 1.3%
from May

88.2% (517) of the listings in June stated that the opportunity in question would be permanent. This is a slight increase; +1.3%, from the previous month's figure of 86.9%.



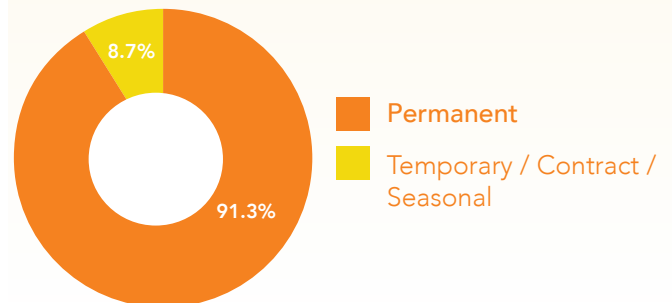
586 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

91.3% of listings in June

↑ 14.6%
from May

91.3% (158) of the listings in June stated that the opportunity in question would be permanent. This is a significant increase; +14.6%, from the previous month figure of 76.7%.



173 Postings listed hours offered (100%)

ALL EMPLOYERS WITH POSTINGS IN MONTH



NIPISSING DISTRICT

17 Trees Inc.
401 Auto - North Bay Chrysler
50 Taxi
A&W (McKeown)
A&W (Sturgeon Falls)
Account on Fullerton
Actlabs
Advance Auto Parts Inc.
AIDS Committee of North Bay and Area
AIM Kenny U-Pull
Algonquin Child and Family Services
All About Gardens
American Eagle Outfitters
AMJ Campbell
APD All Parts Delivery
Apollo Transport
Aramark Canada Ltd.
Arborworks
Avison Electrical
Baker Tilly
Bath & Body Works
Bay City Animal Hospital
Bay Roofing and Exteriors Ltd.
Bay Truck Stop Family Restaurant
Bayland Property Management
Beef N Brand Bar & Grill
Bell
Benson Auto Parts
Bentley & Co Ltd
Binx Professional Cleaning
Bishops Building Services
BLACKBIRD SECURITY INC.
Blanchfield Roofing Co. Ltd.
Bradwick Property Management
Brainworks
Brandt Industries
Brenne Dental Health Center
Bulk Barn Foods Limited
Bumper to Bumper - H.E. Brown
Burger King - Lakeshore Drive
Burger World - Hammond
Caisse Alliance
Callon Dietz
Campus Living Centres
Canada Clean Fuels
Canada Post - North Bay
Canadian Addiction Treatment Pharmacy
Canadian Bearings Ltd.
Canadian Forces Morale and Welfare Services
Canadian Mental Health Association
- North Bay and Area
Canadian Red Cross
Canadian Tire - North Bay
Canadian Tire - Sturgeon Falls
Canadore College - College Drive
Canor Construction
Canpar express
CarePartners
Cascades Casino
Cassellholme Home for the Aged
Castle Glass and Mirror
Cementation Canada
Central Welding & Iron Works
Chatters Limited Partnership
Churchill's
CIBC - McKeown Ave.
CIBC - North Bay
College Boreal
Comfort Inn - Lakeshore
Commissionaires
Community Counselling
Community Living North Bay
Conseil Scolaire Catholique Franco-Nord
Conseil scolaire public du Nord-Est de l'Ontario
Contact North (North Bay)
Crisis Centre North Bay
Dawson Dental - North Bay
DECO Windshield Repair
Dentistry on Airport

Designed Roofing Inc.
Designed Roofing Inc., Essential Exteriors
& Northland Glass & Metal
District of Nipissing Social Services
Administration Board
District School Board Ontario North East
Dollar Bazaar
Dollarama - North Bay
DoorWay Technologies Inc.
DQ - Sturgeon Falls
Dr. Clean
Dr. Michael Ross
DSJ Underground Canada Ltd.
Dyno Nobel
Ecotrex Ltd.
Ed Seguin & Sons Trucking and Paving
Edgar Poulin Construction & Rentals Ltd.
Edge Imaging Inc
EMCO Corporation
Empire Living Centre
Englobe Corp.
Enterprise Rentacar
exp Global Inc.
Eye Associates of North Bay
Fastenal
FedEx Ground
First Choice Haircutters
First Student Canada
First Transit Canada
Fisher Wavy Inc.
FreshCo
G&P Welding and Ironworks
George Stockfish, CARSTAR
Gervais Restaurant and Tavern,
Country Style Donuts
GFL Environmental
Giant Tiger - North Bay
Gincor Werx
Goodyear Canada Inc. (Retreading)
Grant Thornton LLP
Guac Mexi Grill
H&R Block
HandsTheFamilyHelpNetwork.ca - North Bay
HearingLife Canada Ltd.
Holiday Inn Express North Bay
Homewood Suites by Hilton North Bay
IKON Complete Inc.
Indigenous Services Canada - First Nations
and Inuit Health Branch
Ivan's Restaurant
J&R Property Management
Jazz Aviation LP
Karis Disability Services (formerly
Christian Horizons)
Kia North Bay
Kohltech Windows & Entrance Systems
KPMG LLP
Lafarge Canada Inc
LCBO - Lakeshore Drive
Legal Aid Ontario
Levante Living - Barclay House
LIDS
Linde North America
Long & McQuade
Lot 88 Steakhouse and Bar
M. Sullivan & Son Limited
Marina Point Village
Martin Roy Transport / MRT
Maurices
McDonald's (North Bay)
McDonald's (West Nipissing)
McDougall Energy Inc.
McIntosh Perry
McLaren Security Inc.
Metal Fab Ltd.
Metis Nation of Ontario
Michaels
Miller Paving
Ministry of the Solicitor General
Near North District School Board
Near North Medical Clinic
Nijjaansinaanik Child and Family Services
- North Bay
Nipissing Serenity Hospice

Nipissing Transition House
Nipissing University
Nipissing-Parry Sound Catholic
District School Board
North Bay Computer Services Inc.
North Bay Eats / Cecil's Brewhouse & Kitchen
North Bay Golf & Country Club
North Bay Humane Society
North Bay Hydro
North Bay Oral Surgery
North Bay Parry Sound District Health Unit
North Bay Regional Health Centre
North Bay Regional Pharmacy
North Bay Titans
Northern Brick
Northern Diversified Limited
Northern Lakes Dental
Northern OK Tire
Northern Ontario Film Studios/Hideaway
Pictures
Northern RV
Nurture North Clinic
One Kids Place Children's Medical Treatment
Center of North East Ontario
Ontario Aboriginal Housing Services
Ontario Aboriginal Housing Support
Services Corporation
Ontario Northland
Ontario Public Service
Onyx Beauty Co
P&G Auto Parts
Paramed Home Health Care
Partner's Billiards and Bowling
Pavao Contracting Inc
Pearle Vision
Pet Valu Canada Inc.
Petra Canada and Restaurant - Temagami
Petsmart
PHARA
Pickard Construction
Pilot Diamond Tools Ltd.
Plan A Long Term Care Staffing and
Recruitment
Premier Mining Products
QE Home /Quilts Etc
Queen Street Family Dentistry
Quinn Exteriors Ltd
Rahnmet
Rainbow Concrete Industries Ltd.
Redpath
Redpath Mining Contractors and Engineers
Regal Overhead Doors / Maintenance
Reliance Home Comfort
Rest Your Paws Pet Care
Rexall - North Bay
Riv Chip Stand
Roots Canada
Royal Bank of Canada
Royal Bank of Canada - North Bay
S.A. Marshall Enterprises Inc
Savage Ford Sales Limited
Scotiabank - North Bay
Service Berry Cleaning
Shoppers Drug Mart - Cassells St.
Shutterfly
Sienna Living - North Bay
Sienna Senior Living
Sireg Management Inc
Sobeys - North Bay
Sodexo Canada Ltd
Spencer Gifts
Sport Chek
Springer Animal Hospital
Stantec
Staples Canada
Staples Canada Inc.
Stars Luxury Limousine Service
Stewart & Bain Professional Corporation
Stock Transportation
Stockfish Automotive Group
Structure Spine and Sport
Sturgeon Falls IDA
Subway - 22 Wing
Subway - Lakeshore Drive

Subway - Main Street
Subway - Pinewood Park Drive
Subway - Shirreff Ave.
Subway - Sturgeon Falls
Subway - Trout Lake Road
Sword Management
Syl's Neighbourhood Kitchen
Talize
TC Energy
Telus - North Bay
The Block Public House
The Brick North Bay
The Corporation of the City of North Bay
The Erb Group of Companies
The Flower Garden
The Home Depot - North Bay
The Labour Market Group
The Lindsay Weld Centre for Children
The PADDLE Program
The Sisters of St. Joseph of Sault Ste. Marie
The Skyline Group of Companies
Tim Hortons - Algonquin Ave.
Tim Hortons - North Bay
Titanium Transportation Group Inc.
TJX Companies - Homesense
TNT Landscaping
Tokyo Smoke
Township of Bonfield
Tranquil Care Inc.
Trans Canada Safety
Travelling Toes Skincare and Esthetics
Boutique
Tremblay Chev Buick Gmc
Tremblay Chrysler Dodge Jeep Ram
True North Cannabis Company
True North Chevrolet Cadillac Ltd / Fix Auto
North Bay
True North Motor Sports
Tulloch Engineering
Under the Hood Automotive
United Rentals of Canada Inc.
Valois Motel & Restaurant
Value Village
Victorian Order of Nurses / VON
Virgin Plus
Vista Radio Ltd
Voyager Aviation Corp
Voyageo
Wacky Wings
Walmart - North Bay
West 49
West Nipissing Child Care Corporation
West Nipissing General Hospital
WhisBay Traders Ltd.
Wine Rack - Your Independent Grocer
Workplace Safety and Insurance Board (WSIB)
Workplace Safety North
YM Inc. - Suzy Shier
YMCA of Northeastern Ontario



PARRY SOUND DISTRICT

1886 Lake House Bistro
Algonquin Fitness and Massage Centre
All-Risks Insurance Brokers Limited
Almaguin Highlands Community Living
Almex Group
Aramark Canada Ltd.
Arborworks
Barburrito Parry Sound
Ben's Pharmacy
Best Value Inn & Suites
Bowes Dental Centre
Bowman Landscaping & Excavation
Burger King - Parry Sound
Campbell Painting
Canadian Mental Health Association
Canadian Mental Health Association
- Muskoka Parry Sound Branch

CarePartners
CIBC - Parry Sound
Clear Springs Golf Course
Community Living Parry Sound
Conseil scolaire public du Nord-Est de l'Ontario
Contact North (Parry Sound)
Country Haven Acres Residential Services Inc
Culligan 507ON
Dairy Queen - Parry Sound
Dawson Dental - Callander Bay Dental
DBL Air Conditioning and Heating
Di Salvo's Bella Cucina and Family Style Meals
District of Parry Sound Social Services
Administration Board
Eastholme Home for the Aged
Edgewater Park Lodge
Fireplace and Leisure Centre
Gardens of Parry Sound Retirement Residence
Georgian Bay Travel Center
Gilroys Tire Sales & Service
Grand Tappattoo Resort
Hands TheFamilyHelpNetwork.ca
- Parry Sound
Harvey's Parry Sound
Integrated Solutions
Jolly Roger Inn & Resort
Jolly Roger Restaurant & Bar
JTS Buds - Callander
Lifemark Health

Little Gardens
Log Cabin Inn & Catering
Mac Lang
Marshall Black Carpentry
McDonald's (Parry Sound)
Near North District School Board
Nijjaansinaanik Child and Family Services
- Parry Sound Area
No Frills - Stacie and Troy's
North Stone Electrical
One Kids Place Children's Medical Treatment
Center of North East Ontario
Osprey Links Ltd.
Parry Sound Chevrolet Buick GMC
Parry Sound Friendship Centre
Parry Sound Home Hardware
Parry Sound Ready Mix
PatternStone Inc.
Powassan & Area Family Health Team
RONA - Parry Sound
Royal Bank of Canada - Sundridge
Scotiabank - Parry Sound
SNDL
Sobeys - Parry Sound
Stroma Automation Solutions Inc.
Subway - Burk's Falls
Subway - Parry Sound
The Friends
The Home Depot - Parry Sound

Thornton Hardscape Inc.
Tim Hortons - Parry Sound
Town of Parry Sound
Township of the Archipelago
Trestle Brewing Company Limited
Upton Developments
Victoria Order Of Nurses
W. John Fraser Lumber Ltd.
Walmart - Parry Sound
Walmart Canada
West Parry Sound Community
Support Services
West Parry Sound Health Centre
Wylaw Professional Corporation
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



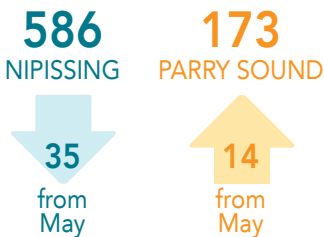
The Labour Market Group
Guiding partners to workforce solutions.

IMPACT OF THE AGING POPULATION ON THE LABOUR WORKFORCE

WORKFORCE DEVELOPMENT PROJECT - MUNICIPAL EMPLOYEE SURVEY

**JOBS REPORT
JUNE 2024**

TOTAL NUMBER OF JOB POSTINGS



TOP INDUSTRY WITH VACANCIES

NIPISSING
Health Care & Social Assistance (26.5%)

PARRY SOUND
Health Care & Social Assistance (37.6%)

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



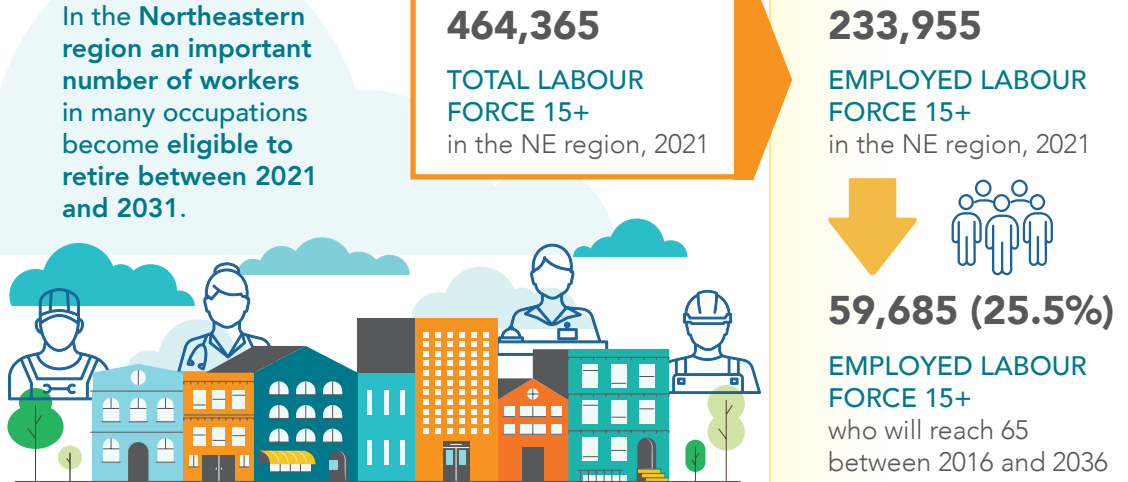
T. 705.478.9713

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

The Labour Market Group is funded by:



IMPACT OF THE AGING POPULATION ON THE LABOUR WORKFORCE



THE POTENTIAL NUMBER OF RETIREMENTS BY FIVE YEAR INCREMENTS

| OCCUPATION (NOC) | Total Employed 2021 | | Potential Retirements 2021-2026 | | Potential Retirements 2026-2031 | | Total 2021-2031 | |
|--|---------------------|-------------|---------------------------------|-------------|---------------------------------|-------------|-----------------|-------------|
| | # | % | # | % | # | % | # | % |
| 0 - Legislative and senior management | 2,050 | 26.3 | 540 | 19 | 390 | 19 | 930 | 45.4 |
| 1 - Business, finance and administration | 35,755 | 15.7 | 5,600 | 14.8 | 5,290 | 14.8 | 10,890 | 30.5 |
| 2 - Natural and Applied Sciences and related | 13,960 | 11 | 1,540 | 10.3 | 1,445 | 10.3 | 2,985 | 21.4 |
| 3 - Health | 23,690 | 9.7 | 2,290 | 10.2 | 2,425 | 10.2 | 4,715 | 19.9 |
| 4 - Education, law and social, community and government | 32,370 | 10.1 | 3,280 | 9.9 | 3,190 | 9.9 | 6,470 | 20 |
| 5 - Arts, culture, sports and recreation | 3,745 | 13.5 | 505 | 10.7 | 400 | 10.7 | 905 | 24.2 |
| 6 - Sales and service | 53,985 | 3 | 7,645 | 11.4 | 6,145 | 11.4 | 7,790 | 14.4 |
| 7 - Trades, transport and equipment operators and related | 47,845 | 15.9 | 7,610 | 12.7 | 6,075 | 12.7 | 13,685 | 28.6 |
| 8 - Natural resources, agriculture, and related production | 12,020 | 13.9 | 1,675 | 10.6 | 1,270 | 10.6 | 2,945 | 24.5 |
| 9 - Manufacturing and utilities | 8,535 | 13.6 | 1,165 | 14 | 1,195 | 14 | 2,360 | 27.7 |
| TOTAL | 233,955 | 13.6 | 31,855 | 11.9 | 27,830 | 11.9 | 59,685 | 25.5 |

Source: Statistics Canada, Association of Municipalities of Ontario

DEMOGRAPHIC CHANGES IN NORTHEASTERN ONTARIO

MORE FROM THE APRIL JOBS REPORT:

TOP OCCUPATIONS

NIPISSING

Sales & Services (22%)

Education, Law & Social, Community & Gov (20.5%)

Business, Finance & Administration (14.7%)

PARRY SOUND

Sales & Services (30.6%)

Education, Law & Social, Community & Gov (27.2%)

Health (20.2%)

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

2021
TOTAL POPULATION
Northeast Region

557,215

TOTAL CHANGE
2011-2021

+1.1%
(+6,070)

2031
FORECAST
Northeast Region

625,820

TOTAL CHANGE
2021-2031

+12.3%
(+68,605)



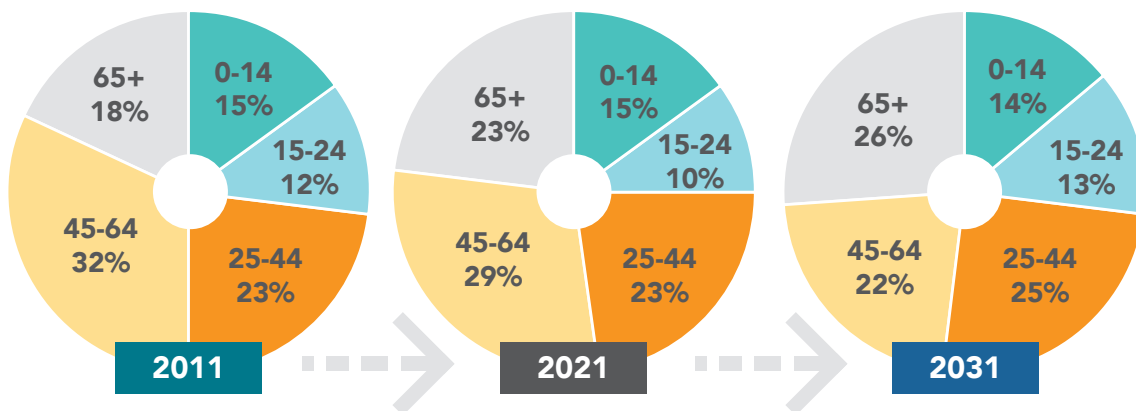
IN 2011: There were 3 working aged people per 1 senior person.



IN 2021: There were 3 working aged people per 1 senior person.



IN 2031: There will be 2 working aged people per 1 senior person.



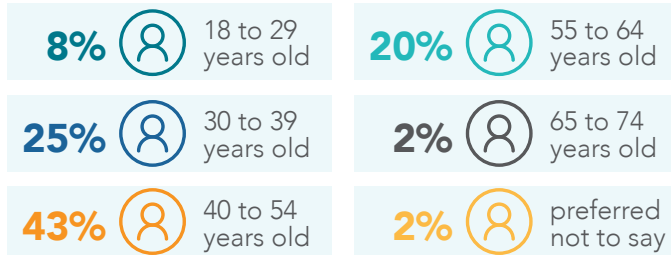
Charts show percentages for each age group.



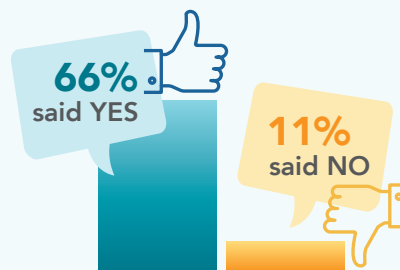
WORKFORCE DEVELOPMENT PROJECT – MUNICIPAL EMPLOYEE SURVEY

The Association of Municipalities of Ontario (AMO) embarked on a **multi-year Municipal Workforce Development Initiative to better understand and address the municipal sector's workforce needs now and in the future**. Nearly 2,400 municipal employees in Ontario voluntarily took the survey.

Who completed the survey? Age breakdown



When asked if they see themselves **working at their current municipality in two years**, respondents...



Of the people that said "NO", many cited **retirement as the reason why**.

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



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The Labour Market Group is funded by:



Source: Statistics Canada, Association of Municipalities of Ontario

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