

For Information Only

Social Services Employment Programs

Presented To: Community Services
Committee

Presented: Monday, May 13, 2019

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Type: Correspondence for
Information Only

Resolution

For Information Only

Relationship to the Strategic Plan / Health Impact Assessment

This report refers to operational matters.

This report supports Council's Strategic Plan in the area of Quality of Life and Place for Citizens of the City of Greater Sudbury as it aligns with the Population Health Priority of Resiliency.

Report Summary

This report will provide an update on Social Services employment outcomes five months after the ending of targeted training purchased in 2018.

The report outlines training programs for 2019.

Financial Implications

The \$180,000 identified in the report is provincially funded by the Ministry of Children, Community and Social Services.

Signed By

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Health Impact Review

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Executive Summary

This report states that a Request for Proposal be issued to purchase two training programs: Culinary Arts Fundamentals Training and Carpentry Fundamentals Training. The Social Services Division (Social Services) is seeking to purchase services for 20 clients to participate in Carpentry and Culinary Fundamental training, funded by Provincial Employment Assistance Funding.

The two specific areas identified for training are based on the results from 2018 completed programs, the current labour market information, and the need to achieve service planning priorities for the Ontario Works Employment Assistance programming in 2019.

A report on employment outcomes will be brought back to the Community Service Committee in the 2nd quarter of 2020.

Background

The Ministry of Children, Community and Social Services has announced a transition plan for employment services that are currently offered through social assistance in Ontario. An information report entitled "Changes to Social Assistance Employment Programs" was brought to the March 18, 2019 Community Services Committee meeting.

<http://agendasonline.greatersudbury.ca/index.cfm?pg=feed&action=file&agenda=report&itemid=6&id=1351>

As noted in the report, no timelines have yet to be announced, however, Social Services has been given notice that employment outcomes with respect to social assistance will continue for 2019 and new negotiated targets will be set with the Ministry.

The Ontario Works Program continues to require clients to participate in employment activities. Activities include returning to school, community placements, literacy, employment placements, and job specific skills training. Social Services has worked to identify and develop job specific skills training for Ontario Works recipients based on local labour market needs. Social Services consults with employers, local unions, and various other labour market partners to determine where opportunities for sustainable employment exists and who can provide experiential training opportunities for entry level skills.

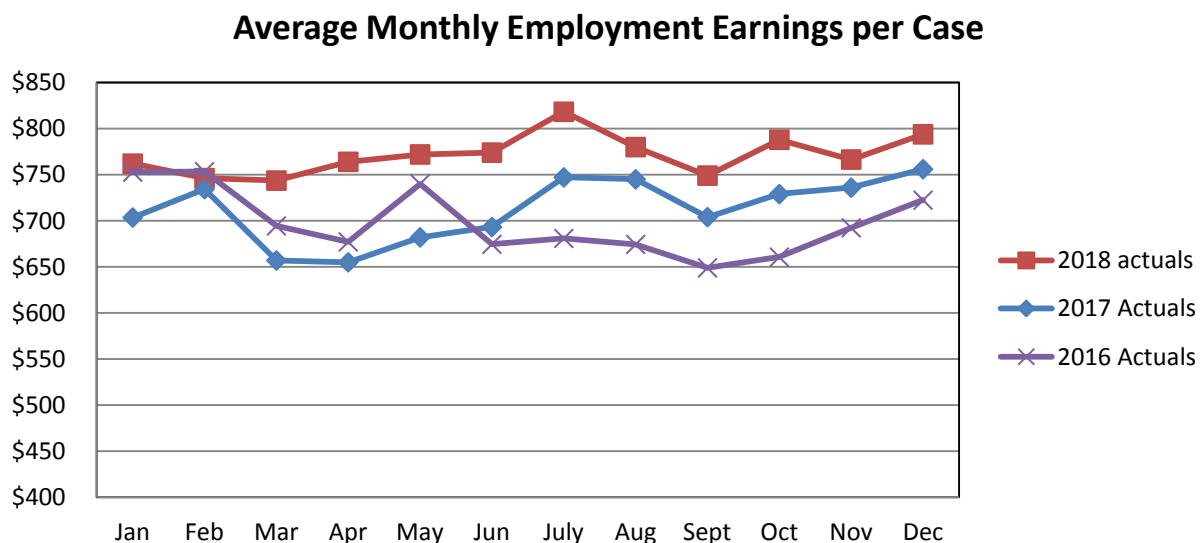
Employment Assistance Outcome Measures

The three outcome measures that are negotiated and monitored by the Ministry are the following:

Outcome Measure	How the Outcome is Calculated
Average monthly net earned income per case	<ul style="list-style-type: none"> Includes net earned income reported by all members of the benefit unit whose earnings are not considered fully exempt by policy and are not noted by the caseworker as exempt income
Proportion of caseload that reported employment earnings	<ul style="list-style-type: none"> Cases with employment earnings as a percentage of the preliminary (month-end) caseload
Proportion of all terminations that consisted of cases that were closed with employment noted as the reason for leaving the program	<ul style="list-style-type: none"> Cases closed for employment reasons as a percentage of all cases closed regardless of reason for closure/termination

Social Services monitors and tracks these outcomes on a monthly basis.

GRAPHS OF OUTCOMES MONTH BY MONTH and YEAR OVER YEAR

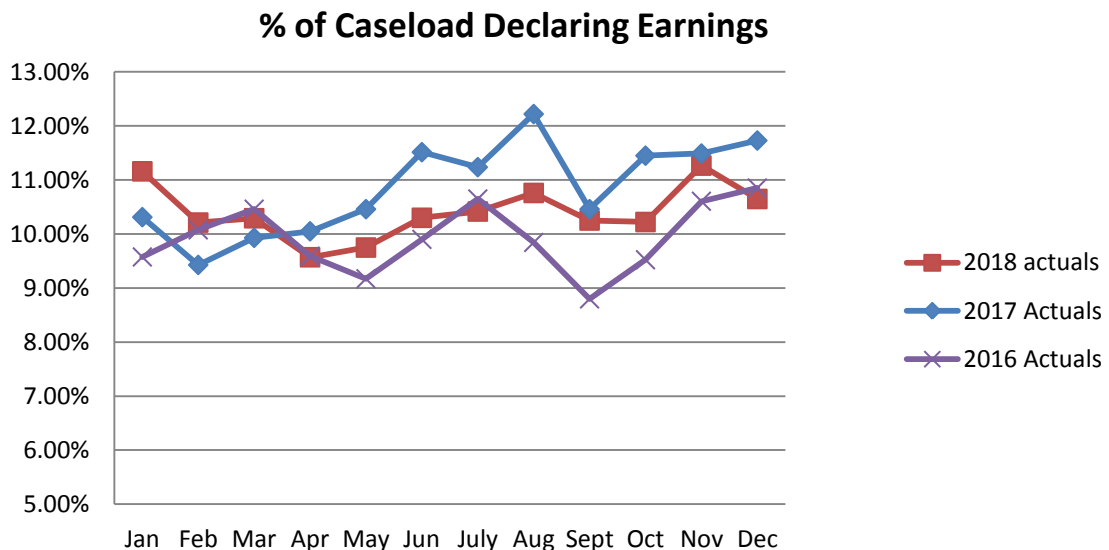


The graph above shows that the trend in declaring earnings continues to rise and that the increase in the amount of earnings begins to rise in April/May. In 2018, the monthly average earnings declared was \$771.

Earnings Exemptions

To support clients towards self-sufficiency the Ontario Works program includes earnings exemptions rules:

- Earnings exemptions encourage participants to work or participate in paid training programs by allowing them, their spouses, and dependent adults, to earn income while they are receiving financial assistance.
- Subject to certain conditions, the first \$200 in net earnings that each adult member of the benefit unit earns from employment, operating a business, or from a training program, is exempt as income when determining eligibility and budgetary requirements. If a member's earnings are in excess of \$200, then an additional 50% partial exemption is applied to their reduced earnings amount.
- The earnings exemptions apply to each adult member of the benefit unit with earnings, unless they are otherwise fully exempted.
- Currently a single person in minimum wage employment would need to work for over 36 hours a week to no longer qualify for financial assistance.

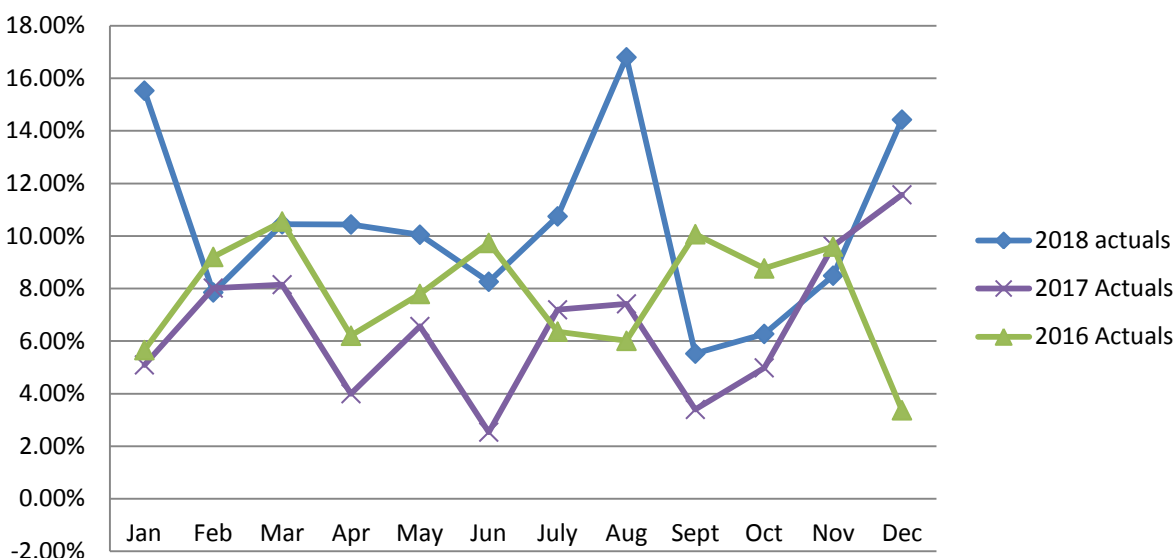


The trending for proportion of caseload declaring earnings also shows that there is a gradual rise starting in May/June and continues to increase; meaning more people are declaring earnings. This indicates that the best opportunity for employment happens in late spring/early summer. In 2018, the average monthly percentage of clients declaring earnings was 10%.

Declaring Earnings

This measure is usually reported with a lag time between earnings declared/deducted and the start of employment. Often there is a rise in earnings declared and then decline when the clients file is closed because the earnings are sufficient or the client deems themselves ready to close their file with Social Services.

Proportion of Terminations Exiting to Employment



The trending for proportion of caseload exiting to employment peaks in August/September as earnings declared are now sufficient and clients are able to transition to self-sufficiency. In 2018, the average monthly percentage of clients terminating to employment was 10%.

Extended Employment Health Benefit

As a support for those clients closing for employment reasons there is an Extended Employment Health Benefit for six months that bridges the case to either employer offered support or other government benefits.

Transitioning from social assistance and the network of supports that are provided to clients, who are on a path towards health, wellness, and returning to work, often takes many months to happen. Individual plans and goals are complex as solutions to human life paths are variable and interventions do not happen sequentially, but rather unfold organically.

Overall, the best outcomes are found in late summer; meaning timing is a critical component to when training should take place and when clients should be targeting the local labour market for employment opportunities.

Analysis - Client Outcomes from 2018 Training Programs

In 2018, Carpentry and Culinary Fundamental training was purchased at a cost of \$180,000 and provided to 20 clients in partnership with College Boreal. This report follows up on the client outcomes as detailed in the report entitled "Employment Programs" presented at the June 18, 2018, Community Services Committee meeting.

<http://agendasonline.greatersudbury.ca/index.cfm?pg=agenda&action=navigator&lang=en&id=1263&itemid=15212>

Pre Program

At the beginning of the program none of the participants were employed. Both programs started in August and finished in late October 2018. Most clients had been on assistance for over 2 years with limited attachment to employment and few transferable skills.

Post Program Outcomes

Clients entered the job market in November and an early review of outcomes was conducted in March 2019 (5 months post program).

Program	Average length of Time from Completion of Training to Starting Employment	Average Monthly Employment Earnings Declared Post Program	Proportion Trained Declaring Earnings	Proportion Trained Exiting to Employment
Carpentry	3 months	\$1805.00	40%	10%
Culinary	2 months	\$799.80	50%	0%

Clients will continue to work with staff to become more firmly attached to the workforce and transition to self-sufficiency.

Programming for 2019

Current Labour Market Lead Opportunities for Job Specific Skills Training

The report presented to the Committee in June of 2018, identified how Social Services determines areas of employment that offer the best entry level opportunities for clients. Those two areas remain strong.

Based on the results from 2018 programming, the current labour market information, and the need to achieve service planning priorities for the Ontario Works Employment Assistance programming in 2019, Social Services is seeking to purchase services for 20 clients for Carpentry and Culinary Fundamental training.

Next Steps

A Request for Proposal to purchase two programs: Culinary Arts Fundamentals Training and Carpentry Fundamentals Training will be issued. A report on employment outcomes will be brought back to the Community Service Committee in the 2nd quarter of 2020.