

Request for Decision

Employment Programs

Presented To:	Community Services Committee
Presented:	Monday, Jun 18, 2018
Report Date	Thursday, May 31, 2018
Type:	Managers' Reports

Resolution

THAT the City of Greater Sudbury approves the development of Culinary Arts Fundamentals and Carpentry Fundamentals Programs for clients of the Social Services Division as outlined in the report entitled "Employment Programs" from the General Manager of Community Development, presented at the Community Services Committee meeting on June 18, 2018.

Relationship to the Strategic Plan / Health Impact Assessment

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

This report will have a positive impact on the Social Determinants of Health in the area of Human Health/Well-being by providing job specific skills training to Ontario Works recipients which will lead to increased employability.

Report Summary

This report provides an overview of employment programs offered by the Social Services Division and seeks approval to fund two employment programs for Social Service clients. The report provides some historical information on past employment programs and outlines the rationale for offering two new programs in the areas of Culinary Arts Fundamentals and Carpentry Fundamentals.

Financial Implications

This report seeks approval for Employment Program costs totaling \$180,000 that will be paid for from the

Signed By

Report Prepared By

Vivienne Martin
Manager of Employment Support
Digitally Signed May 31, 18

Health Impact Review

Tyler Campbell
Director of Social Services
Digitally Signed May 31, 18

Manager Review

Vivienne Martin
Manager of Employment Support
Digitally Signed May 31, 18

Division Review

Tyler Campbell
Director of Social Services
Digitally Signed May 31, 18

Financial Implications

Jim Lister
Manager of Financial Planning and Budgeting
Digitally Signed May 31, 18

Recommended by the Department

Catherine Matheson
General Manager of Community Development
Digitally Signed May 31, 18

Recommended by the C.A.O.

Ed Archer
Chief Administrative Officer
Digitally Signed Jun 4, 18

Employment Related Expense budget in Social Services. The total budget for Employment Related Expenses is \$805,000, which is 100% funded by the Ministry of Community and Social Services.

Background

The Ontario Works Program requires participation in employment activities. Activities include returning to school, community placements, literacy, employment placements, and job specific skills training. The Social Services Division (Division) has worked to identify and develop job specific skills training for Ontario Works recipients based on local labour market needs. The Division 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.

The job specific skills training varies based on the current needs of the local economy. In 2014 the opportunities for AZ truck drivers were identified as a need and the Division sent 19 participants to obtain their licensing from various trainers and linked those graduates to competitive employment. A review of these cases show that on average 15 participants have been off Ontario Works since 2014; while the remaining 4 participants were declaring earnings; either between employment, or, due to circumstances outside of their control, on Ontario Disability Support Program (ODSP).

Another example was the development of the Welding Fundamentals Program with Collège Boréal. When the local economic need identified welding as a priority, the Division created a working table with representatives from City Welding, B & D Manufacturing, Baycar Steel Fabricating, Bristol Machine Works, and service delivery brokers, to create a program that taught welding fundamentals based on a curriculum designed by industry with guidance from the Ministry of Advanced Education and Skills Development (MAESD). This partnership included St Albert's Adult Education providing opportunities for participants to complete the Ontario Secondary School Diploma. Furthermore, the partnership extended to the United Association Local 800 where several graduates were offered entry into an apprenticeship stream for welding.

Analysis - Client Outcomes

The Social Services Division monitors client outcomes from all of the job specific training provided. Data shows that in the spring of 2017, 251 (46%) clients who had received job specific skills training had exited to employment and 70 (13%) clients were declaring earnings on an ongoing basis. These outcomes ensure that the program targets are being achieved and the Division is demonstrating that it is meeting the goals of the Ontario Works Program to move people toward self-sufficiency.

Building on the Personal Support Worker training, and in conjunction with the pending work around early childhood educators the Division continues to identify and seek out job specific skills training opportunities that support clients in achieving employment.

Client Stories

Finding the right job specific skills training at the right time with the right supports has an impact on the success of the client to find and keep sustainable employment. Successful clients are able to leverage opportunities that have affected where they live, what they can buy, how they feel about the future. The following two snapshots illustrate the impact of timing for job specific skills training.

A single male on assistance for many years and having many instances of not following through with various employment assistance activities as part of Ontario Works, was given a chance in the Welding Fundamentals Program. He graduated at the top of his class and has been working and off Ontario Works since 2007.

A sole support indigenous female with small children completed the Welding Fundamentals Program and became the first graduate to be selected for the plumbing and pipefitting apprentice stream with the United Association Local 800. Completing the Level 1 and being selected to become a Union Member has moved this client off Ontario works since 2013/14.

Selection Process

There are many aspects to selecting the program for development along with the selection of clients for the program. The following information provides a brief overview of the Local Labour Market Competency Development Framework:

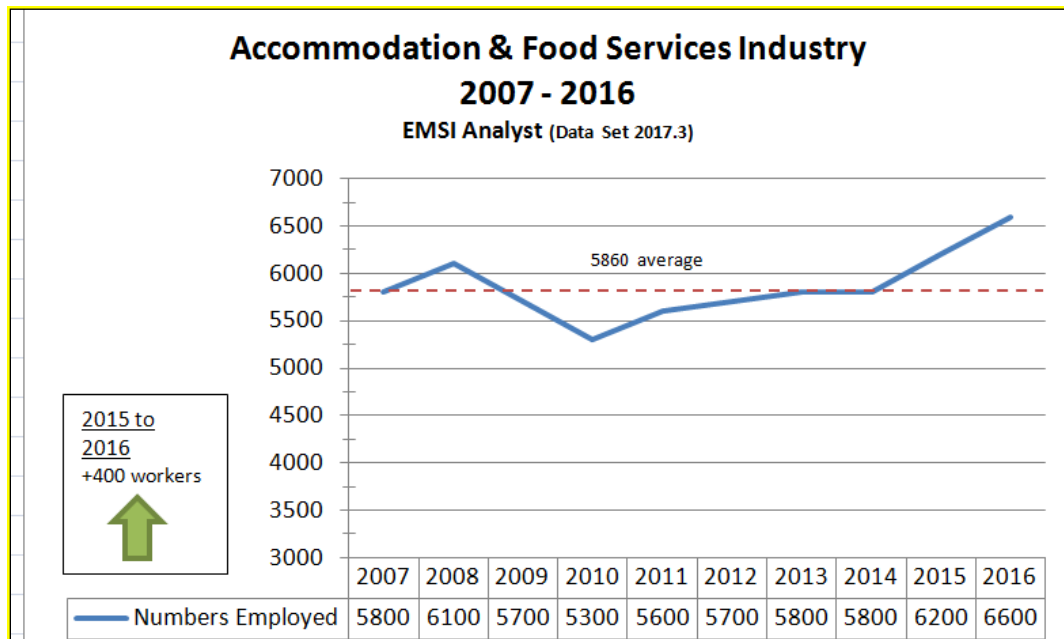
- Identify local labour market need through monitoring of trends, chamber of commerce events, economic development, reports, meetings with key informants
- Design and develop competency framework for the training program with employers, unions, training providers, and Ministry of Advanced Education and Skills Development
- Identify and secure experiential learning opportunities for hands on training with a local delivery partner
- Develop and deliver information sessions for clients allowing them to determine if they are interested in next steps
- Monitor and support from first day of training through to employment on to exit from Ontario Works using an intensive case management approach

In 2018, a review of the current local labour market and industries was performed to identify industries that could provide entry-level opportunities for participants.

The Accommodation and Food Services industry grew by 14.5% over a ten-year period (2007 to 2016).

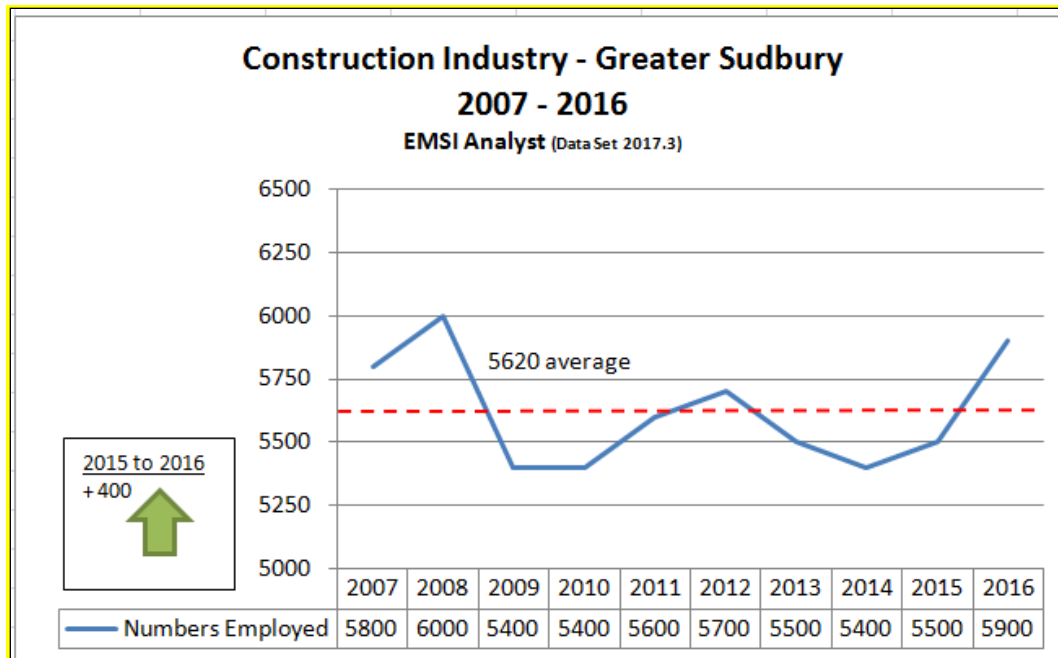
Food counter attendants, kitchen helpers, and related support occupations (1727) are the top occupations in this industry based on numbers employed. This occupation increased by 26% over the above period.

The second most populous occupation in this industry being cooks (935) also increased by 14% over this period.



The construction industry in the city grew by 400 jobs during 2015 to 2016, and is above the 10-year average of 5620. The total number of workers in this industry totals 5900.

The top occupation in this industry based on numbers employed is construction trades helpers and labourers. Out of the 824 construction trades helpers and labourers in the city, 626 reported to be working in the construction industry. It is anticipated the need for this occupation will increase in the coming years particularly due to the amount of ICI (Industrial Commercial Institutional) construction activity in the area.



The above statistical information is derived from EMSI Analyst Dataset Version 2017.3, which harmonizes data from five reputable sources including Canadian Business Patterns, 2016 Census and National Household Survey, Survey of Employment, Payrolls and Hours, Labour Force Survey and the Canadian Socio-Economic Information Management System (CANSIM). ¹

Based on the research, the Division has identified that the Culinary Arts Fundamentals and Carpentry Fundamentals Training Programs provide the greatest opportunity for improving the outcomes for participants in preparing for jobs.

The Division has contacted both post secondary institutions and has been advised that only Collège Boréal is in the position to provide both training programs at this time.

Current Labour Market Lead Opportunities for Job Specific Skills Training

Culinary Arts Fundamentals Training

There has been an identified need in trained staff in the culinary arts area. As the largest city in the north, the City of Greater Sudbury is a food hub to the estimated 1.2 million visitors to the city where 1/3 of their spending is spent on food options.

Local restaurateurs in the food service industry have reported great difficulty in recruiting qualified staff. The cessation of post secondary culinary programs at Cambrian College and Collège Boréal has created a gap in professional training. Additionally, an occupational overview of chefs, cooks, and food counter attendants

reported an increase of 19% between 2012 and 2016 resulting in a total of 3338 workers in these occupations.

The Culinary Arts Fundamentals Program will support training for entry level positions in the local industry helping to alleviate the challenge experienced by local employers in finding food service workers.

Carpentry Fundamentals Training

This program is designed to support individuals in understanding basic entry level skills such as: safety standards, trade mathematics and estimating skills, carpentry foundation and cement pouring, framing, interior and exterior applications (doors, windows, etc.,) and exterior finishes.

These skills are transferable between the various types of construction labourer opportunities in the community. Industrial, commercial, and institutional construction will see a number of projects that will require construction labourers, from mining shut down activities to building and refurbishing projects. Local road projects and road construction also requires labourers.

Next Steps

Pending approval by City Council, a Purchase of Service Agreement would be extended to Collège Boréal for two programs – Culinary Arts Fundamentals Training and Carpentry Fundamentals Training, with regular reporting to the Social Services Division and an update to be provided to the Community Service Committee in the 2nd quarter of 2019.

References:

¹Economic Modeling Specialists International 2017.3 data set