



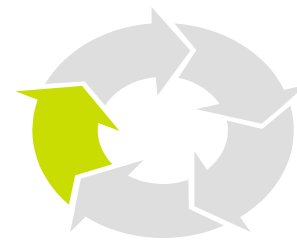
# The District of Thunder Bay Social Services Advisory Board Planning Results Implementation Summary



January 9, 2012

# Program Priorities – Planning and Design

## Relevant Employment Skills and Opportunities



### Gaps identified through evaluation:

- Awareness of relevant employer skills demands
- Access to job market
- Support for transition to sustainable employment
- Access to training for specific employment skills (e.g. construction trades)

Description	Service Delivery Approach	Input(s)
<ol style="list-style-type: none"> <li>1. Develop role(s) for employment coordinator within TBDSSAB to build awareness of employer needs regarding skills and opportunities, build database of Ontario Works client skills and employment interests, and facilitate placement</li> <li>2. Role(s) would provide employment outreach to assist in transition to employment</li> <li>3. Services would be provided to all Ontario Works offices</li> </ol>	<ul style="list-style-type: none"> <li>▪ Build Internal Capacity</li> </ul>	<ul style="list-style-type: none"> <li>▪ Recruitment effort</li> <li>▪ Compensation</li> <li>▪ Space and equipment</li> <li>▪ Travel costs</li> <li>▪ Funding reserved for training</li> </ul>
<b>Goal and Objectives</b>	<b>Considerations</b>	<b>Output(s)</b>
<p>Goal: Improved sustained employment</p> <p>Objectives:</p> <ol style="list-style-type: none"> <li>1. Build linkages between employers and Ontario Works clients</li> <li>2. Build and maintain database of Ontario Works client skills and employment goals</li> <li>3. Facilitate access to “hidden” job market for Ontario Works clients</li> <li>4. Access to relevant employment skills training</li> <li>5. Support to employees and employers during transition to improve long term outcomes</li> </ol>	<ul style="list-style-type: none"> <li>▪ Develop position profile</li> <li>▪ Confirm compensation</li> <li>▪ Recruit and retain position(s)</li> <li>▪ Office space and equipment</li> <li>▪ Services to district areas</li> <li>▪ Number of “employment ready” clients (determination of need for one or two positions)</li> <li>▪ Placement and outreach need to be provided by the same organization or individual</li> <li>▪ Review March of Dimes contract and make decision on whether to continue or cancel</li> <li>▪ Existing Employment Counselor position plus an additional FTE</li> </ul>	<ul style="list-style-type: none"> <li>▪ Relevant database of client skills and employment goals</li> <li>▪ Updated database of employer skill demands</li> <li>▪ Number, type, attendance and satisfaction with skills training</li> <li>▪ Number of site visits to employer</li> </ul>
		<b>Impacts and Outcomes</b>
		<ul style="list-style-type: none"> <li>▪ Training that results in employment opportunity</li> <li>▪ Match employer needs with Ontario Works clients</li> <li>▪ Long term planning that anticipates employer needs</li> <li>▪ Employers accessing Ontario Works as a resource for staffing needs</li> <li>▪ Improved employment retention</li> </ul>

# Summary

# Implementation Overview – Operating Recommendations

	<b>Facilitate interagency communication</b>	<b>Facilitate access to academic upgrading in areas</b>	<b>Provide transportation through vouchers/passes</b>	<b>Work with children's services to facilitate access</b>
<b>Rationale</b>	<ul style="list-style-type: none"> <li>• Builds awareness of existing services in the community to assist Ontario Works clients</li> <li>• Facilitates referral process</li> <li>• Ensures Ontario Works clients benefit from all relevant and available services</li> </ul>	<ul style="list-style-type: none"> <li>• GED or Grade 12 is a minimum educational requirement for a majority of employers</li> <li>• Technology or alternative learning approaches can be used to ensure clients can remove this barrier</li> </ul>	<ul style="list-style-type: none"> <li>• Transportation is identified as a key barrier to participation in employment activities</li> <li>• Funds being added to benefit cheques are not always being used for transportation</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of available childcare is a significant barrier to participation for clients with infants</li> <li>• In some cases informal dollars are not enough to subsidize private care</li> </ul>
<b>Direct cost for Implementation</b>	<ul style="list-style-type: none"> <li>• Nil – can utilize Community Liaison position proposed through organizational review</li> </ul>	<ul style="list-style-type: none"> <li>• Nil – if existing programs and partnerships with other service providers are leveraged</li> </ul>	<ul style="list-style-type: none"> <li>• Nil</li> </ul>	<ul style="list-style-type: none"> <li>• Nil</li> </ul>
<b>Outcomes</b>	<ul style="list-style-type: none"> <li>• Increased success of referrals</li> <li>• Increased use of services being provided by other agencies</li> </ul>	<ul style="list-style-type: none"> <li>• Increased numbers of clients achieving GED/Grade 12</li> <li>• Increased success securing employment</li> </ul>	<ul style="list-style-type: none"> <li>• Increased participation in employment activities moving client towards sustained employment</li> </ul>	<ul style="list-style-type: none"> <li>• Increased participation in employment activities moving client towards sustained employment</li> </ul>
<b>Other Considerations</b>	<ul style="list-style-type: none"> <li>• Staff time for research and attendance on existing committees</li> <li>• Staff time to coordinate if new committee is to be established</li> </ul>	<ul style="list-style-type: none"> <li>• Where service providers do not deliver services directly partnerships may be established to access technology that will facilitate distance education</li> </ul>	<ul style="list-style-type: none"> <li>• Change in administrative processes</li> <li>• Security of bus passes in the possession of TBDSSAB</li> </ul>	

**Deloitte.**