

March 23, 2012

Laurie LeBlanc
Assistant Deputy Minister
Employment and Training Division
Ministry of Training, Colleges and Universities
4th Floor - 160 Bloor Street East
Toronto, Ontario M7A 2E6

Dear Ms LeBlanc

Re: The Ministry of Training Colleges and Universities (MTCU) Notice
Regarding Employment Resource Centre Funding

I am writing on behalf of the City and County of Peterborough Councils' Joint Services Steering Committee (JSSC) regarding the recent decision by MTCU to end funding of stand alone employment resource centres.

On March 8, 2012, the JSSC was advised that the MTCU contract with the City's Social Services Division to fund the Peterborough Employment Resource Centre (PERC) would be terminated and services transitioned to existing Employment Ontario (EO) full suite service providers by July 31, 2012. The Social Services Division has operated the PERC for approximately 13 years and is currently staffed by 6.0 FTE Employment Support Workers and a 0.5 FTE Supervisor. PERC has the highest number of annual visitors in the local EO network, serving 11,395 individuals through a combined 28,087 visits in the main office and outreach locations in the County of Peterborough (Millbrook, Norwood, Havelock, Buckhorn, Ennismore, Douro, Keene) in 2011.

Peterborough's JSSC is concerned that the Ministry's decision will have a negative impact on the availability of employment assistance services in the area. It is understood that the remaining full suite service providers will receive no additional dedicated funding, or units of service funding to provide resource centre services and will be required to absorb the large numbers of area residents seeking both self directed and assisted job search supports.

When MTCU began integrating and streamlining services it indicated that this was not a cost-cutting exercise, but a change to provide better services to Ontarians. The decision to close stand-alone centres represents a loss of approximately \$502,000 in provincial transfers to this area while needs remain high and full suite service providers

are adjusting to new network requirements, funding model and service delivery technology. At the time of writing, these same service providers are potentially facing their own financial challenges as there is no agreement between the Federal

Government and the Province to fund the Targeted Initiative for Older Workers program beyond March 31, 2012.

The impact of the PERC closure on unemployed and underemployed residents remains unclear at this time. Recent provincial initiatives including the Drummond review of Provincial services and the work of the Commission for the Review of Social Assistance in Ontario have pointed to the need for improved integration between the Employment Services Programs and Social Assistance. As there is the potential for significant change in the way Peterborough area residents receive employment and training services, the decision to terminate PERC funding at this time appears to be somewhat premature given the outcomes of these reviews are yet to be determined.

Sincerely,

Ken Doherty, Director
Community Services Department

Copy: Robert Dupuis, Eastern Region Director, Employment & Training - MTCU

Patrick Donnelly, Regional Program Manager - MTCU

Joe Celestini, Program Manager, Peterborough - MTCU

J. Murray Jones, Warden - County of Peterborough

Mayor Bennett - City of Peterborough

Gary King, CAO - County of Peterborough

Brian Horton, CAO - City of Peterborough

Jeff Leal, MPP

Appendix B - C5512-006 PERC Detailed Costing

PERC						
Option 1 - PERC Closes June 30						
<u>Assumptions:</u> no cost increases included						
rent costs w ill remain the same						
	Projection	Jul-Dec	Total	Annualized		
	Jan-Jun	Costs to	Projected Costs	Costs to Move		
	Actual	OW Admin	2012	to OW Admin	Notes:	
Revenue - MTCU	- 251,117.00	- 41,852.83	- 292,969.83	-	1	
Revenue - MCSS	-	- 5,360.10	- 5,360.10	- 58,119.84	2	
Deferred Revenue	- 34,288.38	- 26,842.81	- 61,131.19	-	3	
Total Revenues	- 285,405.38	- 74,055.74	- 359,461.12	- 58,119.84		
Salaries and Benefits	172,528.01	-	172,528.01	-	4	
Estimated Notice Costs	22,818.72	-	22,818.72	-	5	
Office and Computer Services and Supplies	22,844.07	16,801.26	39,645.33	7,107.52	6	
Facility Costs	45,729.08	45,729.08	91,458.16	91,458.16	8	
Internal Services	16,885.50	16,885.50	33,771.00	17,674.00	6,7	
Client Supports	1,000.00	-	1,000.00	-		
Travel	3,600.00	-	3,600.00	-		
			-			
Total Expenses	285,405.38	79,415.84	364,821.22	116,239.68	9	
			-			
Total Municipal Cost	0.00	5,360.10	5,360.10	58,119.84		
Cost Share After PERC Funding Ends						
Provincial Subsidy and Other	285,405.38	74,055.74	359,461.12	58,119.84		
County (18% for 2012)	0.00	964.82	964.82	10,461.57		
City (82% for 2012)	0.00	4,395.28	4,395.28	47,658.27		
Total Expenses	285,405.38	79,415.84	364,821.22	116,239.68		
Notes:						
1. 100% funding received from MTCU from January to July, w hen contract ends.						
2. 50% Subsidy from MCSS through Ontario Works Administration beginning in August w hen MTCU funding ends.						
3. Revenue earned through funding model in prior years w ith MTCU available to cover costs - total available \$61,131						
4. 0.5 FTE Supervisor w ill not continue.						
5. Assuming that notice period pay w ill be paid out at June 30.						
6. Data Processing fee to PTS and Corporate Administration fee w ill continue for 2012 - either the balance covered under OW admin and 50% subsidy received or PTS/Corp Admin takes the loss.						
7. Administrative support from employment services charged to PERC. No change to position.						
8. Rent/Security costs for location continues.						
9. Annualized Costs to Move to OW Admin are costs that w ill continue on regardless of w hether PERC is open or closed down.						

PERC					
Option 2 and 3 - PERC Continues as a Scaled Back Version					
<u>Assumptions:</u> no cost increases included					
rent costs will remain the same					
	Projection		Total	Annualized	
	Jan-Jun	Jul-Dec	Projected Costs	With 2.5 FTE	
	Actual	Costs	2012	Notes	and Outreach
Revenue - MTCU	- 251,117.00	- 41,852.83	- 292,969.83	1	-
Revenue - MCSS	-	- 49,086.27	- 49,086.27	2	- 143,769.94
Deferred Revenue	- 34,288.38	- 26,842.81	- 61,131.19	3	-
Total Revenues	- 285,405.38	- 117,781.92	- 403,187.30		- 143,769.94
Salaries and Benefits	172,528.01	82,252.35	254,780.37	4	148,051.20
Estimated Notice Costs	22,818.72	-	22,818.72	5	-
Office and Computer Services and Supplies	22,844.07	19,001.26	41,845.33	6	25,145.02
Facility Costs	45,729.08	45,729.08	91,458.16	8	91,458.16
Internal Services	16,885.50	16,885.50	33,771.00	6,7	16,885.50
Client Supports	1,000.00	1,000.00	2,000.00		2,000.00
Travel	3,600.00	2,000.00	5,600.00		4,000.00
			-		
Total Expenses	285,405.38	166,868.19	452,273.58		287,539.88
			-		
Total Municipal Cost	0.00	49,086.27	49,086.28		143,769.94
Cost Share After PERC Funding Ends					
Provincial Subsidy and Other	285,405.38	117,781.92	403,187.30		143,769.94
County (18% for 2012)	0.00	8,835.53	8,835.53		25,878.59
City (82% for 2012)	0.00	40,250.74	40,250.75		117,891.35
Total Expenses	285,405.38	166,868.19	452,273.58		287,539.88
Notes:					
1. 100% funding received from MTCU from January to July, when contract ends.					
2. 50% Subsidy from MCSS through Ontario Works Administration beginning in August when MTCU funding ends.					
3. Revenue earned through funding model in prior years with MTCU available to cover costs - total available \$61,131.					
4. 0.5 FTE Supervisor will not continue, move to 2.5 FTE from 6 FTE.					
5. Assuming that notice period pay for 3 current staff that will not be returning, will be paid out at June 30.					
6. Data Processing fee to PTS and Corporate Administration fee will continue for 2012. Reduce number of computers to 12 from 25 and with reduced service, annual charge for these services will be half of the previous charge.					
7. Administrative support from employment services will reduce by half. Balance of position will return to employment services.					
8. Rent/Security costs for location continues.					

2012

- Community career fairs:
 - o Buckhorn – 14 Mar

2011

Employer supports

- PERC assisted Social Services-Employment Placement to provide PepsiCo with supports including posting positions, receive/screen resumes (approx. 500-1000 each time), initial phone interviews, rank candidates & recommend who moved on to next phase of interview. This type of support has occurred several times from 2009-2011 for various recruitment activities.

Community Events

- PERC participated in planning and delivering the Community Employment Resource Partnership (CERP)/Council for Persons with Disabilities (CPD) sponsored event “Bottom Line” a workshop for employers on Accessibility Standards for Customer Service.
- PERC has organized joint community agency events during “Career Week” from 2003-2011

2010

- Community career fairs:
 - o Eastern Peterborough County – 25 Feb
 - o Buckhorn – 31 Mar

2009

- Community career fairs:
 - o Eastern Peterborough County – 25 Feb
 - o Buckhorn – 25 Mar
 - o In-Paper event – 8 Apr
 - o Peterborough Area Lansdowne fair – 15 Aug

2008

- Community career fairs:
 - o Eastern Peterborough County – 30 Apr
 - o Buckhorn – 11 Apr
 - o Spring Hiring Fair – 5 Mar
 - o Peterborough Area Lansdowne fair – 15 Aug
- Employer supports
 - o Super 8 Motel hiring fair – 14 Apr
 - o Assisted Costco with recruitment - Jul/Aug; promoting, organizing and working with managers re their recruiting process
- Employer Appreciation event held 30 Oct at Showplace; joint CERP & CPD event recognizing employers supporting participants in training and employment related activities

2007

- Community career fairs:
 - o Eastern Peterborough County – 5 Apr
 - o Career Fair in Buckhorn – 2 May
 - o Spring Hiring fair – 7 Mar
 - o Transportation Career fair – 18 Jun
 - o Peterborough Area Lansdowne fair – 11 Aug
 - o Smith-Ennismore-Lakefield Area fair – 13 Sep

- Employer supports
 - o Ricky's hiring fair – 28 Sep

2006

- Community career fairs:
 - o Peterborough Area Lansdowne fair – 2 Oct
 - o Smith-Ennismore-Lakefield Area fair – 14 Sep
- Employer supports
 - o Starbucks – 5 Jul
 - o Boston Pizza – 14 Jul
 - o Knights on Guard – 19 Jul & 3 Oct
 - o Home Outfitters – 3&4 Aug
 - o Starchoice – 18 Aug
- Employer Appreciation event held 11 Oct at Showplace Peterborough where 100 + employers were recognized for their support to social services participants & persons with disabilities program sponsoring paid employment placements and volunteer opportunities.

Employer Testimonials:

Starbucks- “No town has ever given us such a warm welcome!”

Home Outfitters- “We could trust the staff to organize everything...using their services allowed us to bring more management team members to the job fair.” Sylvie Provost

Islandview Resort “Very well organized. Would definitely participate again. This was a perfect opportunity to meet potential staff recruits. It was a great idea to have people come prepared with their resumes”. Karen Doucette- (2007/Spring fair)

Holiday Inn Peterborough Waterfront “Lots of great candidates. I spoke to people the entire duration of the Hiring Fair. It was perfect, could not suggest one improvement.” – Joanne Tully (2007/Spring fair)

TD Financial Group “Very favourable – welcoming, bright and good mix of companies.” – Nita Flannigan (2007/Eastern County)

Otonabee Conservation Authority “Excellent!! Advertising was well done, good media coverage of actual event.” – Kathy Reid (2007/Eastern County)

Township of Galway-Cavendish & Harvey “**We are hosting this event as a great service to our township.** Thank you for putting this together. Excellent organization!! Everything was set up and nice touches”. – Natalie Garnett (Buckhorn fair)

Canadian Forces “Having the local high school students participate was a large factor in the success of the Hiring Fair. Highly recommended strategy” -Capt Chris Hepburn (2008/Norwood fair)

Sears Portrait Studio “We have participated since 2006 and we save money on advertising. We can do all of our seasonal hiring from this Hiring Fair.” Kerri Ann Ross (2008/Lansdowne)

SGS Lakefield Research “We have participated before with great success. We were able to hire some of the candidates. Good location and everyone friendly and welcoming.” Shelley Kocjan (2008/Lakefield)