



Employment and Income

Employment and income are closely related to one's overall quality of life. Steady employment and higher incomes play key roles in the attainment of secure housing and the purchase of healthy food. Job security also impacts the overall social wellbeing of the community. Income is the most important social determinant for physical and mental health in Canada.

This factsheet will explore community indicators related to employment and income.

Highlights

- The number of dependent adults on Ontario Disability Support Program in Cambridge and North Dumfries has increased by 29% from 2009-10 to 2013-14.
- The average monthly Ontario Works caseload for Cambridge remained consistent from 2010 to 2012 but has decreased 5% between 2012 and 2013.
- The caseloads on Ontario Works caseloads in North Dumfries, Wellesley, and Wilmot townships has remained fairly consistent since 2009.
- Ontario Works had a 20% increase in caseloads in Woolwich Township since 2009.
- Woolwich Community Services served 865 job seekers in 2013-14.

Table of Contents

Serving Waterloo Region

Ontario Disability Support System.....	2
Ontario Works.....	3
Lutherwood Employment Services.....	4
Conestoga College – Academic Upgrading.....	5
Literacy Group of Waterloo Region.....	6
Subsidized child care.....	8

Serving Cambridge

Cambridge Career Connections.....	9
YWCA Cambridge – Small Steps to Success.....	10

Serving Woolwich

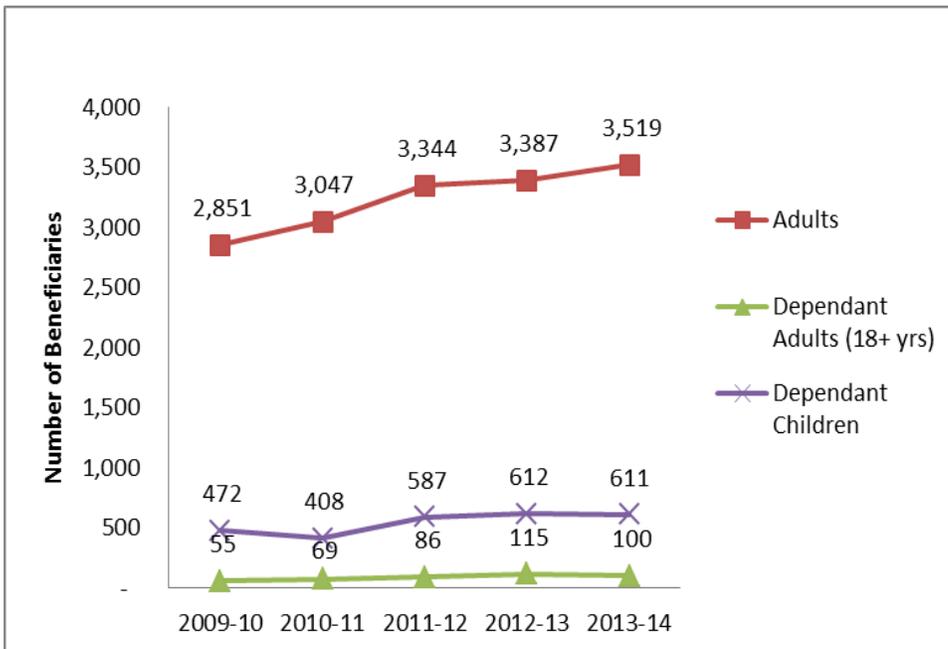
Woolwich Community Services –Employment Services.....	10
---	----

Serving Waterloo Region

Ontario Disability Support Program- Cambridge and North Dumfries

The Ontario Disability Support Program (ODSP) was designed to meet the income and employment support needs of people with disabilities. The program provides income support and health-related benefits to people with disabilities who are in need of financial assistance. The employment supports component of the program offers a range of goods and services to help people with disabilities look for, obtain or maintain jobs on a volunteer basis. Assistance for Children with Severe Disabilities (ACSD) provides a benefit for parents caring for children with severe disabilities at home.

Income Support Caseload – Cambridge and North Dumfries



Source: Ontario Disability Support Program, Cambridge Office, Personal Communication, 2014

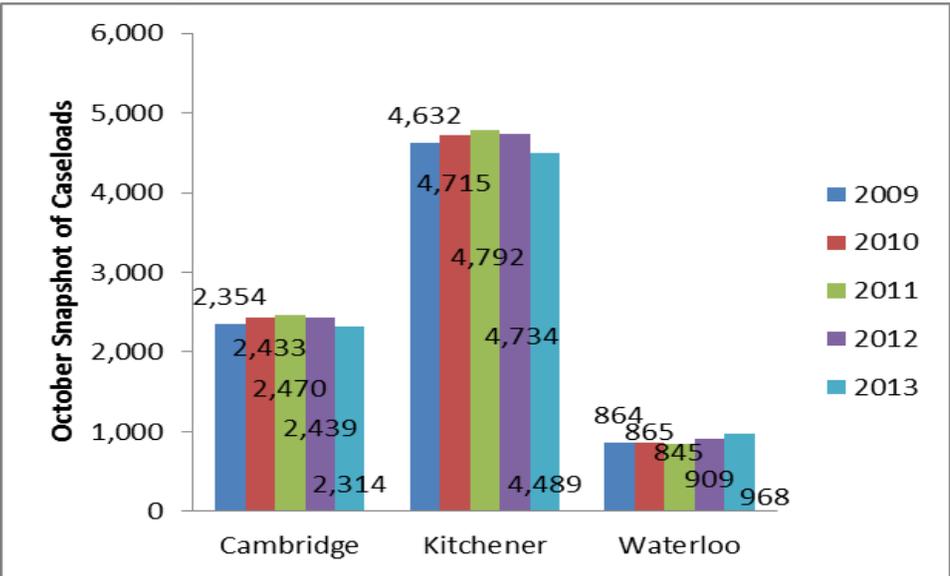
- There were a total of 4,230 Income Support caseloads in Cambridge and North Dumfries in 2013-14. A case refers to an individual or family unit on social assistance.
- The number of cases in Cambridge and North Dumfries in 2013-14 had a total of 4,248 beneficiaries.
- The number of dependent adults receiving ODSP benefits in 2013-14 has increased by 29% since 2009-10.
- ODSP Employment Support Caseload for 2013-14 in Cambridge and North Dumfries was 68 cases.

Ontario Works

The Region of Waterloo Social Services Department, Employment and Income Support Division administers the Ontario Works (OW) program on behalf of the Province of Ontario. The purpose of Ontario Works is to support people who are searching for employment. Temporary financial assistance is issued to qualifying individuals and families to assist with the costs of food, shelter, clothing and other household items, and emergency assistance. Monthly Ontario Drug Benefits cards are given to Ontario Works participants to cover the cost of some prescribed medications. Other benefits may be available.

The following charts represent a point in time snapshot of OW caseloads. October 31st is the date used in this snapshot for consistency and addresses seasonal claims.

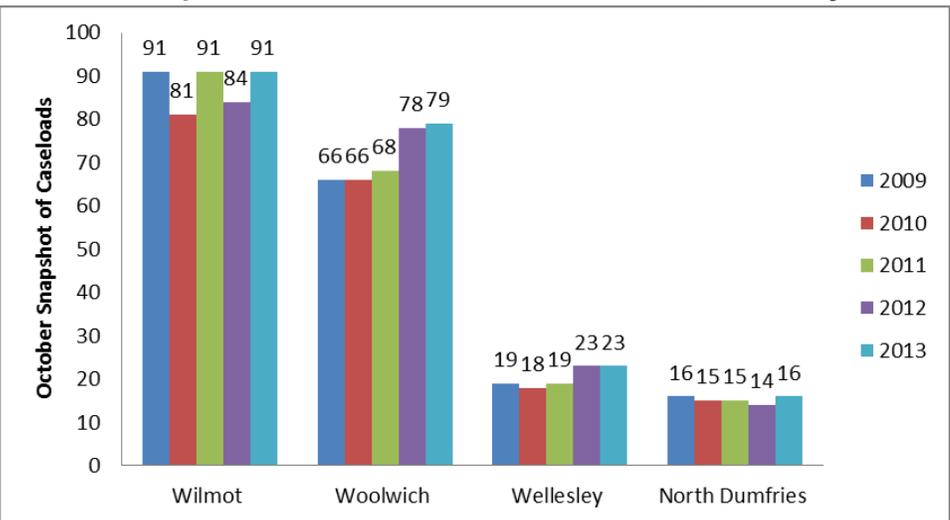
October Snapshot of Caseloads – Cambridge, Kitchener, Waterloo



- A “benefit unit”, used to calculate caseload, refers to a single individual or the head of a household receiving OW. Dependents (e.g., spouses, children) are not counted in this count of the caseload.
- The average monthly OW caseload for Cambridge remained consistent from 2010 to 2012 but has decreased 5% between 2012 and 2013.

Source: Ontario Works Caseloads, Region of Waterloo, Personal Communication, 2014

October Snapshot of Caseloads – North Dumfries, Wellesley, Wilmot, Woolwich



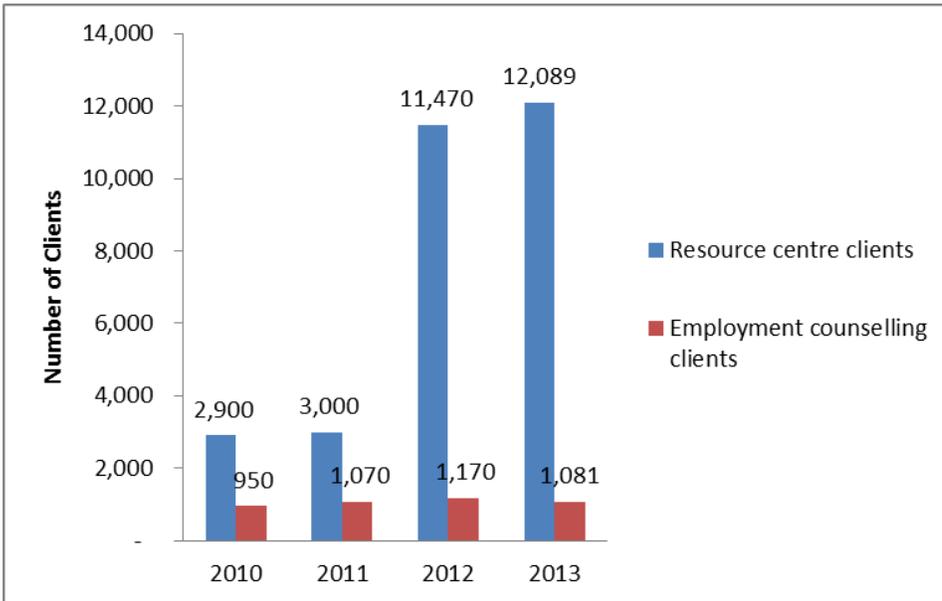
- The caseloads in North Dumfries, Wellesley and Wilmot townships have remained fairly consistent since 2009.
- The number of caseloads in Woolwich Township has increased 20% since 2009.

Source: Ontario Works Caseloads, Region of Waterloo, Personal Communication 2014

Lutherwood Employment Services

Lutherwood Employment Services provides a variety of no-cost services to individuals seeking employment, exploring training opportunities, and/or looking to improve their job search skills. This is conducted through a variety of workshops, consultation with employment advisors and job developers, and specialized supports for internationally trained professionals, young and mature workers, and apprentices.

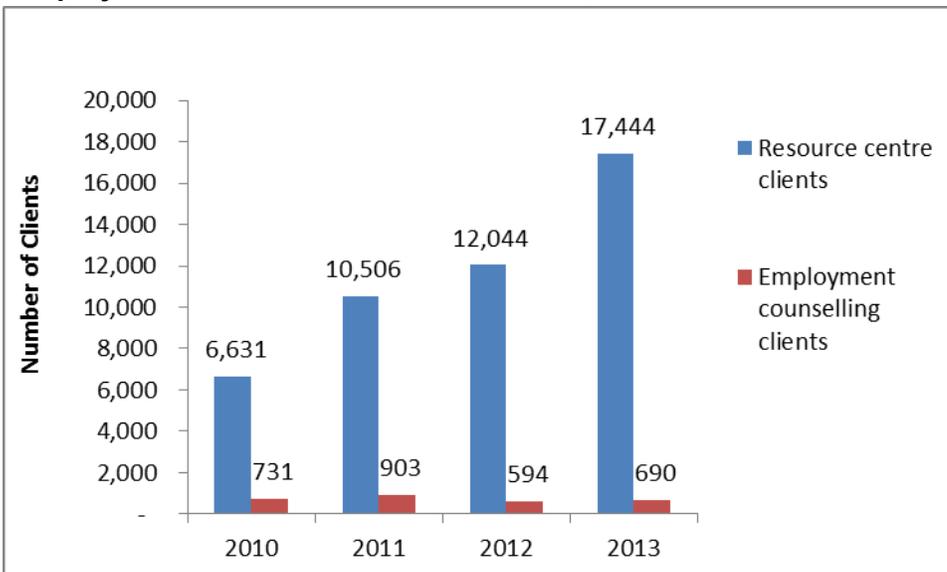
Employment Services Clients – Cambridge and North Dumfries



Source: Lutherwood Employment Services, Personal Communication, 2014

- The number of Resource Center Clients increased significantly in 2012 due revised tracking which now reflects the number of visits to the Resource Centre (not unique clients).
- There has been an average of 1,068 clients per year who sought the support of an employment advisor from 2010 through 2013.
- The majority of clients are from Cambridge with only a few from North Dumfries.

Employment Services Clients – Kitchener, Waterloo and Area



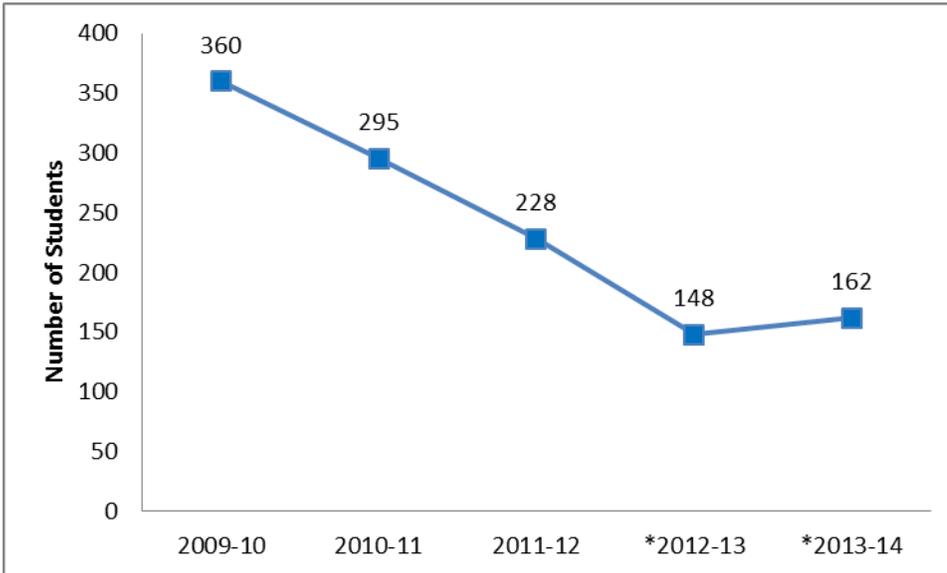
Source: Lutherwood Employment Services, Personal Communication, 2014

- The number of resource center clients increased significantly in 2012 due revised tracking which now reflects the number of visits to the resource centre (not unique clients).
- There has been an average of 730 clients per year who sought the support of an Employment Advisor from 2010 – 2013.
- Although clients are from Kitchener, Waterloo and the surrounding area, very few are from the townships of Wellesley, Wilmot and Woolwich.

Conestoga College Academic Upgrading

Conestoga College Institute of Technology and Advanced Learning provides Preparatory Programs at all of its campuses under its School of Career and Academic Access. The college offers Academic Upgrading, programs at the downtown Cambridge campus to serve Cambridge residents, including "Focus for Change", "Discover your Future" and "Essential Skills Upskilling".

Number of Students

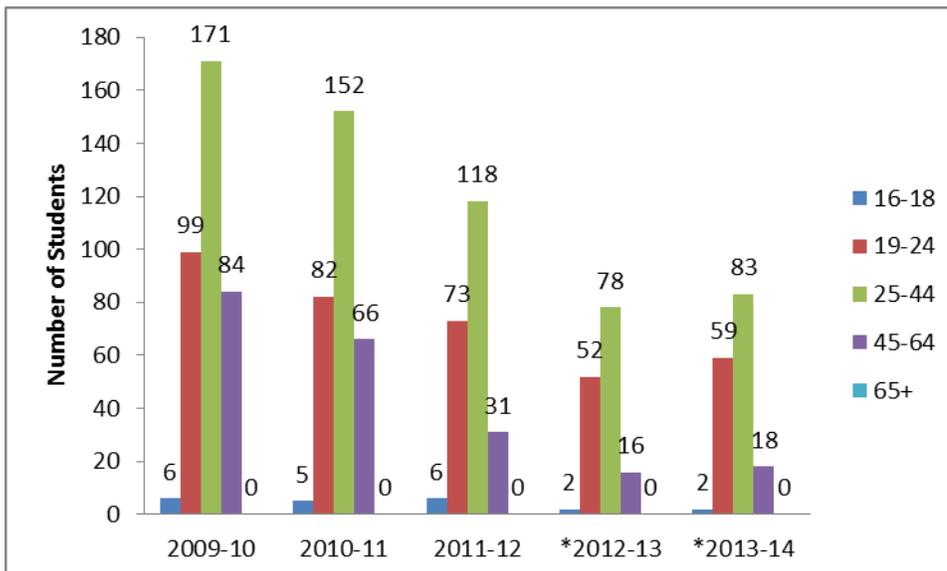


- In April 2012 Employment Ontario's Literacy and Basic Skills program (LBS) which funds Academic Upgrading, underwent a transformation including the framework information system (database). This resulted in learners being counted differently, thus the abrupt shift in number of learners served. LBS programs across the province experienced the same shift in their statistics.

Source: Conestoga College Institute of Advanced Learning, Personal Communication, 2014

- The number of students in Conestoga College's Academic Upgrading program has increased by 9% since 2012-13.

Number of Students by Age

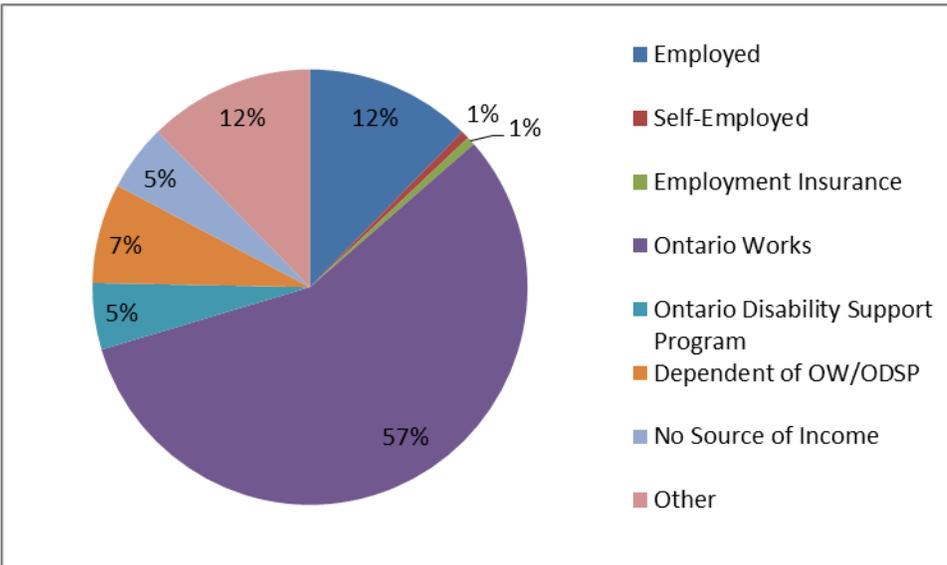


- As in past years, the majority of students in 2013-14 were in the 25-44 years age range, followed by the 19-24 range.
- There have been no students in the 65+ age group enrolled in Academic Upgrading at Conestoga College's Cambridge campus since 2009-10.

Source: Conestoga College Institute of Technology and Advanced Learning, Personal Communication, 2014

Conestoga College, Academic Upgrading (cont.)

Student Source of Income



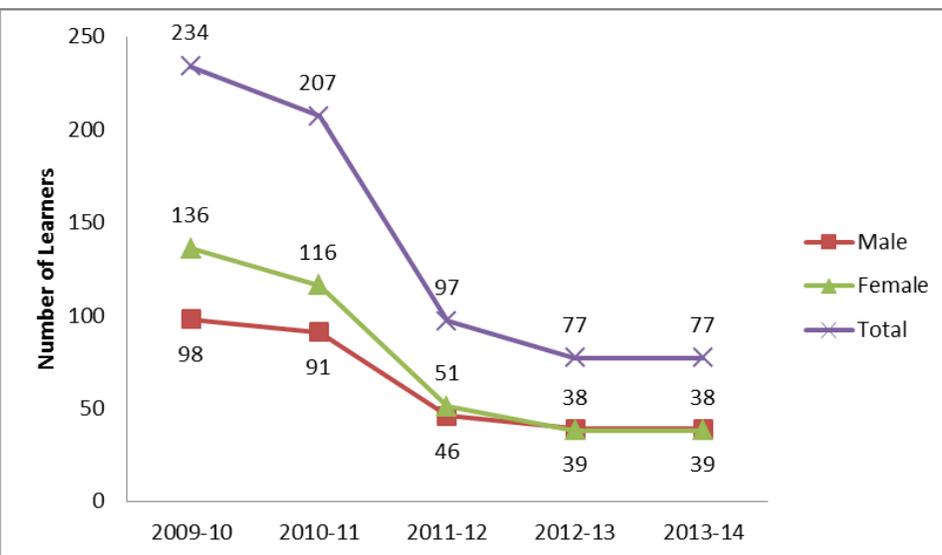
- The highest student source of income for the 2012-13 study period was Ontario Works at 57%.

Source: Conestoga College Institute of Technology and Advanced Learning, Personal Communication, 2014

Literacy Group of Waterloo Region – Cambridge Site

Literacy Group of Waterloo Region is a volunteer, non-profit, charitable organization dedicated to helping adults 18 years and older upgrade their basic reading, writing, math and computer skills to increase their opportunities for better employment, prepare for further education and training, and live more independently in the community.

Number of Learners – Cambridge

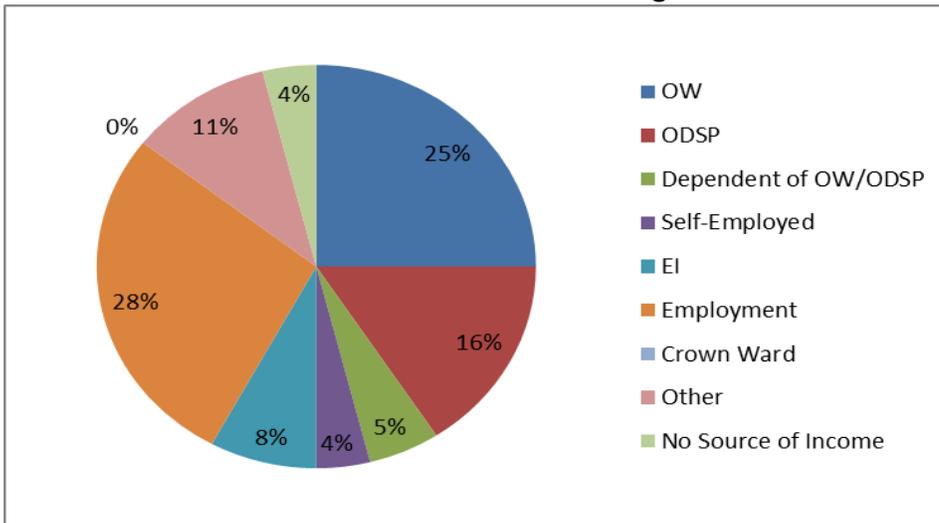


- There has been a 67% decrease in learners since 2009-10.
- There was an increase in learners in 2008-09 due to a large number of manufacturing closures and the Literacy Group being the designated program to support the workers with skill development.
- There has been an average of 138 learners per year from 2009-10 to 2013-14.

Source: Literacy Group of Waterloo Region, Cambridge Site, Personal Communication, 2014

Literacy Group of Waterloo Region, Cambridge Site (cont.)

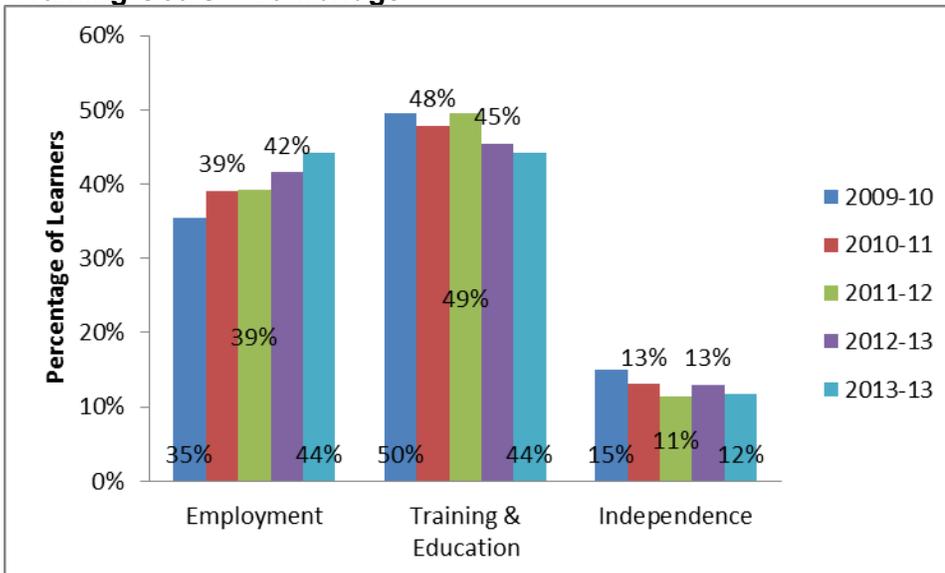
Income Source of Learners 2013-14—Cambridge



- 28% of learners in 2013-14 listed employment as their source of income.
- The second highest source of income for learners in 2013-14 was Ontario Works.
- In 2013-14 only 4% of learners were dependents of OW/ODSP and another 4% were self-employed.

Source: Literacy Group of Waterloo Region, Cambridge Site, Personal Communication, 2014

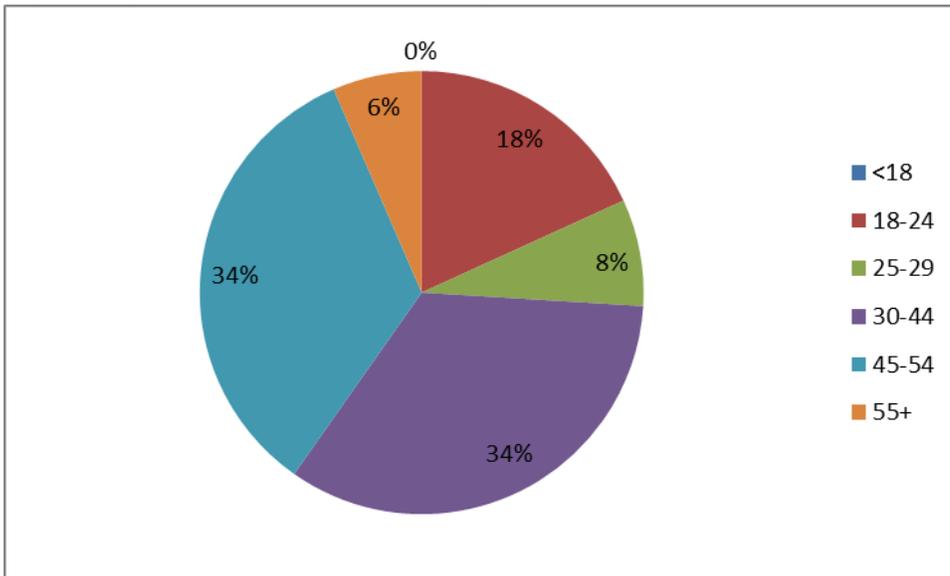
Training Goals – Cambridge



- The percentage of learners whose training goal is employment has steadily increased since 2009-10.
- The percentage of learners whose training goal is training and education has slowly decreased since 2009-10.
- Only 12% of learners listed independence as their training goal in 2013-14, similar to previous years.

Source: Literacy Group of Waterloo Region, Cambridge site, Personal Communication, 2014

Literacy Group of Waterloo Region (cont.) Age Range of Learners – Cambridge



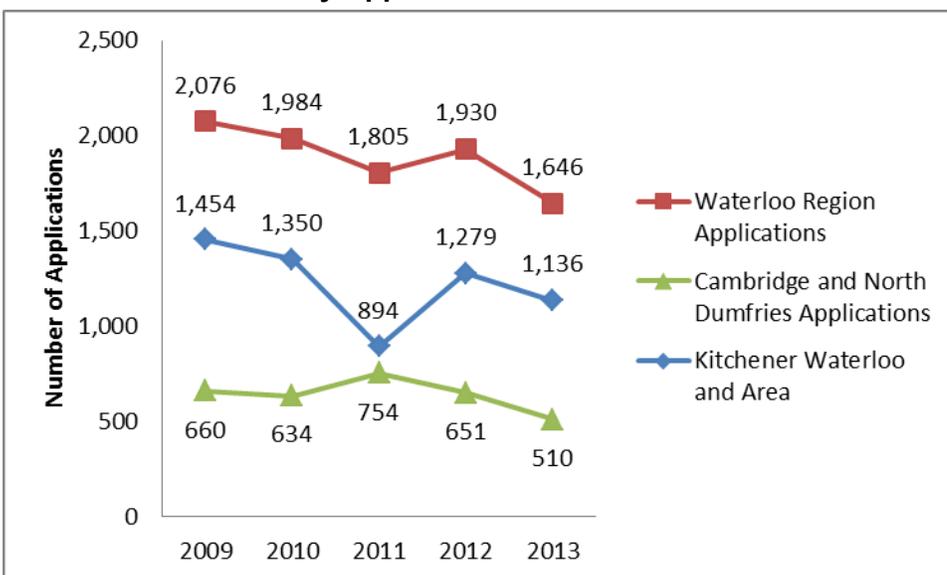
- The largest age groups of learners in 2013-14 were 30-44 year olds and 45-54 year olds, each at 34%.
- Only 6% of learners in 2013-14 were 55+.

Source: Literacy Group of Waterloo Region, Cambridge site, Personal Communication, 2014

Subsidized Child Care

The Region of Waterloo Child Care Fee Subsidy program provides financial assistance with child care costs to families who are working, attending school or a training program, have a child with special or social needs, or are medically unable to care for their child. Financial eligibility is determined through a Provincial Income Test, using line 236 of the Federal Notice of Assessment. Families with a net income of \$20,000 or less may be eligible for full subsidy (they do not pay towards the cost of child care) and families with a net income above \$20,000 may be eligible for partial subsidy (they pay a percentage of the income above \$20,000 towards the cost of child care).

Child Care Fee Subsidy Applications



- There has been a 15% decrease in the number of applications for child care subsidy in Waterloo Region from 2012 to 2013, and an 11% decrease in Cambridge and North Dumfries. This was due to a waitlist put in place in June of 2013. The waitlist was comprised of close to 500 children prior to being lifted at the end of September 2013.
- On average, 642 families in Cambridge have accessed child care subsidy since 2009.

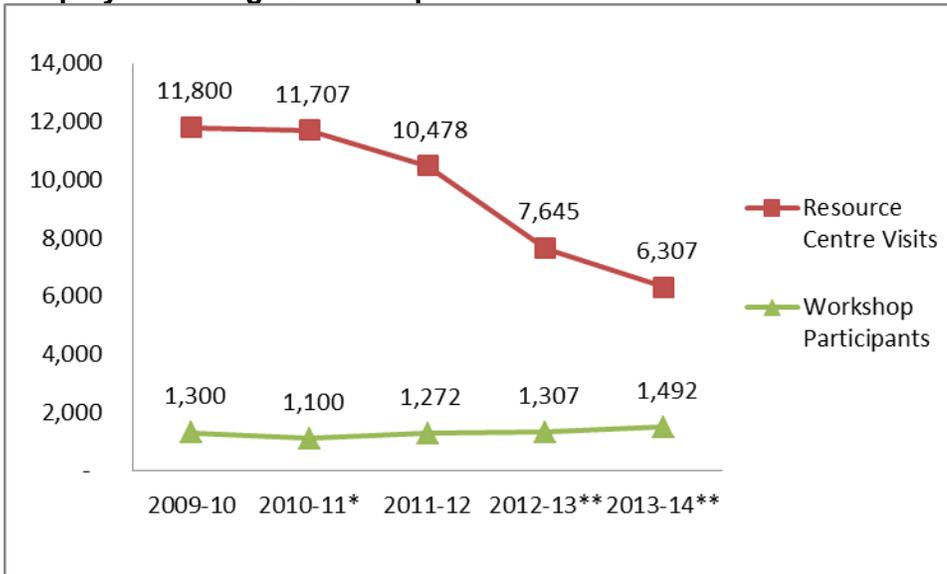
Source: Region of Waterloo, Personal Communication, 2014

Serving Cambridge

Cambridge Career Connections

Cambridge Career Connections provides free employment and training services to residents of all ages in Cambridge and North Dumfries and connects employers with new employees through the Ontario Employment Service program.

Employment Program Participation



- The number of recorded visits to the resource centre has decreased from 7,645 in 2012-13 to 6,307 in 2013-2014.
- The drop in numbers in the Resource Centre reflects alterations in tracking mechanisms, program changes and funding reductions.
- There were 1,492 workshop participants in 2013-14, up from 1307 in the previous year.

Source: John Howard Society, Cambridge Career Connections, Personal Communication, 2014

*Note: In 2010, Cambridge Career Connections became an Employment Ontario Employment Services site. This has changed how information will be recorded for statistical purposes.

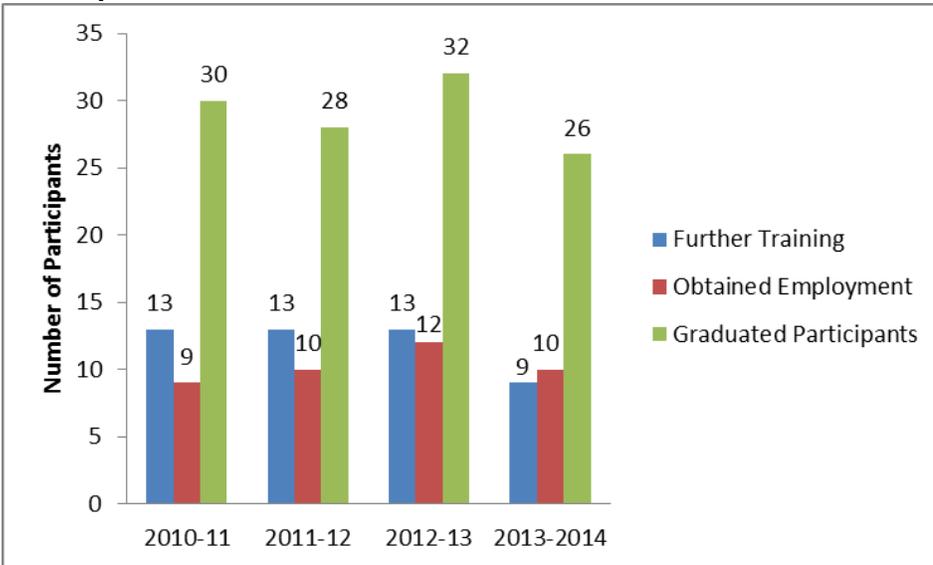
** Note: The drop in recorded visits is a result of staffing reduction and this has made it more difficult to capture everyone accessing the centre.

Cambridge Career Connections also runs the Summer Jobs Service Program. In 2013, 388 students were employed with 61 different employers through this program, an increase of 5 employers since the previous year.

YWCA Cambridge, Small Steps to Employment Success

Small Steps to Success is a 13-week employment program of YWCA Cambridge for women experiencing social, economic, or educational hardship.

Participants



- The number of graduated participants who obtained employment has increased from 30% in 2010-11 to 38% in 2013-14.
- 35% of graduated participants in 2013-14 went on to do further training.

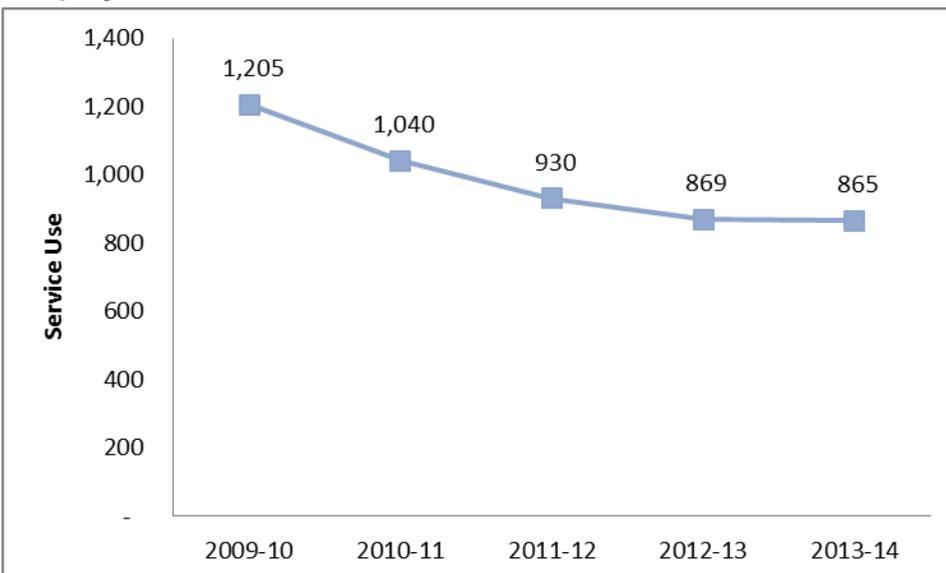
Source: YWCA Cambridge, Personal Communication, 2014

Serving Woolwich

Woolwich Community Services—Employment Services

Woolwich Community Services offers a variety of options to those seeking employment. A job board listing local jobs is available, computers are available for the general public to use when job searching and free faxing and photocopying services for job purposes. An Employment Facilitator from Employment Ontario is available every Wednesday for job seekers looking for additional assistance writing resumes and cover letters. Computer assistance is provided for online applications.

Employment Service Use



- Woolwich Community Services served 865 job seekers in 2013-14.
- Although the number of users has remained consistent in 2012-13 and 2013-14, users have decreased by 28% since 2009-10.

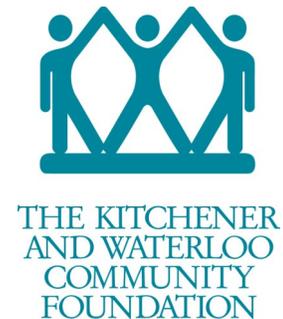
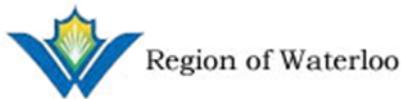
Source: Woolwich Community Services, Personal Communication 2014

Thank you to all of the organizations who have contributed data to this publication. Without your support this publication would not be possible.

- Ontario Disability Support Program
- Ontario Works
- Region of Waterloo
- Cambridge Career Connections
- Lutherwood Employment Services
- YWCA Cambridge
- Conestoga College Institute of Technology and Advanced Learning
- Literacy Group of Waterloo Region
- Woolwich Community Services Employment Services

For more information on the data provided by these organizations, please contact them directly.

We would like to acknowledge and thank the ongoing support of our funders, without which this publication would not be possible.



Complete List of Community Trends

Documents from SPCCND

Community Social Profile - Cambridge and North Dumfries
 Community Social Profile - Wellesley, Wilmot and Woolwich

Arts, Culture and Recreation
 Community Assets and Participation
 Community Safety
 Community Supports
Employment and Income
 Food Security
 Housing Stability
 Transportation

For more information about this paper or related research, please contact:

Social Planning Council of Cambridge and

North Dumfries

55 Dickson Street, Unit 14
 Cambridge ON
 N1R 7A5

Phone (519)623-1713
admin@spscnd.org

www.spscnd.org

