



NORTH END COMMUNITY RENEWAL CORPORATION

PATH EMPLOYABILITY CENTRE

ANNUAL WORKPLAN- 2011- 2012

VISION: The North End of Winnipeg is a safe, healthy vibrant community for individuals to live, work and visit.

MANDATE: NECRC's mission is to promote the social, economic and cultural renewal of the north end of Winnipeg. In achieving this mandate, NECRC's role is to facilitate, act as an organizer and coordinator; and to promote increased communication and sharing of information among stakeholders, towards renewal within the north end. (Building Engagement. "The overall goal of building engagement is to ... build a continuous cycle of people talking with one another, agreeing to work together, creating ideas together, and then working together to ensure that these ideas achieve their intended result" (Community Conversations, Paul Born, 2008,)

FIVE YEAR GOALS: EMPLOYMENT

- 1. To organize a local strategy to provide access to skills training and adult educational opportunities with a continuum of services and supports.**
- 2. To enhance the employment opportunities of young people by working with schools and institutions to support learning and stay in school strategies from pre-school to post-secondary.**
- 3. To support residents to obtain greater access to employment opportunities.**
- 4. To continue to promote local hiring strategies.**

North End Community Renewal Corporation (NECRC) EMPLOYMENT DEVELOPMENT

PATH EMPLOYABILITY CENTRE

2011 - 2012 Annual Operations/Workplan (Employment Development programs operate from October to September)

Annual Operational Goals:

1. To improve access to employment by strengthening employment development partnerships in the North End;
2. To increase local employment opportunities by promoting local hiring strategies

Initiatives	Annual Outputs (Targets)	Partnerships	Strategies	Implementation Tasks	Measurements	Outcomes
<p>Employment Development</p> <p>Oversees and manages PATH EMPLOYABILITY CENTRE programs and services</p>	<p>Program and operational funding in the amount of \$461,402.49 secured for operations of PATH Employability Centre</p> <p>Completion of plans for the expansion of Path Centre including physical space and the addition of 2 full time staff positions</p>	<ul style="list-style-type: none"> ▪ Employment Manitoba (ETT) ▪ United Way <p style="text-align: center;">(Funders)</p>	<ul style="list-style-type: none"> ▪ Submit funding proposals ▪ Provide ongoing program monitoring, reporting and other documentation as required by funders ▪ Secure funding for expansion plans by September 30, 2011. 	<ul style="list-style-type: none"> ▪ Program evaluations and statistical records developed to measure success of programming ▪ Demonstration of expansion need and benefits to funder through measured existing outcomes 	<p><u>Annual Outcomes</u></p> <ul style="list-style-type: none"> • Entrepreneurship, Training and Trade, Employment Manitoba, fully funds the Milestones and the Job Search programs to September 30, 2012 • United Way has funded the PATH Centre for 2 more years 	

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<p>Employment Development</p> <p>Milestones Program</p> <p>PATH Counsellors provide one-on-one intensive counselling support and mentorship to all participants</p> <p>Facilitator delivers workshops</p>	<p>Case Coordinators from EIA and other social service agencies refer individuals to the Milestones Program</p> <p>Milestones client base is targeted at 150 clients (walk-ins and referrals) for counseling</p> <p>Connect 150 clients to other services</p> <p>Recruit 75 clients from other Programs</p> <p>Provide 480 participants with Life Skills Workshops annually</p> <p>(NB: The Milestones Program and its predecessor Mentorship Program has consistently exceeded 150 clients annually for a minimum of 2 fiscal years prompting the need to increase staffing by adding one half-time Outreach Counsellor position)</p>	<p>EIA Case Coordinators</p> <p>Family Services & Housing</p> <p>Employment Manitoba (ETT)</p> <p>External social services agencies, education institutes, and other service providers</p>	<ul style="list-style-type: none"> • Annual presentations to EIA and other social service agencies staff on PATH Milestones Program • Presentations to community agencies with high numbers of EIA consumers on program services and supports • Ongoing monitoring and improvement of case management processes and reporting to EIA workers • Host annual events including Christmas Open House, summer participant appreciation event 	<p>Monthly statistical reporting to ETT and to Family Services</p> <p>Database used to meet case management reporting requirements</p> <p>Workshop attendance tracked and participant evaluation forms administered</p> <p>Special events hosted</p>	<p>Increased number of direct referrals from all agencies</p> <p>Participant tracking and reporting flowing between PATH and EIA workers on a monthly basis.</p> <p>A new Milestones database designed to allow for more comprehensive reporting to EIA and other case workers.</p> <p>Life skills workshops developed and delivered to meet client needs. Approximately 40 clients per month are attending workshops. There are currently 18 such workshops provided, generally on a contiguous basis.</p> <p>Comprehensive assessment tools implemented to better track participant program progress.</p>	

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<p>Employment Development</p> <p>Job Search Program</p> <p>Clients from multi-barriered groups are provided employment counselling services and supports</p>	<p>Serve 400 clients in employment skills workshops</p> <p>Provide Job Search Services to 934 clients (contracted for 800)</p> <p>Employment is secured for 230 clients</p> <p>Creation of a full time Job Developer position to increase stats from 230 clients to 380 clients</p> <p>Increased number of clients able to do independent job search</p> <p>Increased number of clients in training</p> <p>Increased client access to community resources, agency information and job opportunities</p>	<p>PATH Job Search staff provide counselling support and referrals to external funding agencies; education institutes, and other service providers</p> <p>Employment Manitoba (ETT) – provides funding for training, targeted wage subsidy, and so on</p> <p>North End agencies and service providers</p> <p>Community Resident Associations</p> <p>Employment Development System committee members</p> <p>Employment Exchange Committee members</p>	<ul style="list-style-type: none"> • Submit funding proposal to ETT annually • Track in report format number of clients employed, number of clients in training; number of active job searchers; and so on • Increase employment targets by 10% annually • Increase client access to funding for training and/or targeted wage through partnerships with Manitoba Entrepreneurship Training and Trade and other service providers and agencies • Develop career action plans for all job search clients • Strengthen partnerships with funders, external agencies and service providers through direct contact and information sharing • Employability workshops and Intro to Computer workshops implemented. Currently offering 4 such workshops. 	<p>Case Management tool: In-house database and excel spreadsheets</p> <p>Comprehensive monthly reports to ETT</p> <p>Daily client sign-in sheets (used to track Centre activity)</p> <p>Monthly client statistical report</p> <p>Workshop attendance documented</p>	<p>Job Search Program funded by ETT to September 30, 2011.</p> <p>Ongoing through the program year:</p> <ul style="list-style-type: none"> • Increased number of clients able to do independent job search • Increased number of clients employed • Increased number of clients in training • Increased client access to community resources, agency information and job opportunities • Increased staff to support growing centre activities and increase in number of clients • 10 percent of clients attending Employability workshops • 25 percent of clients attending Intro to Computer workshops 	

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<p>Employment Development</p> <p>Employment Development System Committee</p> <p>EDS is made up of North End agencies that collaboratively identify issues and goals that match a predetermined definition of an employment development system, and then follow through on addressing those issues through action-oriented goals</p> <p>PATH Centre chairs the EDS Committee and ensures regular meetings are held</p>	<p>EDS membership sustained (20 members)</p> <p>10 new agencies recruited to EDS</p> <p>Goals established and sub-committees formed; provide monthly reporting to larger group (Determined by agencies.)</p> <p>Goals may shift to establishment of a North End Job Exchange program.</p> <p>At least one job fair/employment expo facilitated by PATH annually</p> <p>Ongoing information sharing and networking</p>	<p>North End agencies, service providers, education institutes, et al</p>	<ul style="list-style-type: none"> • Support and sustain the Employment Development System Committee (EDS) through active agency recruitment • Host annual strategic planning session to review previous year's goals and develop new goals (as determined by EDS committee members) • Establish sub-committees to address goals and to develop an action plan to carry out new initiatives • Host at least one annual north end job fair/employment expo 	<p>EDS meeting attendance sheet to record agency name, representative and activity on committee</p> <p>Annual strategic planning</p> <p>Annual events established as determined by EDS committee members</p>	<p>EDS Committee has been sustained over time.</p> <p>North End Job Fair/Employment Expo planned for late Spring, 2011</p> <p>Other initiatives as determined by EDS committee membership</p>	

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<p>Employment Development</p> <p>EMPLOYMENT EXCHANGE COMMITTEE</p> <p>LITE recruits Social Purchasing Portal suppliers and purchasers of goods and services</p> <p>PATH acts as a liaison between SPP business suppliers and purchasers and the SPP Employment Exchange Committee</p>	<p>23 partner agencies meet 6 times per year</p> <p>Coordinate services among partners</p> <p>Participate as a member of the Social Purchasing Portal</p> <p>Increased number of SPP job postings funneled through the EEC</p> <p>Increased number of EEC agency clients hired by SPP members</p>	<p>SEED Winnipeg</p> <p>LITE</p> <p>North End and Inner City agencies that have an employment mandate</p>	<ul style="list-style-type: none"> • PATH facilitates an employment referral process through LITE's SPP suppliers and purchasers • PATH chairs the Employment Exchange Committee and ensures that job postings and client referrals are maintained for member agencies and potential employers • Host six EEC meetings annually • Document in report format number of job postings, client referrals and client hires 		<p>SPP business members documented and list maintained</p> <p>EEC clients tracked and numbers hired documented in report format</p>	<p>Increased number of EEC clients hired by SPP Suppliers and Purchasers.</p>