



Human Services Planning Board of York Region (HSPB)

Making Ends Meet in York Region

# 2016 to 2018 Action Plan



*HSPB believes together we can make a difference to help our low and moderate income residents.*

January 2017

# Setting the Community Vision

## Making Ends Meet in York Region Strategy

The Making Ends Meet in York Region strategy is focused on helping low and moderate income residents (households earning \$78,000 or less annually) who find it hard to bridge the growing gap between income and the high costs of living. In numbers, this is over 364,000 residents, or one-third of the Region’s population.

The HSPB Action Plan for 2016 to 2018 outlines the Board’s collective actions and builds on the direction set in the “Road Map for 2015-2018” to support the Making Ends Meet in York Region strategy.

Each collective action supports two Community Results:

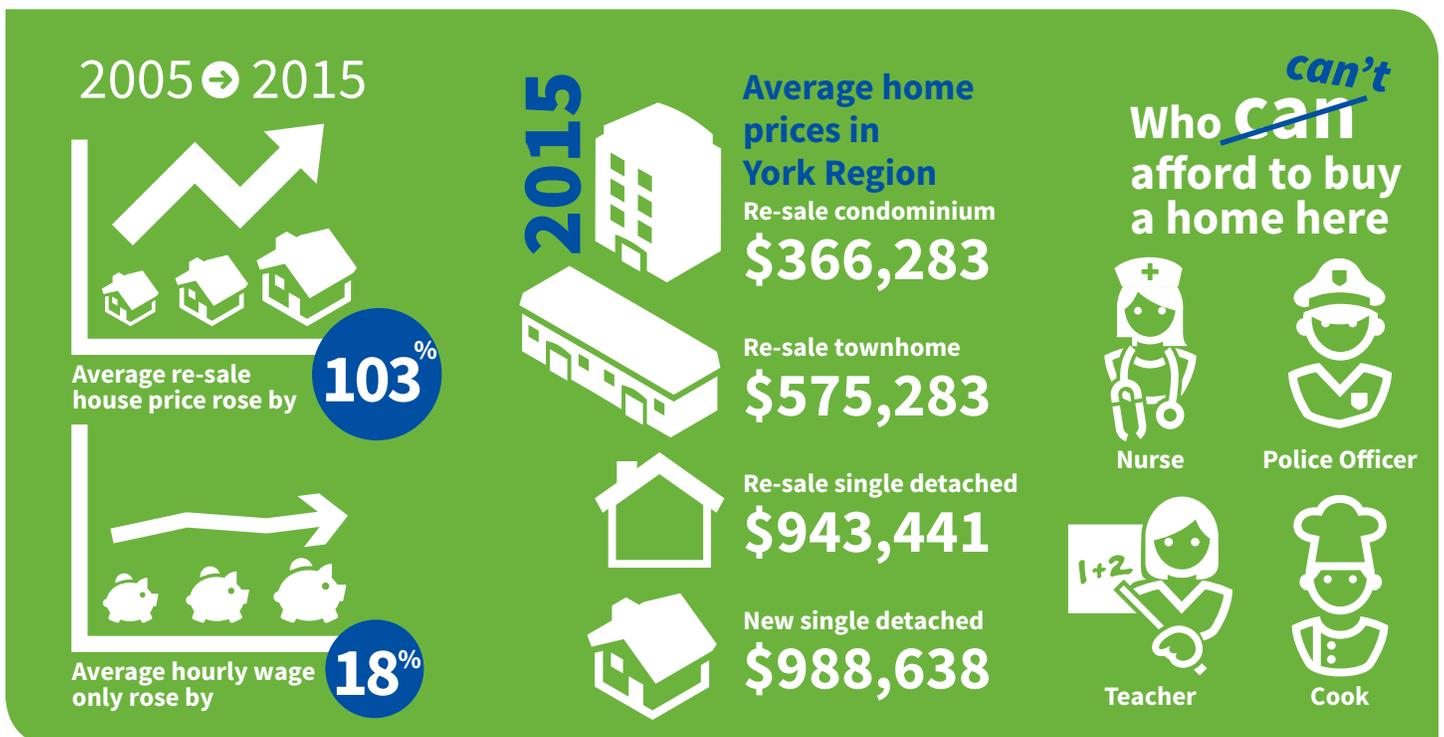
-  **Housing options that are affordable for everyone in our community**
-  **Progressive employment opportunities in a changing economy**

## Why Housing Options and Affordability?

The high cost of housing impacts our lives in many ways. It means people are spending more of their income on housing, making it difficult to pay for healthy food, recreation, clothing, child and elder care and transportation. This can have negative impacts on the physical and mental health of our residents.

Hard working, low and moderate income York Region residents are challenged by the growing gap between household income and the high cost of housing. Between 2005 and 2015, the average resale price of a house rose by 103 per cent, while the average hourly wage only rose by 18 per cent (Source: York Region 10-Year Housing Plan, 2015 Progress Report).

This Community Result addresses the York Region 2015 to 2019 Strategic Plan goal to “support healthy communities through a broad range of housing choices and supports to meet the diverse needs of residents”.





## Why Progressive Employment?

Progressive employment opportunities in York Region will allow our residents to find and sustain employment related to their education, skill level and ability. It will also help increase their access to education, training and employment supports that enhance career progression and generate income at all stages of life.

Lack of progressive employment opportunities can put residents at risk of job precarity and add to underemployment in York Region. People facing precarious employment and underemployment often have reduced quality of life, limited savings potential and increased likelihood of debt.

This Community Result addresses York Region’s 2015 to 2019 Strategic Plan goal to “support the development and retention of a Region-wide workforce to maintain economic progress in the Region”.

Job precarity impacts us all — our families, our health and our economy. By addressing precarious employment, we can create a more stable and secure environment for our workers and a better quality of life in our community,”

Adelina Urbanski  
Commissioner

Community and Health Services  
The Regional Municipality of York



### There is a higher degree of **skills underutilization**

in employment of low and moderate income residents. More than one third of working age post-secondary graduates (ages 25-64) are working in low-skilled jobs; almost half of 15 to 24 year olds with post-secondary education are experiencing a skills mismatch.



This is resulting in reduced employment earnings and can lead to highly skilled workers leaving the Region for better matched employment.

# WHO WE ARE

## HUMAN SERVICES PLANNING BOARD OF YORK REGION (HSPB)

### Mandate

To enhance the effectiveness and efficiency of human services in York Region through capacity building in the human services sector and collaborative advocacy.

### Vision

A healthy and vibrant community enhanced through inclusive, collaborative and innovative human services.

### Mission

To develop and implement system solutions which enhance community health and well-being.

### Seven Guiding Principles

1. Accountability and Transparency
2. Collaboration
3. Communication
4. Community Engagement
5. Creating a Healthy Community
6. Mindset of Sharing
7. Respect and Diversity



### Community Result:

Housing options that are affordable for everyone in our community

### Residents experience affordable housing through:

- The availability of a full range of affordable and safe housing options for residents of all income levels at every stage of life
- An appropriate amount of money spent on housing
- Options to live in their community of choice at all ages and stages of life
- Shorter commute times and access to transportation and basic needs services
- Income that keeps pace with the cost of living



## DID YOU KNOW?

The Board has been engaging all levels of government, the building industry and corporate leaders to help create the conditions needed to develop more rental housing.

**#MakeRentalHappen**



*Community BUILD Blueprint: Affordable Housing Challenge, October 2016. Engaging with community members to generate creative solutions to address housing affordability in York Region.*



**Community Result:**

Progressive employment opportunities in a changing economy

**Residents experience progressive employment through:**

- Opportunities to find and sustain employment related to their education skill level and ability
- Access to education/training and employment supports to enhance career progression and generate income at all stages of life
- Accessible and affordable supports including childcare and transportation
- Income that keeps pace with the cost of living

“York Region has a robust and diverse economy that is evolving. While manufacturing continues to be important, new employment in knowledge-based and service activities is growing.”

*Economic Development Action Plan 2016-2019*



*Npower Canada – launching youth into meaningful and rewarding IT careers*

“The potential for change is real and innovative solutions will be found right here in York Region. Ultimately, it will take all of us working together to make a difference.”

*HSPB Co-chairs  
John Taylor, Town of Newmarket, Regional Councillor  
Susan LaRosa, Community Leader Member*

# HSPB Collective Actions:

The 2016 to 2018 HSPB Action Plan will help improve the economic,

## Actions: What we will do

### Develop strategies that encourage more housing affordability options

- Champion and participate in communityBUILD *Blueprint: Affordable Housing Challenge* to increase the supply of legal long-term second suite units in the Region
- Identify innovative operating models and various built forms that create more affordable housing options
- Work in partnership with other levels of government and local municipalities to explore options that meet the housing needs of an aging population, including new legislative tools and strategies to maximize rental options suitable for all ages and stages of life

### Identify programs and tools that provide incentives to increase the private market rental housing supply

- Share research on ways to address barriers that are contributing to low levels of new private rental development
- Work with all levels of government, the building industry and corporate leaders to help create the conditions needed to develop more private rental housing to meet the diverse needs of residents

### Advocate for funding, policies and programs that support housing affordability options

- Advocate with all levels of government for funding and housing programs that improve access to and adequate housing for all residents

### Enhance services and supports to help residents access affordable housing options

- Prepare our communities for the future by maintaining Regional programs and services that increase disposable income for housing costs, such as low income transit supports
- Monitor the implication of provincial and federal policy changes, and work with all partners to better integrate services and to develop initiatives for new housing supports (e.g. portable housing allowance)



# Moving from Talk to Action

social and health conditions of our low and moderate income residents.

## Progressive employment



Progressive employment opportunities in a changing economy

1

### Explore new workforce development strategies

- Host an Employment Learning Forum to show employers how progressive employment strategies can improve business outcomes
- Work with partners to create programs and opportunities that lead to quality jobs and meaningful careers for our residents, including youth facing barriers to gainful employment
- Explore the creation of Community Benefit Agreements that stimulate local job creation and training opportunities through infrastructure development projects

2

### Build and showcase a business case for employers outlining the benefits of adopting progressive employment practices

- Identify programs and tools employers can use to mitigate precarity in the workplace
- Develop a business case and work with employers to promote progressive employment practices

3

### Advocate for public policy and programming that support progressive employment practices

- Advocate for federal and provincial funding and programs that improve income security, access to benefits and government initiatives that create pathways to quality jobs

4

### Enhance services and supports to help residents pursue progressive employment opportunities

- Explore opportunities to maintain Regional programs and services that support progressive employment:
  - Access to child care and after-school programs for families who are precariously employed
  - Low income transit supports
  - Flexible and alternative ways to access employment services

Actions: What we will do

# Members of the Human Services Planning Board of York Region 2015-2018

## Organizations

### Regional Government:

- The Regional Municipality of York
- Town of Newmarket
- City of Vaughan

York Catholic District School Board

York Region District School Board

Southlake Regional Health Centre

Canadian Mental Health Association York Region

Markham Stouffville Hospital

United Way of Toronto and York Region

York Regional Police

360° Kids

CHATS – Community & Home Assistance to Seniors

IBM Canada

TD Bank

ventureLAB

Seneca College

York University

Centre for Immigrant and Community Services

(CICS), representing the Welcome Centre Immigrant Services

Human Endeavour

YMCA Greater Toronto

## Community Leaders

Habitat for Humanity

Community Development Leaders

Counsel Public Affairs

Canadian Observatory on

Homelessness/Homeless Hub

Mosaic Interfaith Out of the Cold

## Government Advisors and Resources

Ontario Ministry of Advanced Education and Skills Development

Central Local Health Integration Network

Canada Mortgage and Housing Corporation

City of Markham

Toronto and Region Conservation Authority

Ontario Trillium Foundation

Greater Toronto Apartment Association

To learn more about the Board and its work visit:

**[York.ca/HSPB](http://York.ca/HSPB)**  
**[York.ca/MakeRentalHappen](http://York.ca/MakeRentalHappen)**

For more information please contact:

**The Regional Municipality of York**  
Community and Health Services Department  
Strategies and Partnerships Branch  
17250 Yonge Street, 2nd Floor  
Newmarket, ON L3Y 6Z1

1-877-464-9675 ext. 72103 | [HSPB@york.ca](mailto:HSPB@york.ca)

Accessible formats or communication supports are available upon request.





# Human Services Planning Board of York Region 2016 to 2018 Action Plan

Presentation to  
**Committee of the Whole**

**Lisa Gonsalves**, Director of Strategies and Partnerships

January 19, 2017

# The Human Services Planning Board (HSPB)

Innovation...Partnerships...Collaboration...Solutions



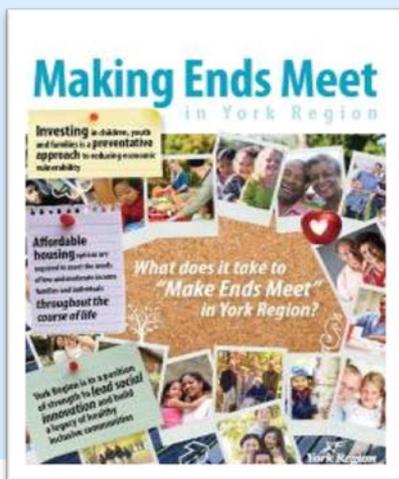
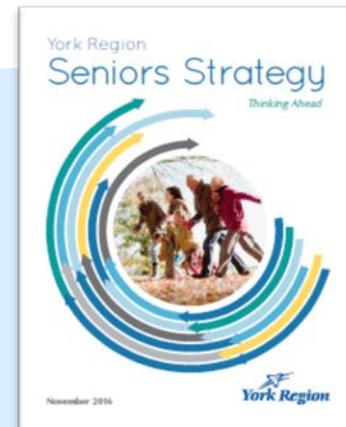
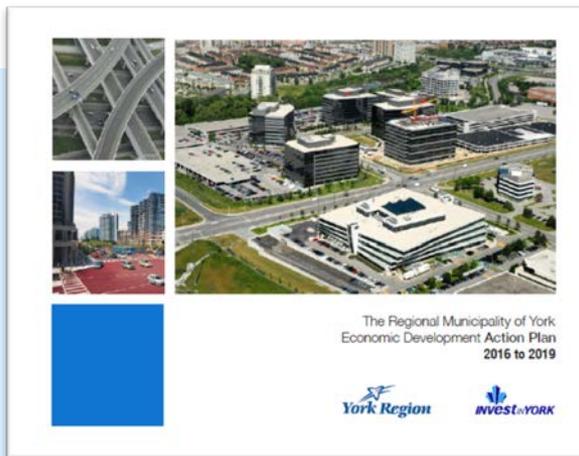
**SOUTHLAKE**  
REGIONAL HEALTH CENTRE



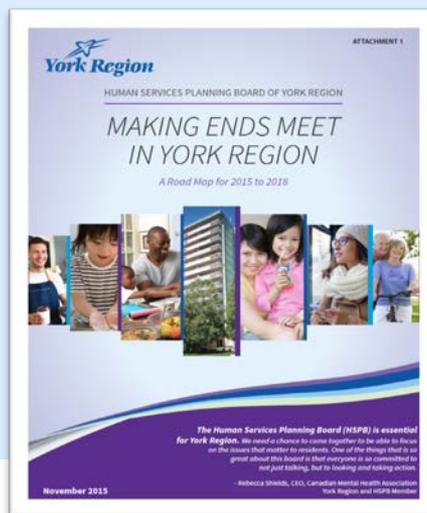
Building in  
Brampton, Caledon,  
Toronto & York Region



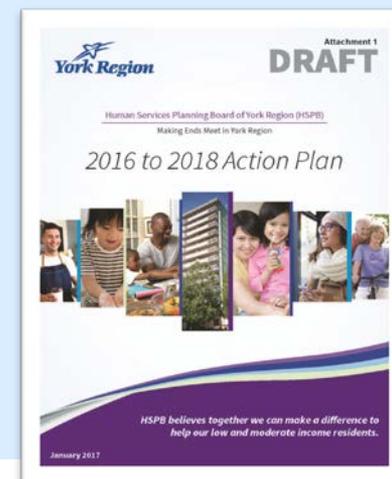
# Making Ends Meet in York Region



May 2011



November 2015

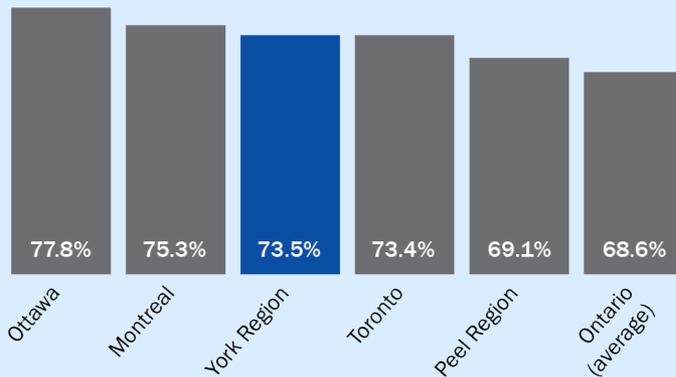


January 2017

# Making Ends Meet in York Region

Progressive employment opportunities in a changing economy

Percentage of Population with Postsecondary Education aged 25-64 in the work force



Source: Statistics Canada, National Household Survey, 2011

Annual Unemployment Rates



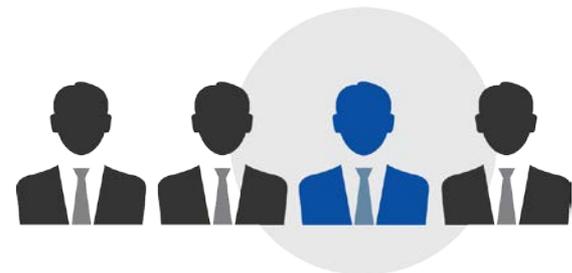
Source: Statistics Canada, Labour Force Survey, Custom Tabulation



## UNDEREMPLOYMENT

One third of low and moderate income working age residents with post-secondary education work in low skilled jobs

Source: Statistics Canada, 2011 NHS, Custom Tabulation



## PRECARIOUS EMPLOYMENT

Almost 1 in 4 residents are precariously employed (includes Toronto and York Region)

Source: Statistics Canada, Labour Force Survey, Custom Tabulation

# How Does This Impact Our Residents?



**Mental Health**



**Household Well-being**



**Community Participation**



**Childcare**



**Training and Career Advancement**

# 2016 to 2018 Road to Success

## Theme Areas of Progressive Employment

1

**EXPLORE** new workforce development strategies



2

**BUILD** and showcase a business case for employers outlining the benefits of progressive employment

News • GTA

### Uniting unemployed youths with the trades

Community Benefits Agreements provide much-needed jobs

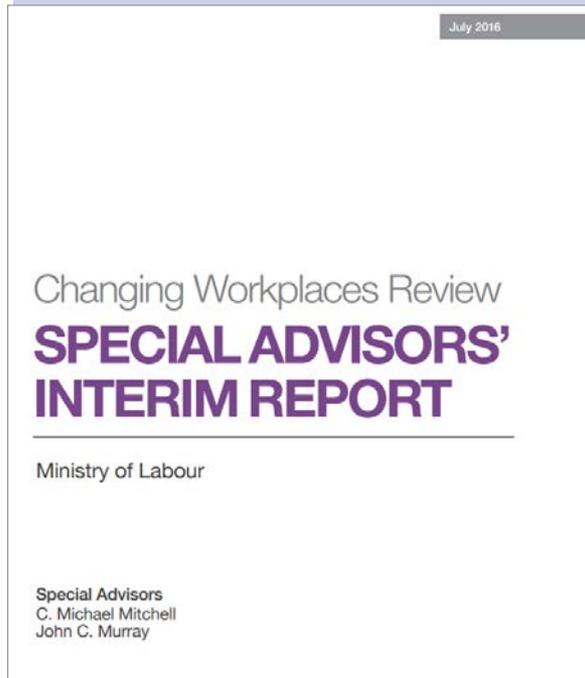


# 2016 to 2018 Road to Success

## Theme Areas of Progressive Employment

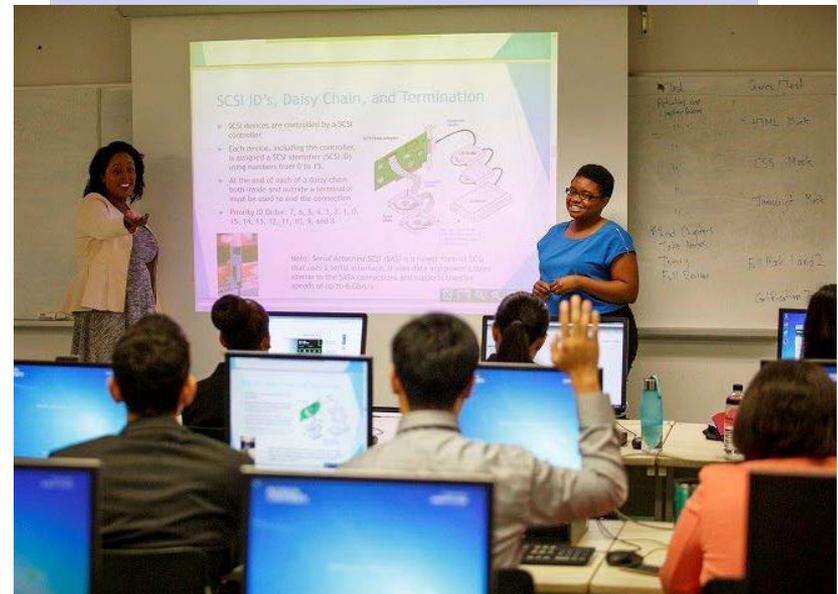
3

**ADVOCATE** for public policy and programming that support progressive employment practices



4

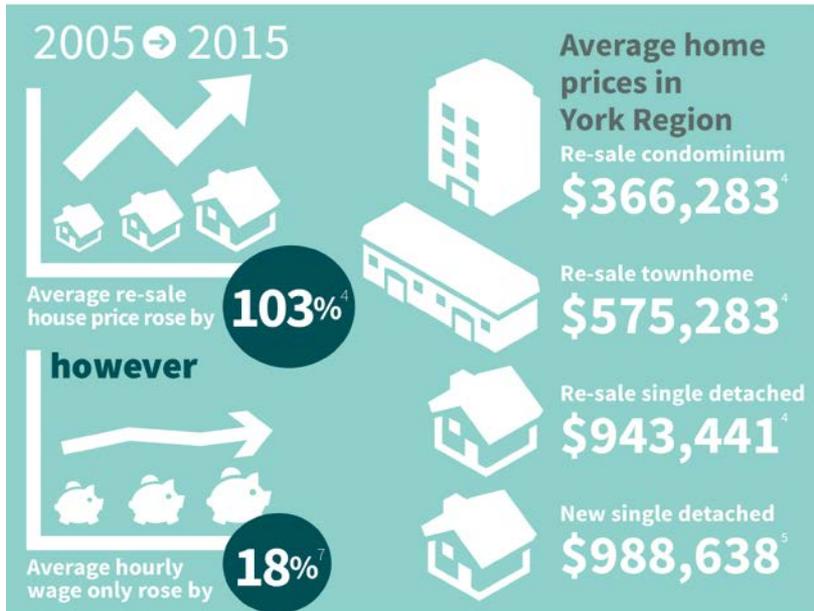
**ENHANCE** services and supports to help residents pursue progressive employment opportunities



# Making Ends Meet in York Region

Housing options that are affordable for everyone in our community

## 2015 Homeowners market



Source: York Region 10-Year Housing Plan, 2015 Progress Report



# Make Rental Happen

Creating the Conditions to Build Private Market Rental Housing



## Building public awareness

- Local symposiums
- Global student challenge
- Social media campaign

## Advocating to all levels of government

## Incentives research

- Ryerson School of Urban and Regional Planning
- GTA Housing Action Lab

## 212 Davis Drive Rental Incentives Pilot

# 2016 to 2018 Road to Success

## Theme Areas of Housing Affordability

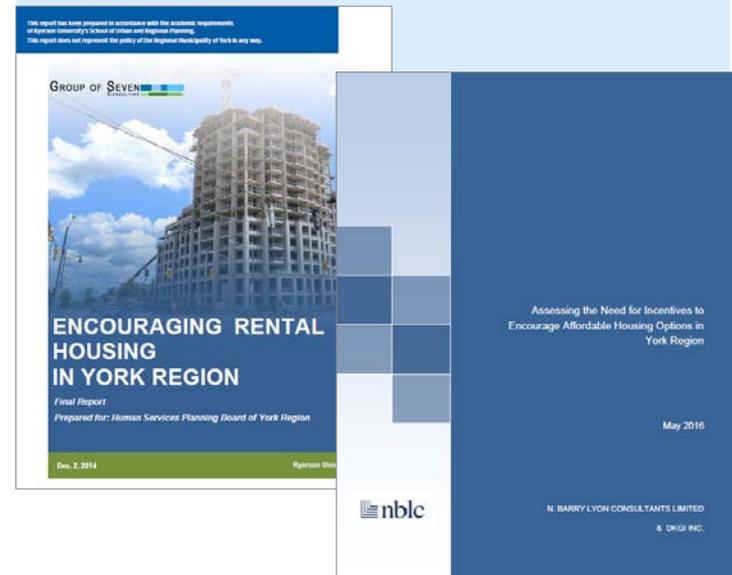
1

**DEVELOP** strategies that encourage more housing affordability options



2

**IDENTIFY** programs and tools that provide incentives to increase the private market rental housing supply

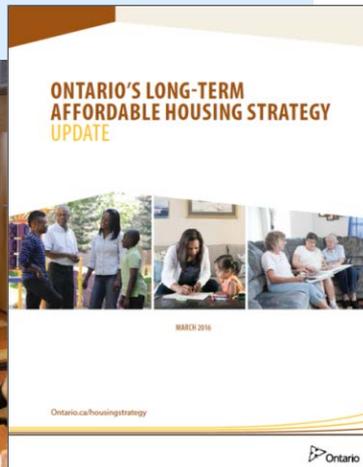


# 2016 to 2018 Road to Success

## Theme Areas of Housing Affordability

3

**ADVOCATE** for funding, policies and programs that support housing affordability options



**The Honourable Jean-Yves Duclos**, Minister of Families, Children and Social Development and Canada Mortgage and Housing Corporation

4

**ENHANCE** services and supports to help residents access affordable housing options



# Next Steps for HSPB

- Seek approval to implement the HSPB 2016 to 2018 Action Plan
- Host an employment learning forum
- Research:
  - Community Benefit Agreements
  - Progressive employment data
  - Cost of inaction in housing
- Continue advocacy to senior levels of government





Toronto and Region  
**Conservation**  
for The Living City

January 12, 2017

Sent via email

York Region of Council  
c/o Mr. Christopher Raynor  
Deputy Regional Clerk,  
Regional Municipality of York  
17250 Yonge Street  
P.O. Box 147  
Newmarket, ON L3Y 6Z1

Dear Mr. Raynor:

At Authority Meeting #10/16, of Toronto and Region Conservation Authority (TRCA), held on January 06, 2017, Resolution #A201/16 in regard to Human Services Planning Board was approved as follows:

*WHEREAS Toronto and Region Conservation Authority (TRCA) has been appointed as a Government Advisor/Resource Member of the Human Services Planning Board of York Region for the 2015 – 2018 term of York Region Council;*

*AND WHEREAS member organizations of the Human Services Planning Board of York Region are requested to develop and endorse an action plan in support of the priority areas of the Human Services Planning Board of York Region;*

*THEREFORE LET IT BE RESOLVED THAT TRCA's 2017 – 2018 Action Plan in support of York Region's Human Services Planning Board be endorsed;*

*AND FURTHER THAT York Region Council be so advised.*

Enclosed for your information and any action deemed necessary is the report as approved by the Authority. If you have any questions or require additional information, please contact Darryl Gray at 416-791-0327, [dgray@trca.on.ca](mailto:dgray@trca.on.ca).

Sincerely

A handwritten signature in black ink that reads "Kathy Stranks". The signature is written in a cursive, flowing style.

Kathy Stranks  
Senior Manager, Corporate Secretariat

cc. Darryl Gray, Director, Education, Training and Outreach, TRCA

/Encl.

**RES.#A201/16** -

**HUMAN SERVICES PLANNING BOARD**

2017 – 2018 Action Plan. Endorsement of Toronto and Region Conservation Authority's 2017 – 2018 Action Plan for York Region's Human Services Planning Board.

Moved by: Jim Tovey  
Seconded by: Jim Karygiannis

**WHEREAS Toronto and Region Conservation Authority (TRCA) has been appointed as a Government Advisor/Resource Member of the Human Services Planning Board of York Region for the 2015 – 2018 term of York Region Council;**

**AND WHEREAS member organizations of the Human Services Planning Board of York Region are requested to develop and endorse an action plan in support of the priority areas of the Human Services Planning Board of York Region;**

**THEREFORE LET IT BE RESOLVED THAT TRCA's 2017 – 2018 Action Plan in support of York Region's Human Services Planning Board be endorsed;**

**AND FURTHER THAT York Region Council be so advised.**

**CARRIED**

**BACKGROUND**

The Human Services Planning Board of York Region (HSPB-YR) was established in 2012 by York Region Council to bring together leaders in the human services field from across York Region to identify innovative approaches to improving the health and well-being of communities and residents. The HSPB-YR is comprised of a wide range of social and community service agencies from across York Region including municipalities, school boards, universities, colleges, housing providers, social service providers and others. In 2015 TRCA was invited to participate on the HSPB-YR as a Government Advisor/Resource Member.

The HSPB-YR has identified specific challenges and opportunities facing York Region over the coming 25 years, including:

- Sustained rapid population growth;
- An increasingly diverse population in terms of ethno-cultural, age and socio-economic profile;
- Increasing urban intensification;
- Continued under-funding by senior levels of government in the areas of health care and social services.

With this in mind, the HSPB-YR has developed two core areas of focus that require collective action to ensure that York Region remains an equitable, accessible and inclusive region to reside:

- Increasing availability and affordability of housing;
- Improving the economic and social well-being of community members.

It is around these two core priority areas that member organizations of the HSPB-YR are developing organization-specific action plans that outline the activities that each member organization is undertaking that support the objectives of the HSPB-YR.

## **RATIONALE**

With the addition of TRCA to the HSPB-YR, new opportunities for innovative partnerships that support TRCA's strategic objectives as outlined in the 2013-2022 strategic plan Building The Living City have emerged. Early successes include the partnership with 360°kids for the restoration and adaptation of TRCA's heritage residential property at 17 Mill Street in Markham into a transition house for young people moving out of foster care, and new partnerships with CHATS to provide programming that supports improved access to TRCA facilities and greenspace systems for seniors living in York Region.

As part of TRCA's membership on the HSPB-YR, and to provide strategic guidance for the realization of new partnership opportunities through this network, a 2017 – 2018 Action Plan for TRCA's involvement in the HSPB-YR has been established (Attachment 1).

## **FINANCIAL DETAILS**

Action areas identified in TRCA's HSPB-YR Action Plan are either already currently funded through TRCA operating and capital budgets, or would only proceed with the securement of program or project specific funding.

**Report prepared by: Darryl Gray, extension (416) 791-0327**

**Emails: [dgray@trca.on.ca](mailto:dgray@trca.on.ca)**

**For Information contact: Darryl Gray, extension (416) 791-0327**

**Emails: [dgray@trca.on.ca](mailto:dgray@trca.on.ca)**

**Date: December 12, 2016**

**Attachments: 1**

**Attachment 1**

Human Services Planning Board of York Region  
 Toronto and Region Conservation Action Items 2017 – 2018

HOUSING ACTIONS	PARTNERS
<p>Canada’s Innovation Park at Kortright/Sustainable Technologies Evaluation Program (STEP)                      Designed to advance building practices in support of climate change and sustainability outcomes through technology research, commercialization and knowledge transfer, Canada’s Innovation Park/STEP can support improved rental outcomes by providing expertise on best practices related to building construction and retrofits that enhances the affordability, sustainability and durability of the single- and multi-unit rental market.</p>	<ul style="list-style-type: none"> <li>• Region of York</li> <li>• 360°Kids</li> <li>• Trades Associations</li> <li>• Economic Development/Boards of Trades</li> <li>• Private Developers</li> <li>• Colleges and Universities</li> </ul>
<p>Support the development of complete, sustainable communities                      The Living City Policies are TRCA’s guiding document that support the creation of complete communities and reflect TRCA’s goal of building a sustainable city region. A key area of focus within The Living City Policies is improved integration of natural systems and greenspace into the urban environment to maximize community and ecological outcomes, and ensure equitable access to greenspace for all segments of the community.</p>	<ul style="list-style-type: none"> <li>• Province of Ontario</li> <li>• Region of York</li> <li>• Local municipalities</li> <li>• Development Industry</li> </ul>
<p>Leverage the value of TRCA’s rental housing stock to maximize community development outcomes                      TRCA has a rental portfolio of 19 single family homes across the Region of York. The goal of this action is to maximize the value of these rental assets to ensure best value from housing affordability, financial sustainability, accessibility, and green building perspectives. Options include:</p> <ul style="list-style-type: none"> <li>• Development of extended youth transitional housing programs within appropriate and suitable TRCA rental units (currently piloting this with 360°Kids at 17 Mill Street in Markham)</li> <li>• Examine establishing a not-for-profit social housing enterprise to manage TRCA’s housing stock, find opportunity for at risk segments of the population for employment, including social enterprises for the maintenance and operation of components of the rental portfolio such as 360°kids.</li> </ul>	<ul style="list-style-type: none"> <li>• 360°Kids</li> <li>• Region of York</li> <li>• Housing York Inc.</li> <li>• Learning Enrichment Foundation</li> </ul>

<p><b>Sustainable Neighbourhood Retrofit Action Plans (SNAPs)</b>  Integrate programs and services into TRCA’s Sustainable Neighbourhood programs in the Bayview Glen and Lake Wilcox communities that identify and target opportunities to improve the quality of all communities, including the rental inventory, as well as the integration of alternate rental types into the existing housing stock, including room rentals in homes with older adults, etc.</p>	<ul style="list-style-type: none"> <li>• Region of York</li> <li>• Local Municipalities</li> <li>• Homeowners Associations</li> <li>• Community Groups</li> <li>• Homeowners</li> <li>• Housing York Inc.</li> <li>• Housing Co-Ops</li> </ul>
<p><b>Age-Friendly Programs and Services</b>  Canada’s population is aging and as the percentage of older adults increases, the needs of our communities will continue to diversify and shift in response. Demographic data shows that the number of persons in York Region over the age of 55 will rise to more than 20% of the population, presenting a unique set of opportunities and challenges to TRCA and the communities we serve. To address this, TRCA has developed an Older Adults and Seniors Work Plan this identifies and acts on new opportunities to support this growing segment of our population. This Work Plan focuses on two specific areas:</p> <ul style="list-style-type: none"> <li>• Helping older adults and seniors thrive through programs that support improved community and social inclusion and belonging;</li> <li>• Promoting healthy, active aging through natural fitness and wellness activities.</li> </ul> <p>Programs and services that support these key areas are delivered in the community and at TRCA community engagement centres and conservation parks, and leverage existing resources, while sourcing new partnerships and funding opportunities to maximize program investment in this area.</p>	<ul style="list-style-type: none"> <li>• CHATS York Region</li> <li>• Local Municipalities</li> <li>• Seniors/Retirement Housing Providers</li> </ul>
<b>EMPLOYMENT ACTIONS</b>	<b>PARTNERS</b>
<p><b>Bridge training for internationally trained professionals</b>  TRCA’s Professional Access into Employment (PAIE) program supports integration of internationally trained professionals into the environmental services sector.</p>	<p>Employers</p> <ul style="list-style-type: none"> <li>• Municipalities</li> <li>• Consulting Firms</li> <li>• Others</li> </ul> <p>Settlement Agencies</p>
<p><b>Employer engagement – strategies for recruitment and retention</b>  TRCA is undertaking a research and development program to support employers in the recruitment and retention of highly skilled internationally trained professionals. This program includes the development and provisions of tools and resources that will better equip employers to respond to changing labour market forces and demands through the employment of new Canadians.</p>	<p>Employers</p> <ul style="list-style-type: none"> <li>• Municipalities</li> <li>• Consulting Firms</li> <li>• Others</li> </ul> <p>Settlement Agencies</p>

<p><b>Youth Employment and Training</b>  TRCA employs approximately 500 summer students and seasonal contract positions. By identifying opportunities to employ at-risk or under-employed segments of the population in key TRCA workforces, TRCA can leverage our experience as a leading employer youth and young adults, while integrating advanced training and mentorship opportunities to improve economic and employment outcomes for vulnerable segments of our population.</p>	<ul style="list-style-type: none"> <li>• Job Connect/Employment Ontario</li> <li>• GTTI – The Training Centre</li> <li>• United Way</li> </ul>
<p><b>Social Enterprise Development and Social Impact Procurement</b></p> <ul style="list-style-type: none"> <li>• Develop in-house social enterprises that support TRCA’s vision for The Living City and stated goals and outcomes of the Human Services Planning Board of York Region;</li> <li>• Utilize TRCA assets (physical - buildings/land, professional and economic/budgetary) to support the creation of social enterprises within the communities we serve, including community-led program and service enterprises that operate out of TRCA facilities and spaces (ie. fitness, arts or recreation programs, camps;</li> <li>• Support and/or partner with existing social enterprise start-ups that align with TRCA’s vision, as above (physical, professional, economic) and provide specific services or workforce needs.</li> </ul>	<ul style="list-style-type: none"> <li>• Learning Enrichment Foundation</li> <li>• GTTI – The Training Centre</li> </ul>
<p><b>Family and Youth-oriented Recreation Programs</b>  Strong physical literacy skills are foundational to long-term health and wellness. Organized recreation programs play an important role in developing these skills among children and youth to build healthy lifelong habits from a young age. Yet, these types of programs can be unaffordable for many families. With the objective of reducing financial barriers to participation, TRCA piloted a collaborative program model in sports and recreation programming at its Bruce’s Mill Conservation Area during the 2016 summer season. This program engaged kids from throughout York Region to visit the conservation area with their families and take advantage of a unique variety of fun, affordable activities—from soccer and yoga to BMX biking and treetop adventure games. With excellent feedback from participants, TRCA will be exploring how to enhance this community focused model in 2017-18 through new partnerships, program options and engagement strategies.</p>	<ul style="list-style-type: none"> <li>• Province of Ontario</li> <li>• Treetop Trekking</li> <li>• Stouffville BMX</li> <li>• Local Health and Wellness Businesses</li> <li>• Local Sports and Recreation Businesses</li> </ul>