



Poverty Reduction Strategy for the City of Kawartha Lakes and County of Haliburton: Employment and Education Action Plan

November 2015



County of Haliburton

The June 30, 2012 Poverty Reduction Strategy report for the City and County presented background information and a description of local needs. Based on this report and recognizing the cost of poverty is serious and rising, City and County Councils requested the development of a Poverty Reduction Strategy.

The Poverty Reduction Strategy was developed by the Poverty Reduction Strategy Steering Committee. All action plans are based on findings from extensive community consultations, local research and an assessment of literature on best practices for reducing poverty.

Employment and Education Action Plan

The share of minimum wage jobs in Ontario is growing. In 2014, 11.9% of workers earned minimum wage compared to 2.4% in 1997.

Source: A Higher Standard. The case for holding low-wage employers in Ontario to a higher standard. June 2015
https://www.policyalternatives.ca/sites/default/files/uploads/publications/Ontario%20Office/2015/06/Higher_Standard.pdf

Employment, education and income are intricately linked. Education “increases opportunities for job and income security, and job satisfaction.”¹ A community whose residents have the education and necessary skills to meet the current, future and emerging labour force needs is critical to poverty reduction and elimination.

Communities with strong economic foundations, which includes having a diversity of innovative businesses and industries that provide full-time year round employment opportunities that pay a living wage, is a fundamental community asset. Good employment increases the likelihood that people will have a good standard of living to enable them to meet their basic needs of housing, food, clothing, and other essentials. Having an adequate income enables residents to contribute optimally to the economy and improves the tax base so that the City of Kawartha Lake and the County of Haliburton can provide the services residents’ need.

¹ What Makes Canadians Healthy or Unhealthy. Public Health Agency of Canada.
<http://www.phac-aspc.gc.ca/ph-sp/determinants/determinants-eng.php>

Changes in the nature of employment have led to the growth of precarious employment where people are employed in menial, unstable, low paying jobs or employed in jobs that provide insufficient or irregular hours of work.

Moving forward to address employment effectively in the City of Kawartha Lakes and Haliburton County will require several interrelated plans and strategies. Economic development and job creation and employment strategies that focus on creating permanent, year round, well-paying jobs need to be developed on a priority basis.

There is a clear and persistent connection between employment and level of education. According to Statistics Canada, 82% of the population in Canada with a college or university credential was employed, compared with 55% of people with less than high school education.²

In 2010, 92.6% of new employment opportunities for adults over age 25 in Ontario required post-secondary education.

Source: Ontario Ministry of Training, Colleges and Universities

The responsibility for most of the recommendations lies with the City and County as they will determine the extent of action and in most cases co-ordinate action. The specific departments or individuals that may participate will need to be identified through appropriate processes. The shared responsibility of individuals, community agencies and other levels of government in poverty reduction was a common theme through the development of the initial strategy report and this Action Plan and their contributions and support for all initiatives will be equally vital to the success of this plan.

These recommendations are presented to the Councils of the City of Kawartha Lakes and the County of Haliburton as part of the overall Poverty Reduction Strategy.

² Statistics Canada. Education Indicators in Canada: Fact Sheets. February 2012.
<http://www.statcan.gc.ca/pub/81-599-x/81-599-x2012008-eng.htm>

Employment and Education Action Plan Recommendations	Primary role or responsibility?			
	Municipal	Provincial	Federal	Community
1. Identify current, emerging and future business opportunities and associated labour force needs.	●			●
2. Collaborate with community stakeholders to develop a workforce development and training program based on the identified labour force needs.	●			●
3. Develop and implement strategies that target business and industry retention, expansion, attraction and new business/entrepreneurial development that provide sustainable employment that pays a living wage.	●			●
4. Implement a plan that includes the development and improvement of the necessary infrastructure required to meet the current and forecasted business, employment and educational needs including broadband communication services, transportation, and social infrastructure needs.	●	●	●	●
5. Address the barriers to employment and to continuing education & job skills training opportunities such as childcare, transportation and housing needs.	●			●
6. Increase job & life skill readiness programs and employment supports for Ontario Works (OW) and Ontario Disability Support Program (ODSP) recipients.	●	●		