

DNSSAB Strategic Plan 2011-2014

Welcome!

**Employment &
Income
Assistance
Partner Forum;
February 28
2011**

2011- 2014



This Presentation

2011- 2014



What we hope to achieve:
- from the strategic plan
- from today's session

**Strategic planning
process**

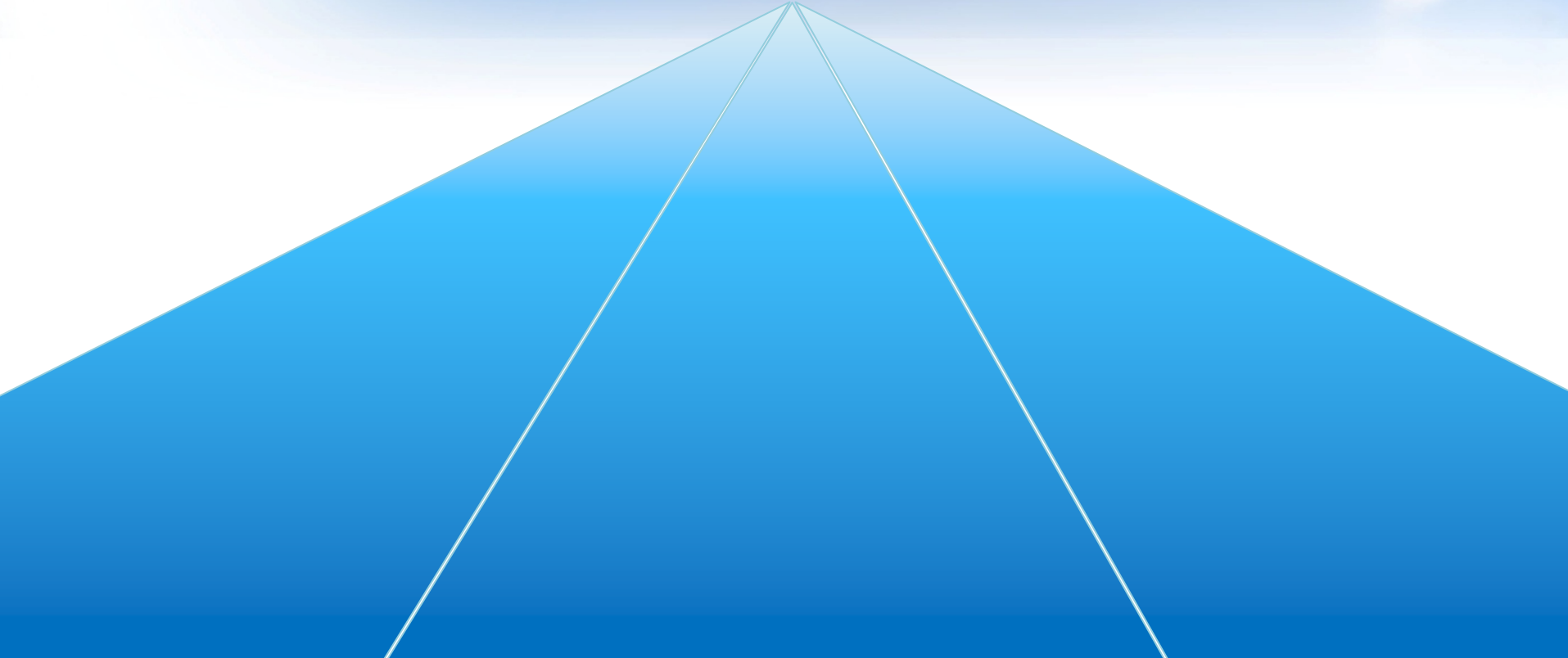
Additional context:
- looking at the crystal
ball /future demographics

Review the day

1) WHAT WE HOPE TO ACHIEVE

Strategic Outcomes 2011-2014

Satisfied Board • Satisfied Clients • Efficient & effective processes • Motivated and engaged workforce



1) WHAT WE HOPE TO ACHIEVE

Strategic Outcomes 2011-2014

Satisfied Board • Satisfied Clients • Efficient & effective processes • Motivated and engaged workforce



Today, we are asking
for your input!

2) DNSSAB STRATEGIC PLANNING PROCESS

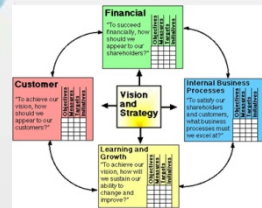
Strategic Outcomes 2011-2014

Revisit our
Mission,
Vision, and
Values



Develop Strategy:

- SWOT
- Stakeholder engagement
- Direction Papers



Implement the Strategy:

- Strategy Maps
- Balanced Scorecard



Align the Strategy:

- Link individual and department workplans – and partners- to targets



Set Targets for
Strategic Measures

3) ADDITIONAL CONTEXT: LOOKING AT THE CRYSTAL BALL

2031



Although our plan is a four- year plan, we are looking 20 years out (where possible) in our main program areas



**3) ADDITIONAL CONTEXT:
LOOKING AT THE CRYSTAL BALL**



What are the needs and service levels going to be in 20 years ?

**3) ADDITIONAL CONTEXT:
LOOKING AT THE CRYSTAL BALL**



**Is there anything we should be
planning for now, to
accommodate the future?**

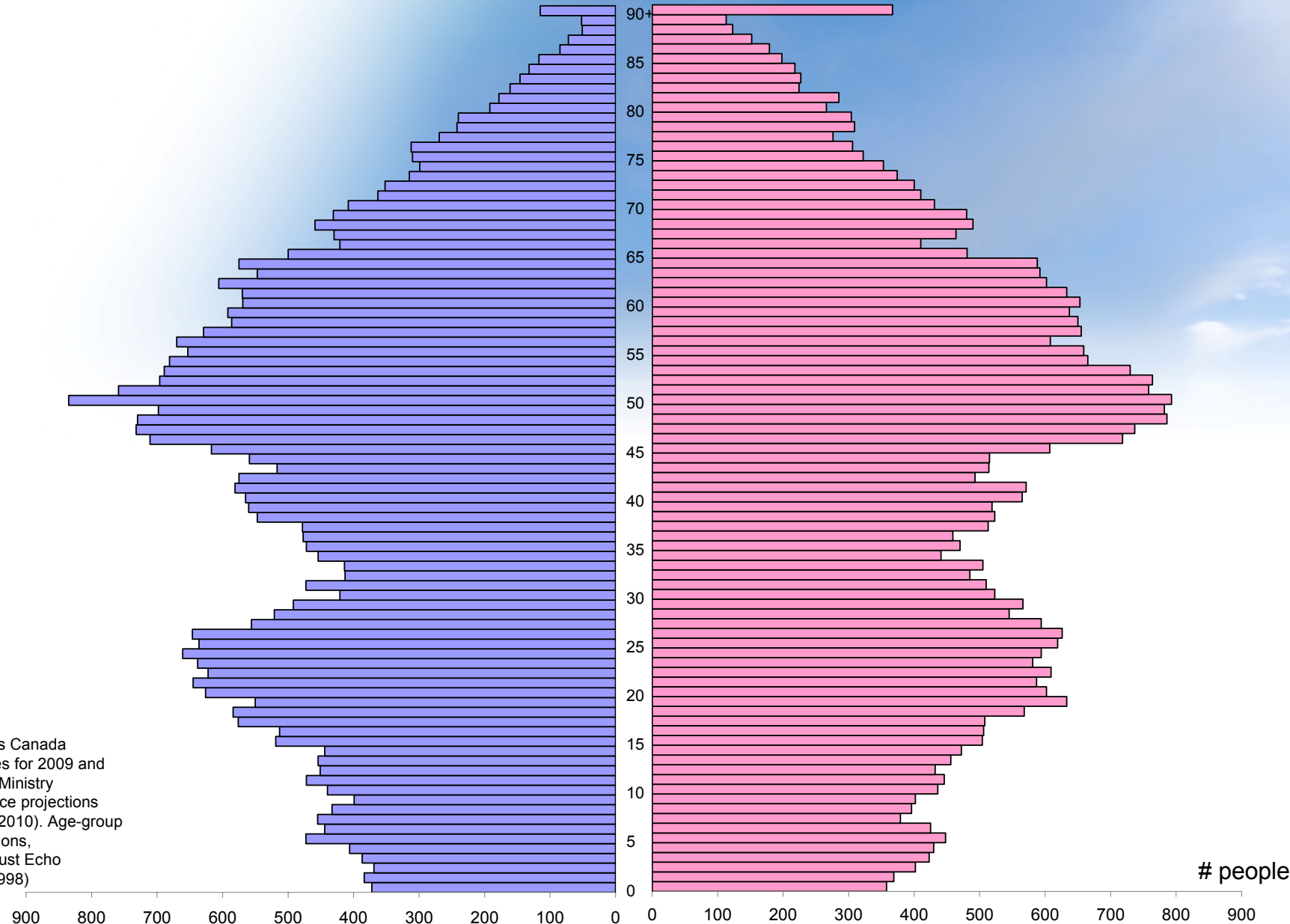
**3) ADDITIONAL CONTEXT:
LOOKING AT THE CRYSTAL BALL**



**Lets start by looking at
population - present & future.....**

Nipissing District Population 2011

By single-year age groups and sex

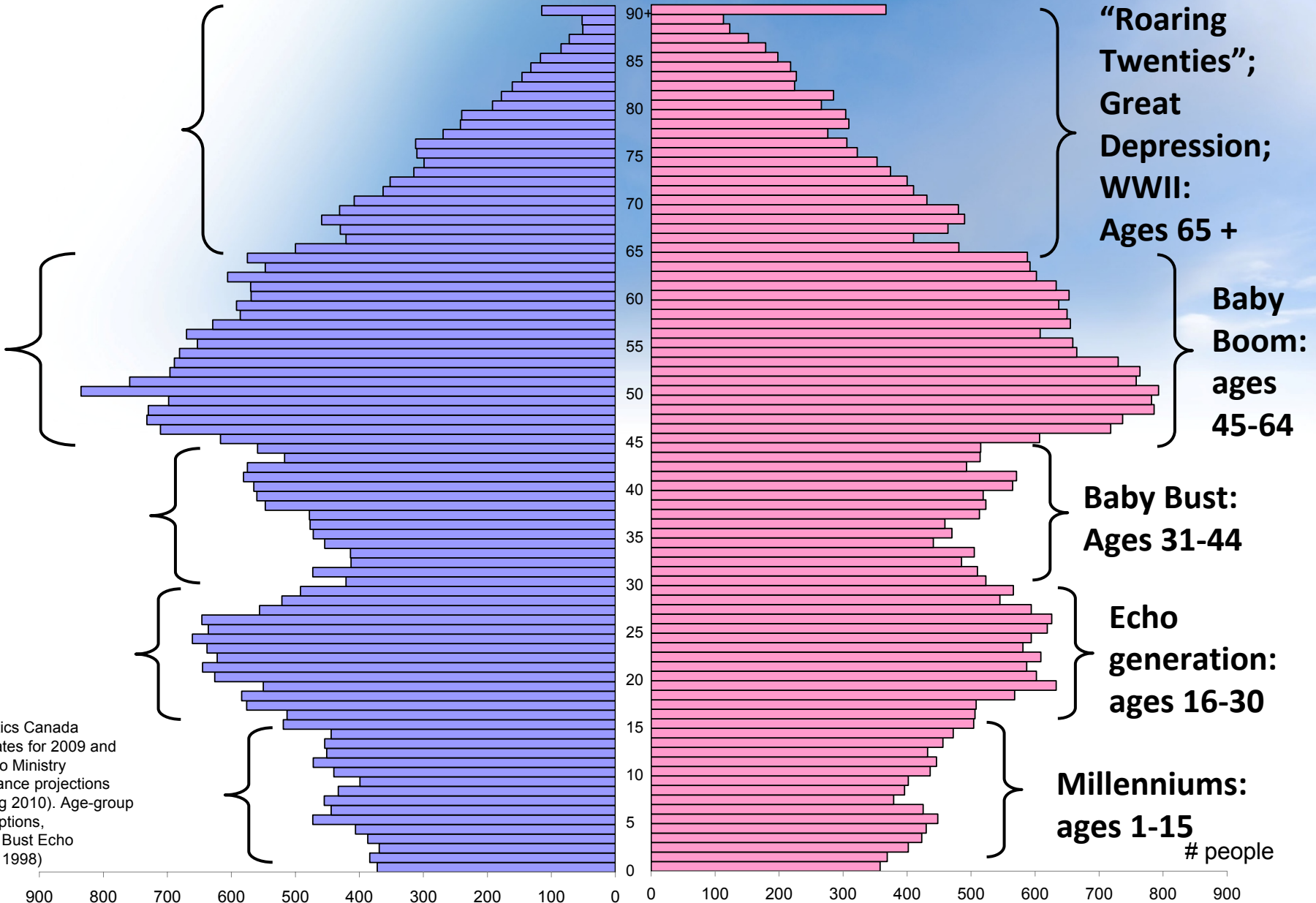


Statistics Canada estimates for 2009 and Ontario Ministry of Finance projections (Spring 2010). Age-group descriptions, Boom Bust Echo (Foot, 1998)

people

Nipissing District Population 2011

By single-year age groups and sex

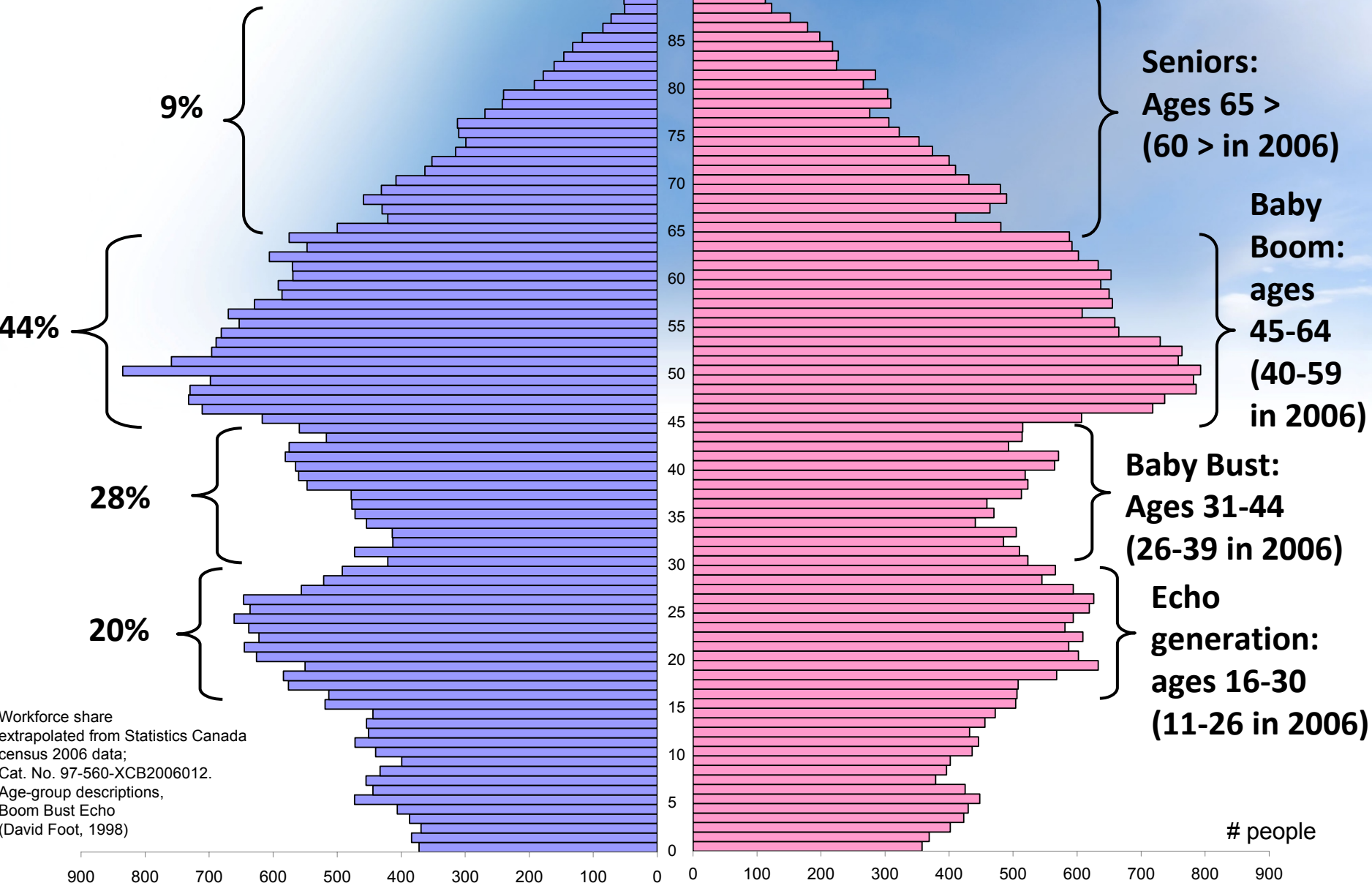


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Nipissing District Population 2011

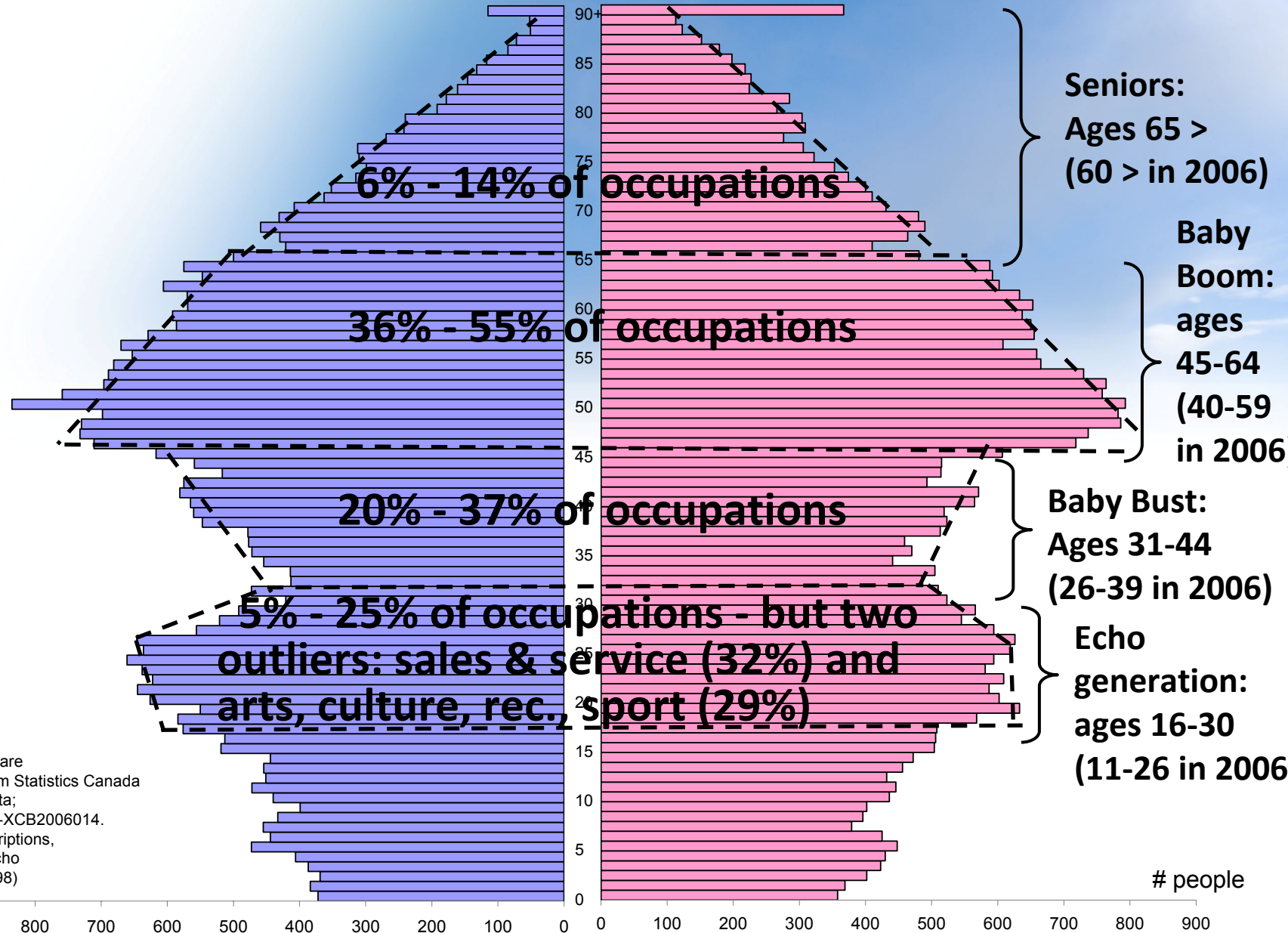
By share of workforce ages 15 years > in 2006



Workforce share extrapolated from Statistics Canada census 2006 data; Cat. No. 97-560-XCB2006012. Age-group descriptions, Boom Bust Echo (David Foot, 1998)

Nipissing District Population 2011

By share of occupations, 2006



Seniors:
Ages 65 >
(60 > in 2006)

Baby Boom:
ages
45-64
(40-59
in 2006)

Baby Bust:
Ages 31-44
(26-39 in 2006)

Echo generation:
ages 16-30
(11-26 in 2006)

6% - 14% of occupations

36% - 55% of occupations

20% - 37% of occupations

5% - 25% of occupations - but two outliers: sales & service (32%) and arts, culture, rec., sport (29%)

people

Occupational share extrapolated from Statistics Canada census 2006 data; Cat. No. 97-560-XCB2006014. Age-group descriptions, Boom Bust & Echo (David Foot, 1998)

Nipissing District Population 2006

by occupation

Occupation (based on NOC)	%
Sales & Service	27.5
Business, Finance, Administration	17.0
Trades, Transport, and Equipment Operators	16.5

Source: Statistics Canada
census 2006;
Cat. No. 97-560-XCB2006014.
Occupations are based on the
National Occupational Classification
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Nipissing District Population 2006

by occupation

Occupation (based on NOC)	%
Sales & Service	27.5
Business, Finance, Administration	17.0
Trades, Transport, and Equipment Operators	16.5
Social Science, Education, Government, Religion	10.0
Management	9.5
Health	6.5

Source: Statistics Canada
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Nipissing District Population 2006

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Social Science, Education, Government, Religion	10.0
Management	9.5
Health	6.5
Natural and Applied Sciences; Related Occupations	4.5
Processing, Manufacturing, Utilities	3.5
Primary Industry	3.0
Art, Culture, Recreation, Sport	1.5

Source: Statistics Canada
census 2006;
Cat. No. 97-560-XCB2006014.
Occupations are based on the
National Occupational Classification
(NOC), 2006.

Nipissing District Population 2006

by occupation and education: post-secondary (PS) / no post-secondary (NPS)

Occupation (based on NOC)	%	PS	NPS
Sales & Service	27.5	40.0	60.0
Business, Finance, Administration	17.0	60.0	40.0
Trades, Transport, and Equipment Operators	16.5	55.0	45.0

Nipissing District Population 2006

by occupation and education: post-secondary (PS) / no post-secondary (NPS)

Occupation (based on NOC)	%	PS	NPS
Sales & Service	27.5	40.0	60.0
Business, Finance, Administration	17.0	60.0	40.0
Trades, Transport, and Equipment Operators	16.5	55.0	45.0
Social Science, Education, Government, Religion	10.0	87.0	13.0
Management	9.5	63.0	37.0
Health	6.5	95.0	5.0

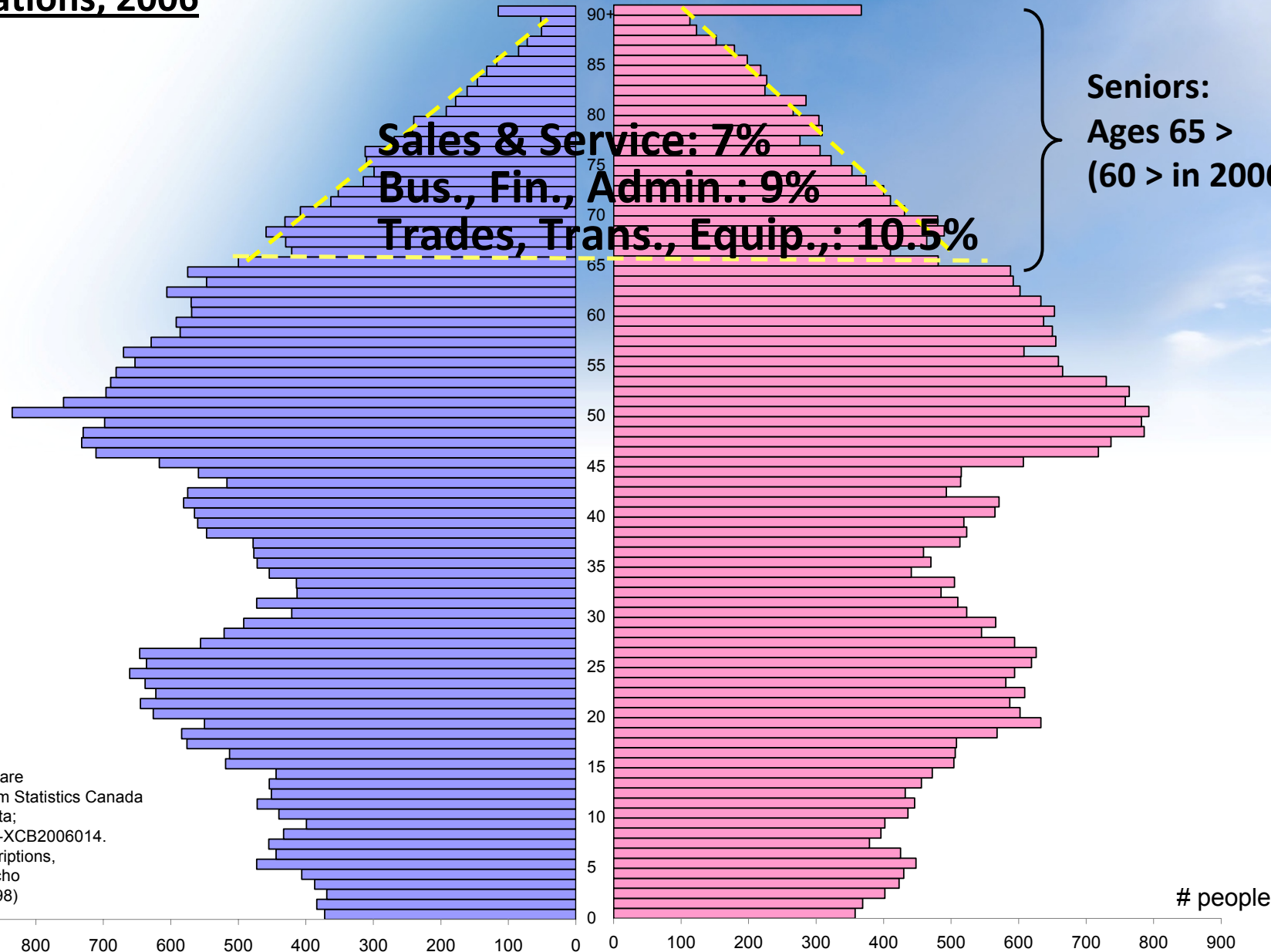
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Management	9.5	63.0	37.0
Health	6.5	95.0	5.0
Natural and Applied Sciences, Related Occup.	4.5	85.0	15.0
Processing, Manufacturing, Utilities	3.5	36.0	64.0
Primary Industry	3.0	34.0	66.0
Art, Culture, Recreation, Sport	1.5	70.0	30.0

Nipissing District Population 2011

By share of top three occupations, 2006

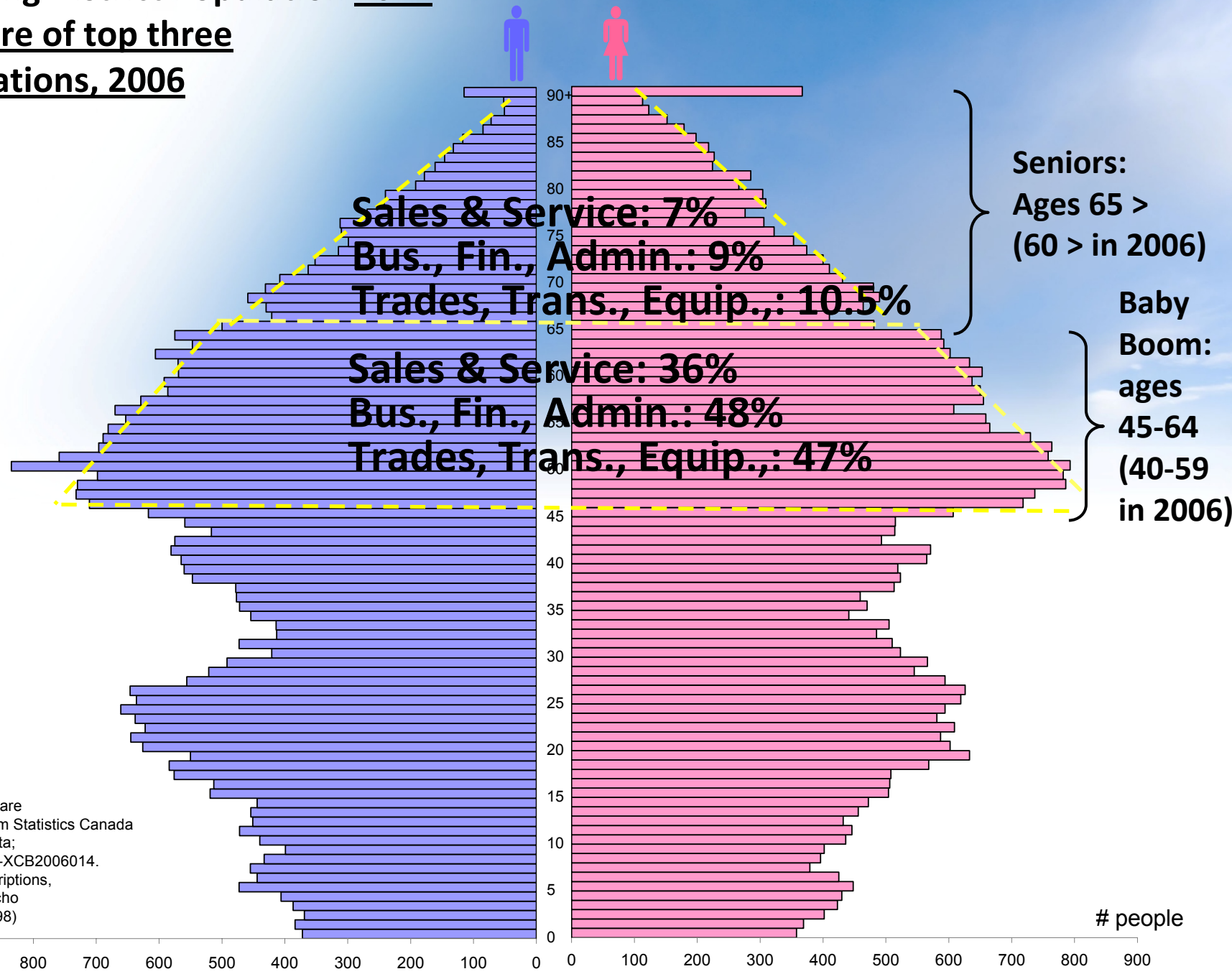


Occupational share
extrapolated from Statistics Canada
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Age-group descriptions,
Boom Bust & Echo
(David Foot, 1998)

people

Nipissing District Population 2011

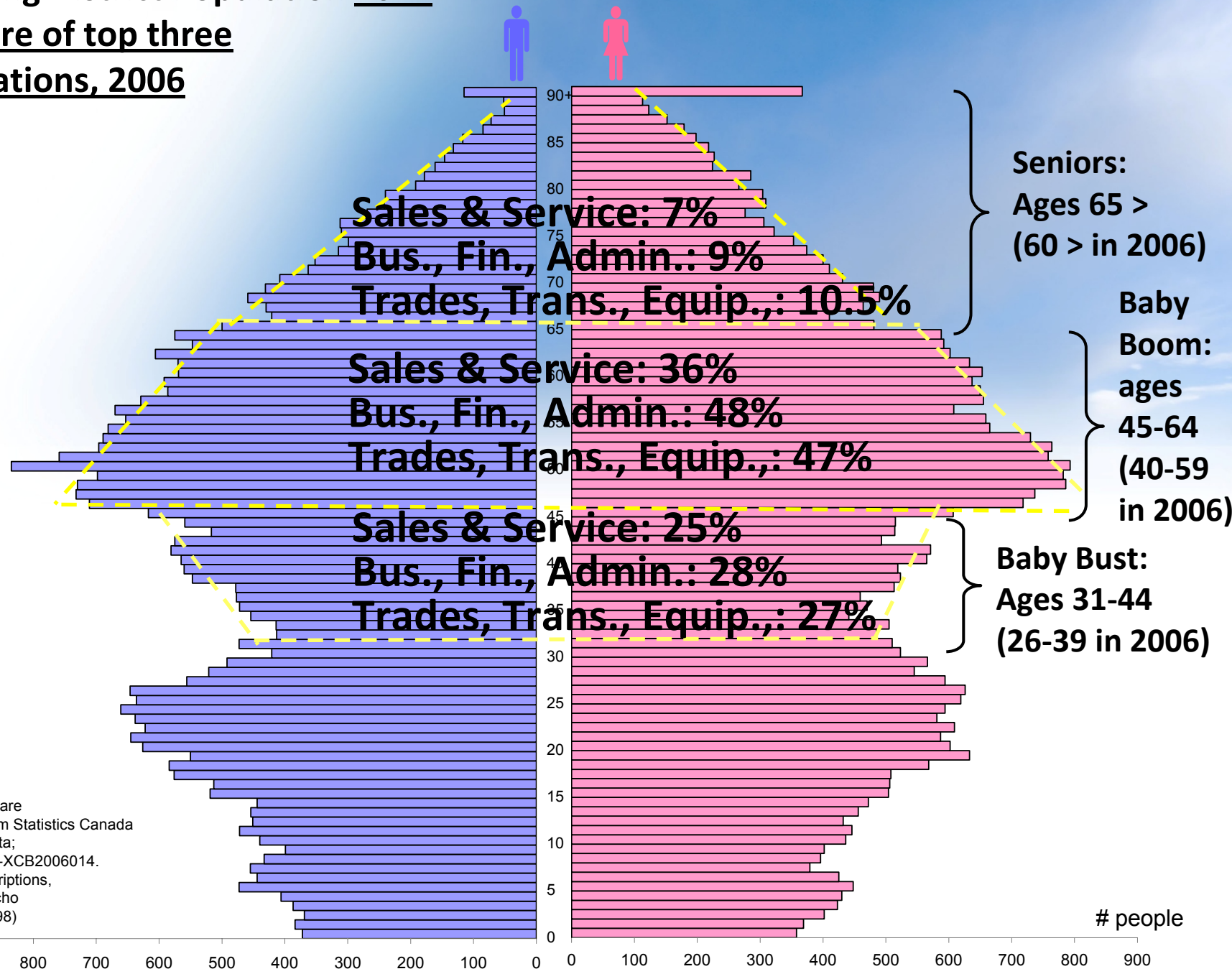
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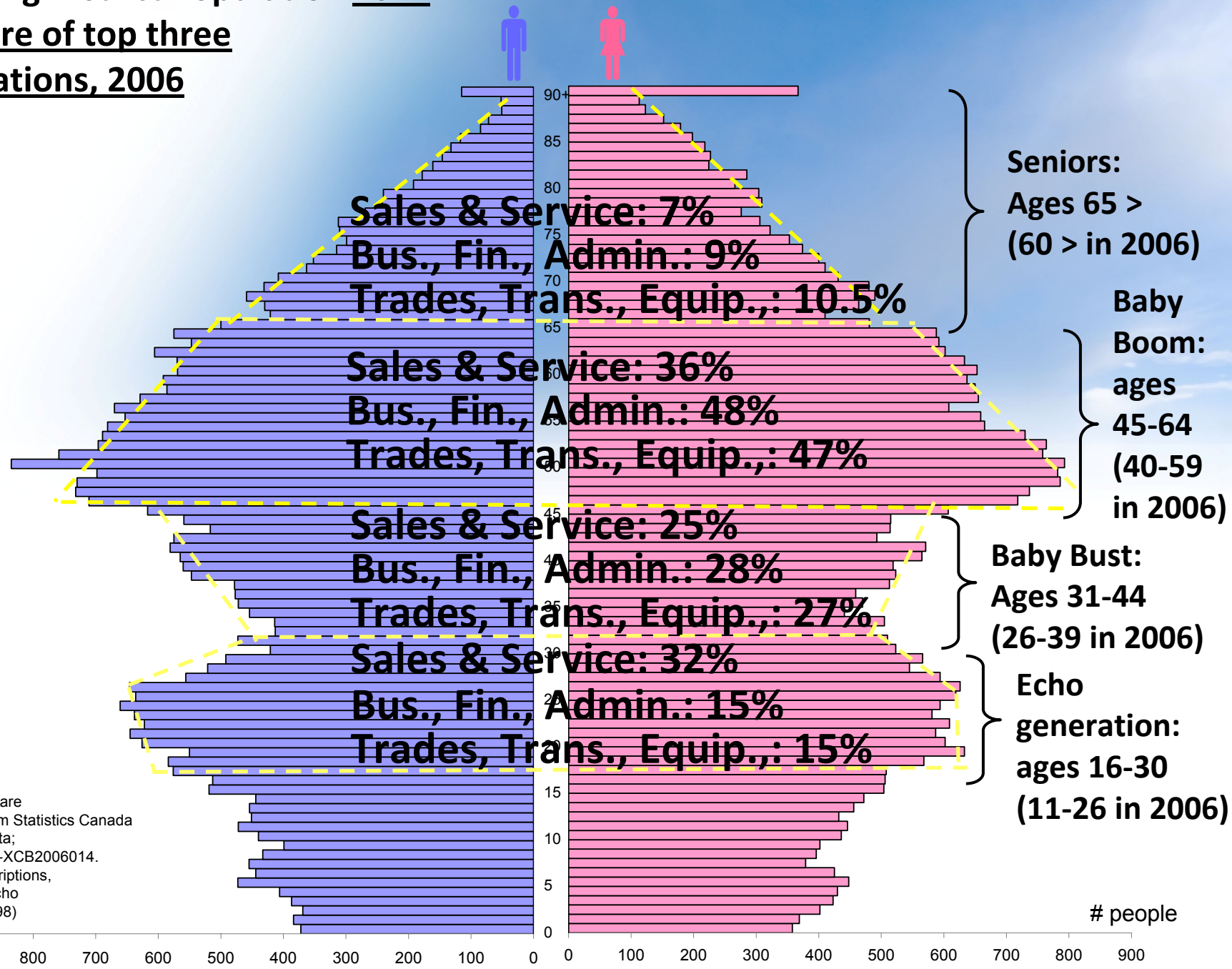


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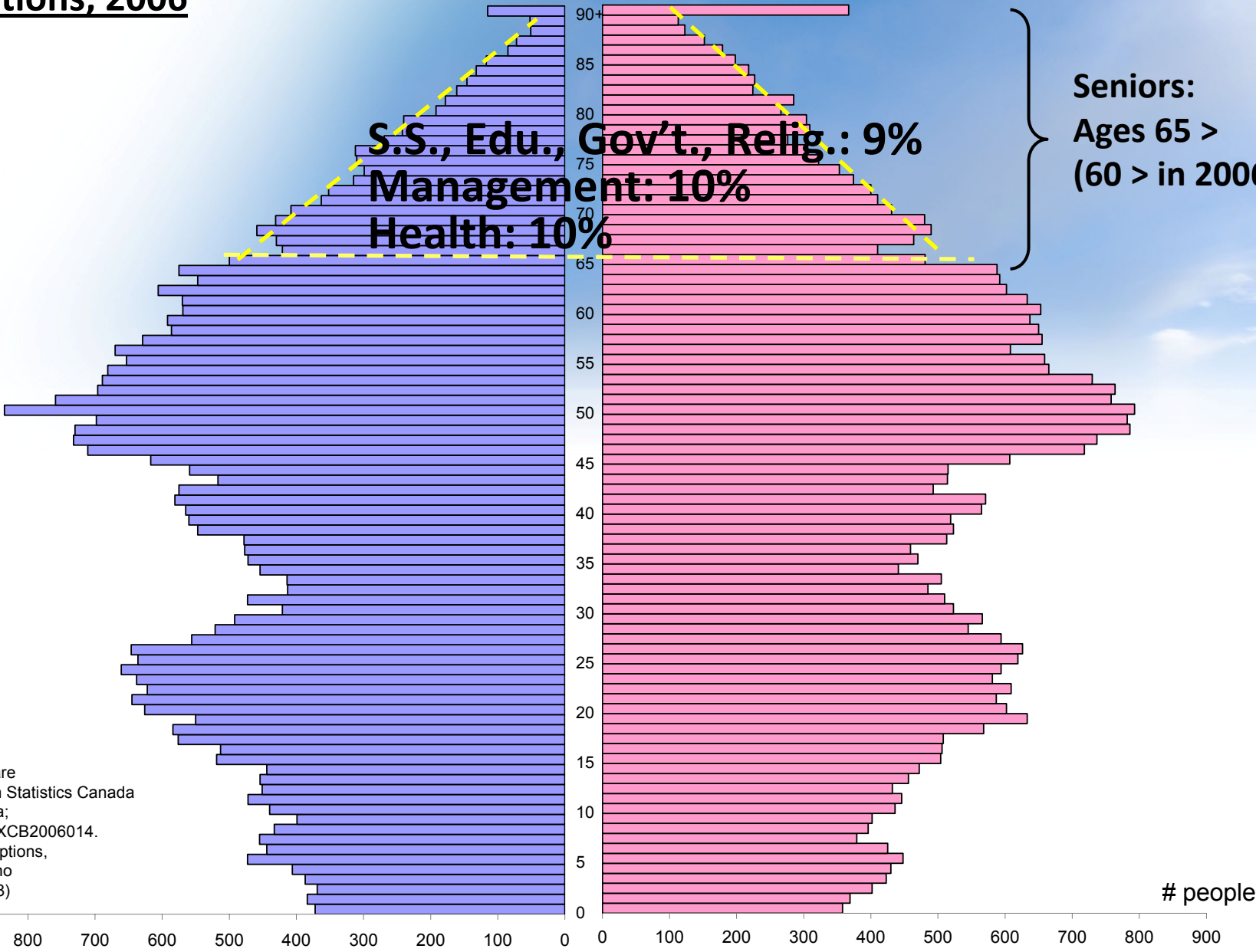
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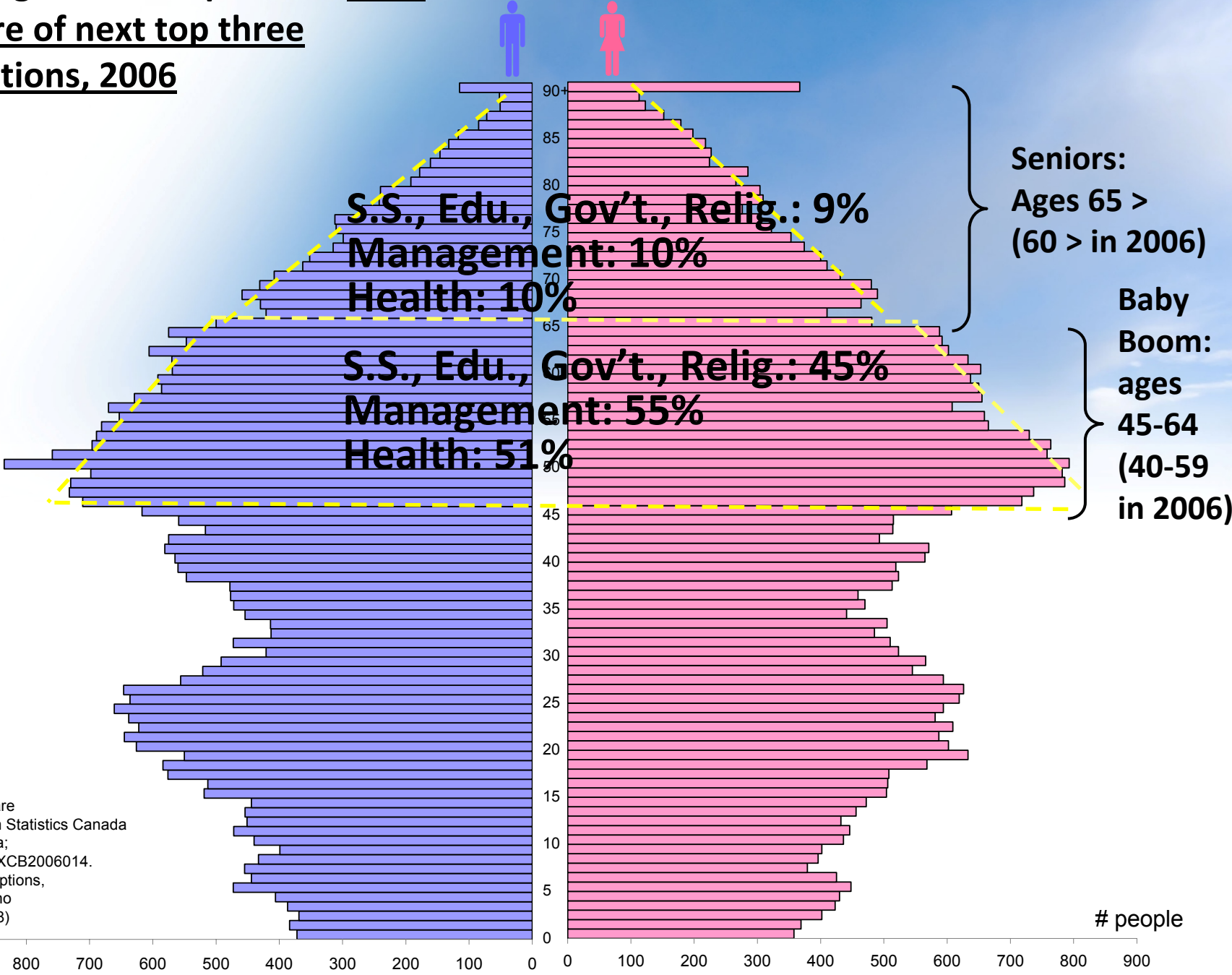
By share of next top three occupations, 2006



Occupational share
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Nipissing District Population 2011

By share of next top three occupations, 2006

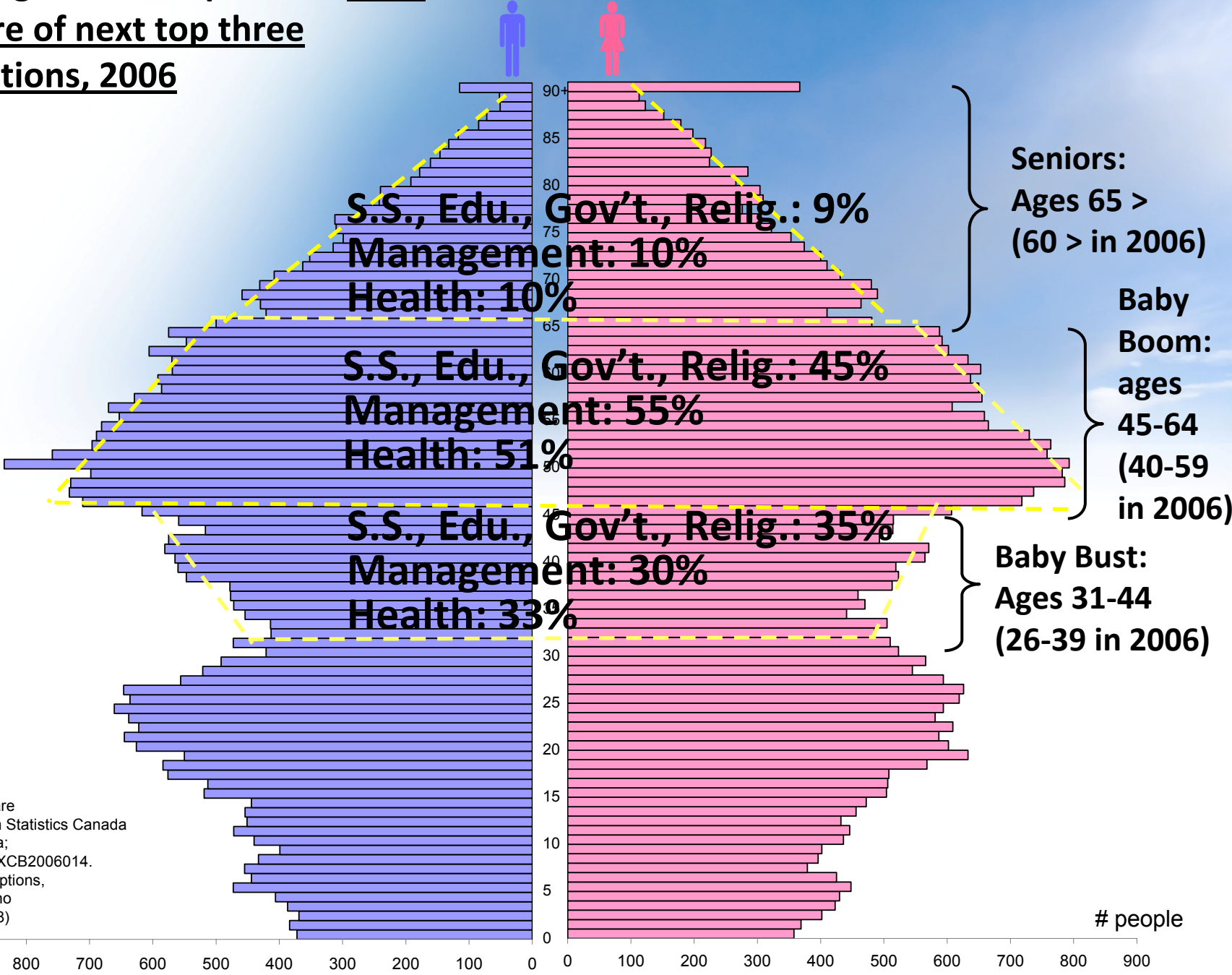


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people

Nipissing District Population 2011

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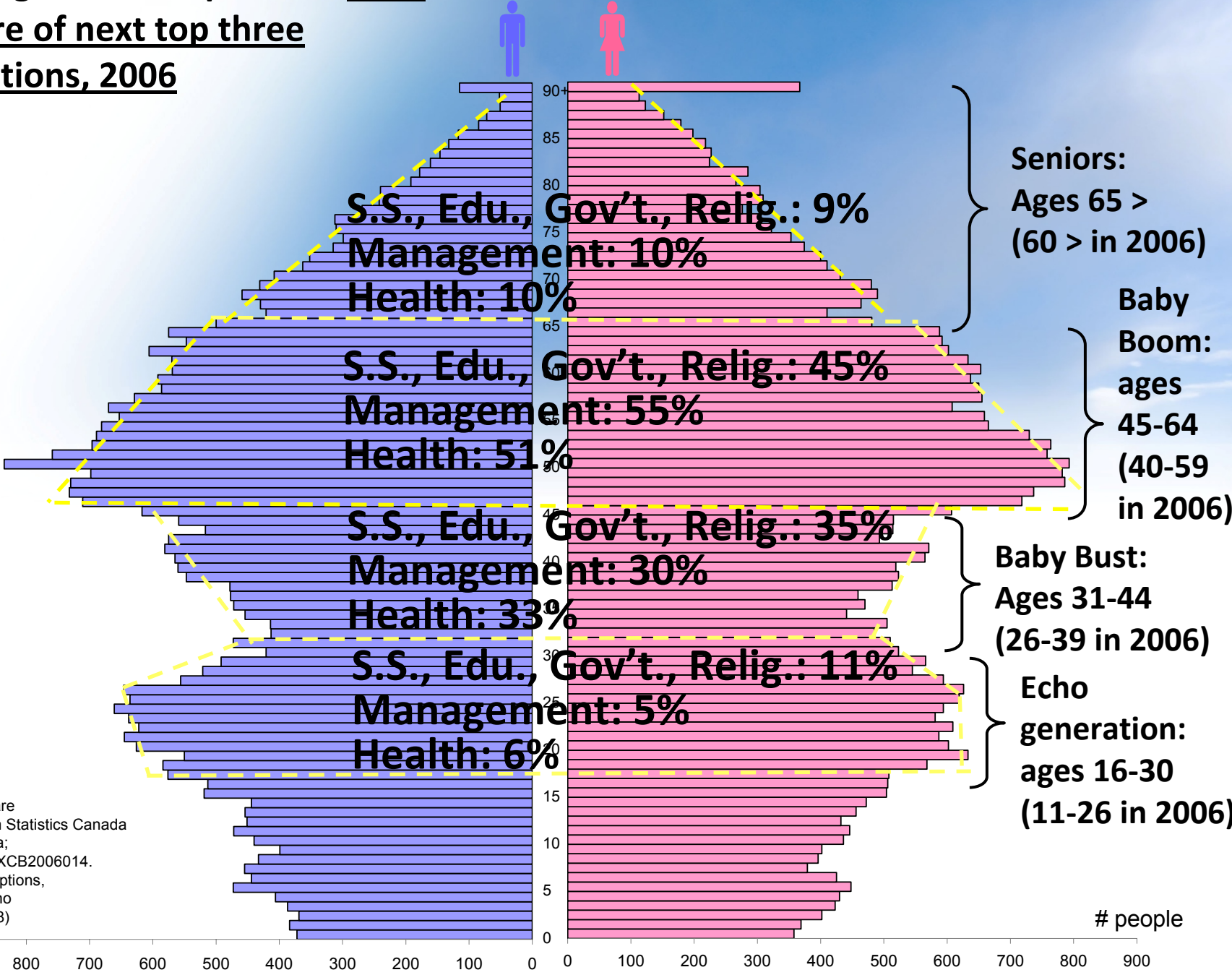


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people

Nipissing District Population 2011

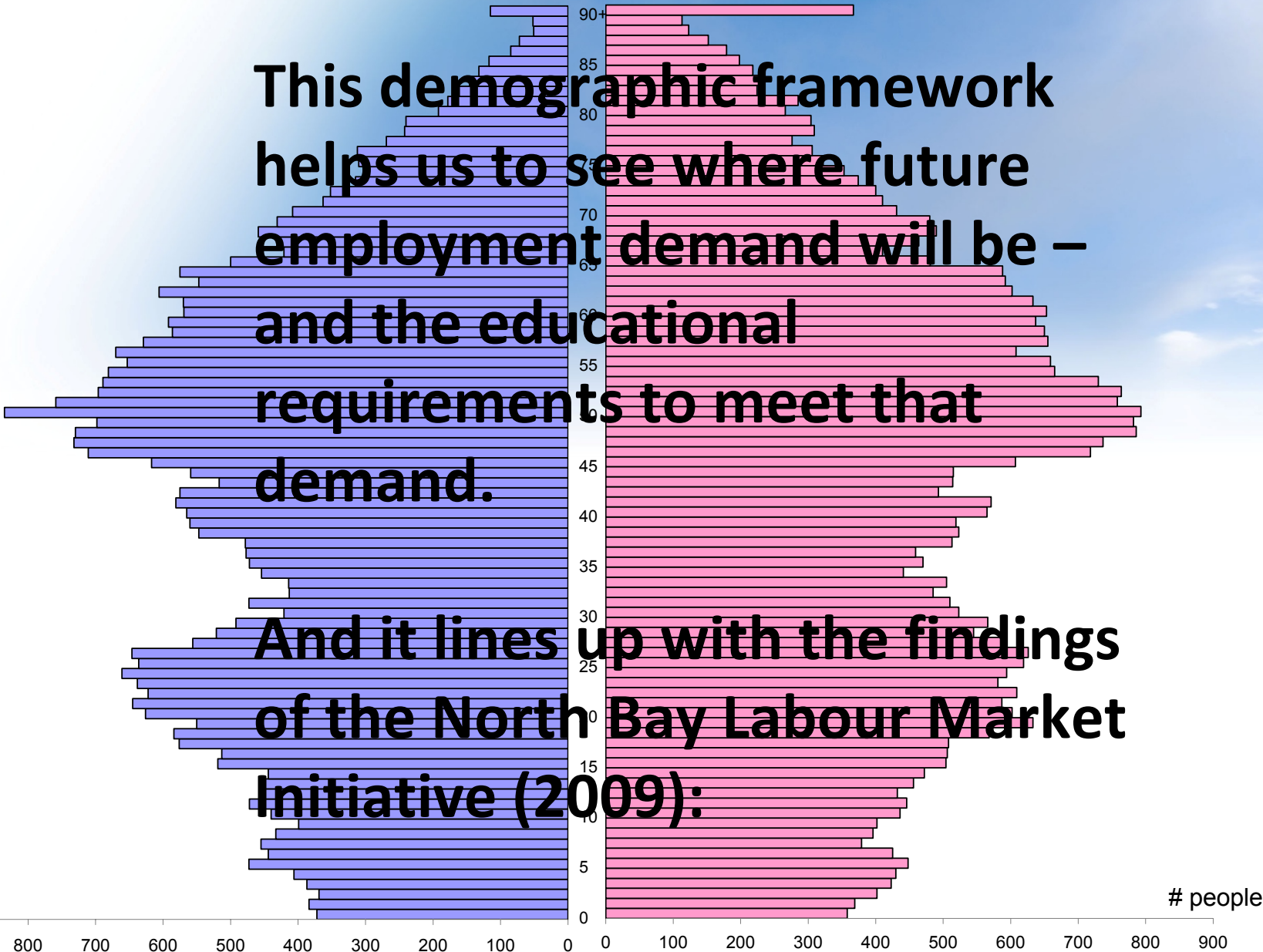
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Nipissing District Population 2011



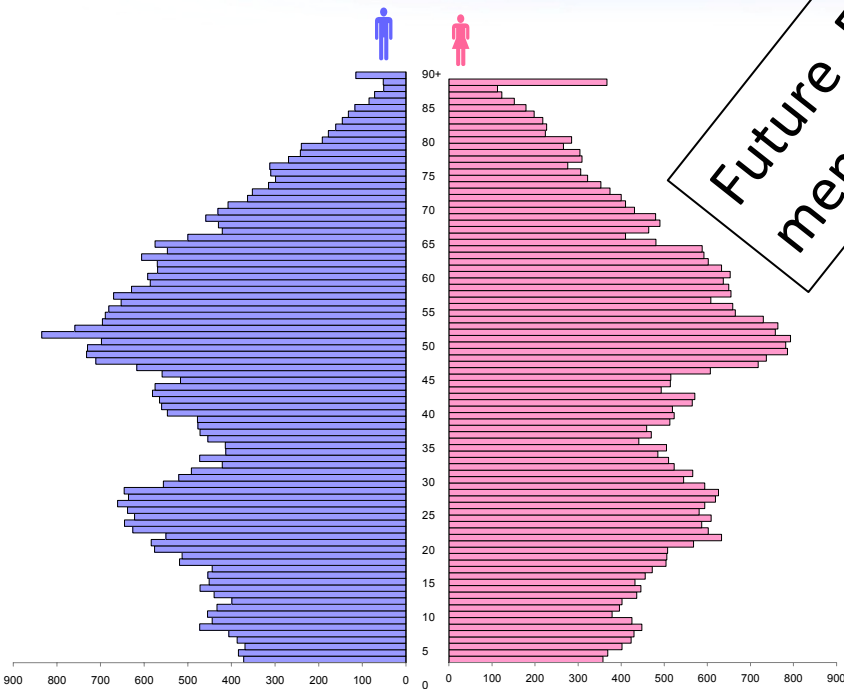
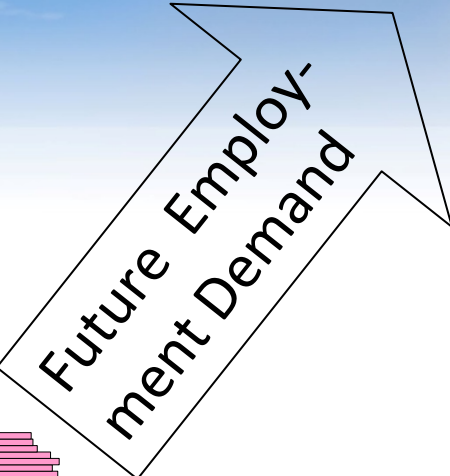
This demographic framework helps us to see where future employment demand will be – and the educational requirements to meet that demand.

And it lines up with the findings of the North Bay Labour Market Initiative (2009):

people

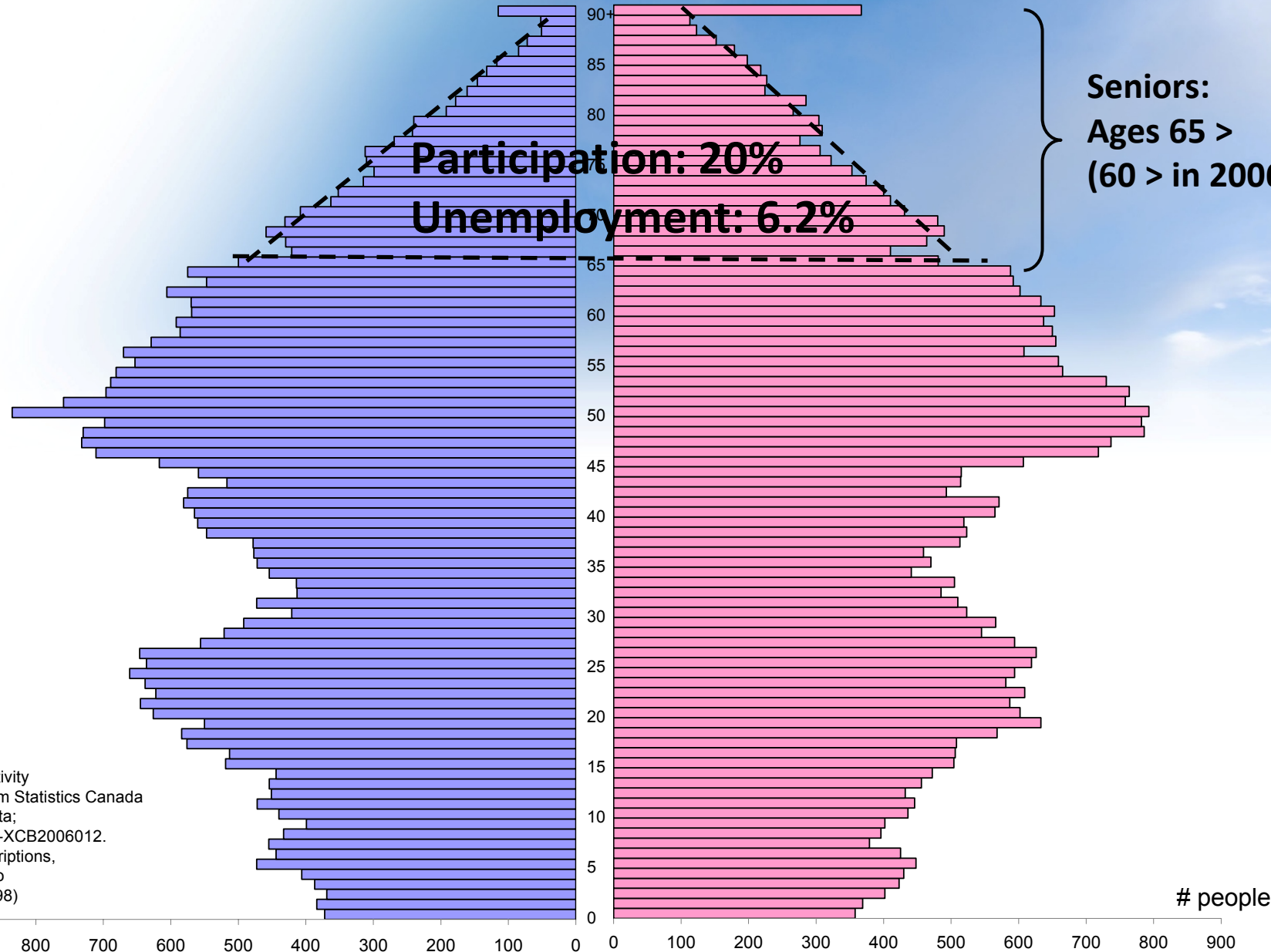
Nipissing District Population 2011
projected high-demand occupations
in future.

- Sales & Service
- Business, Finance
- Trades, Transportation
- Government Services
- Management
- Health
- Natural and Applied Sciences



Nipissing District Population 2011

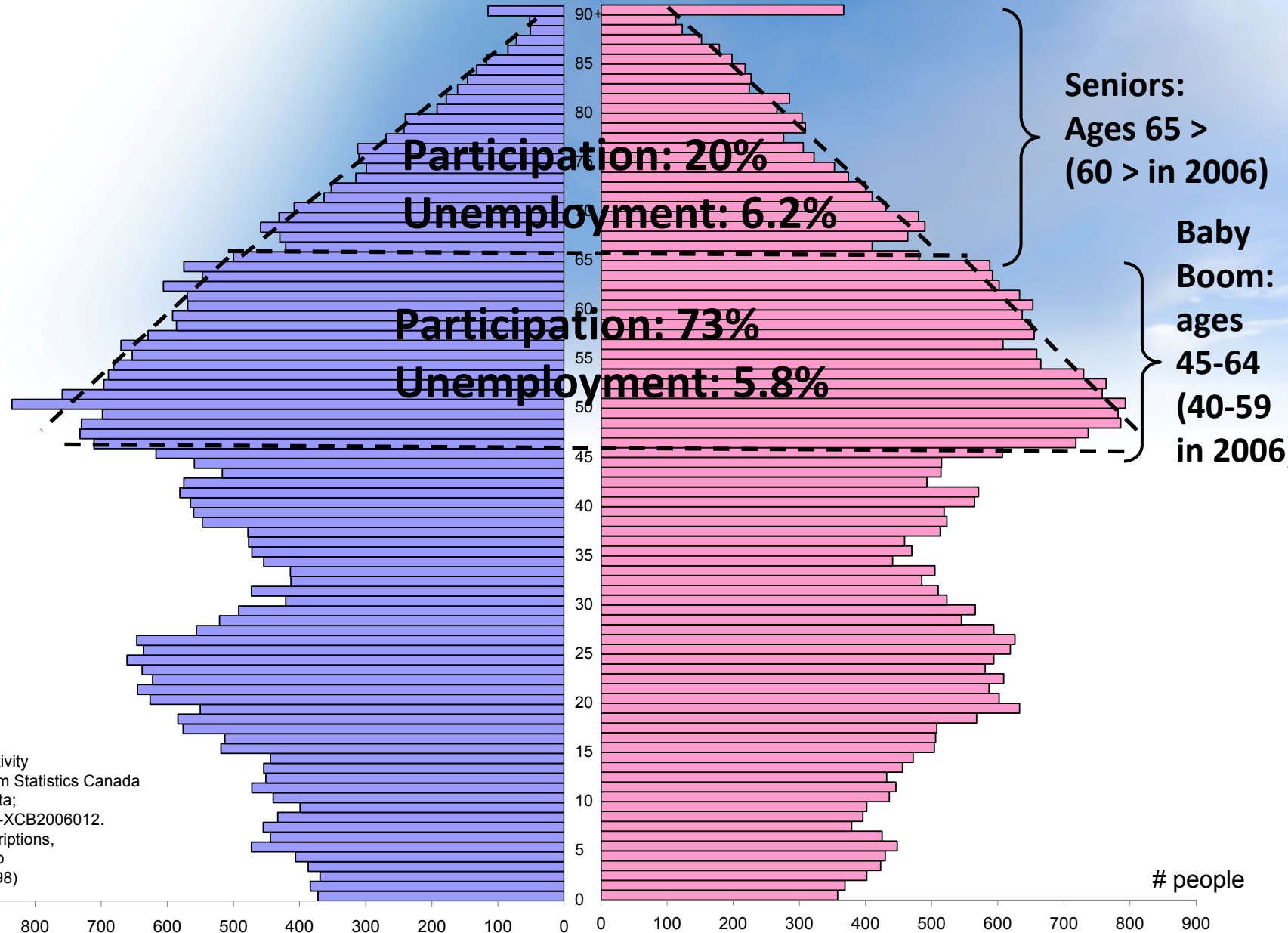
By labour force activity, 2006



Labour force activity
extrapolated from Statistics Canada
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Nipissing District Population 2011

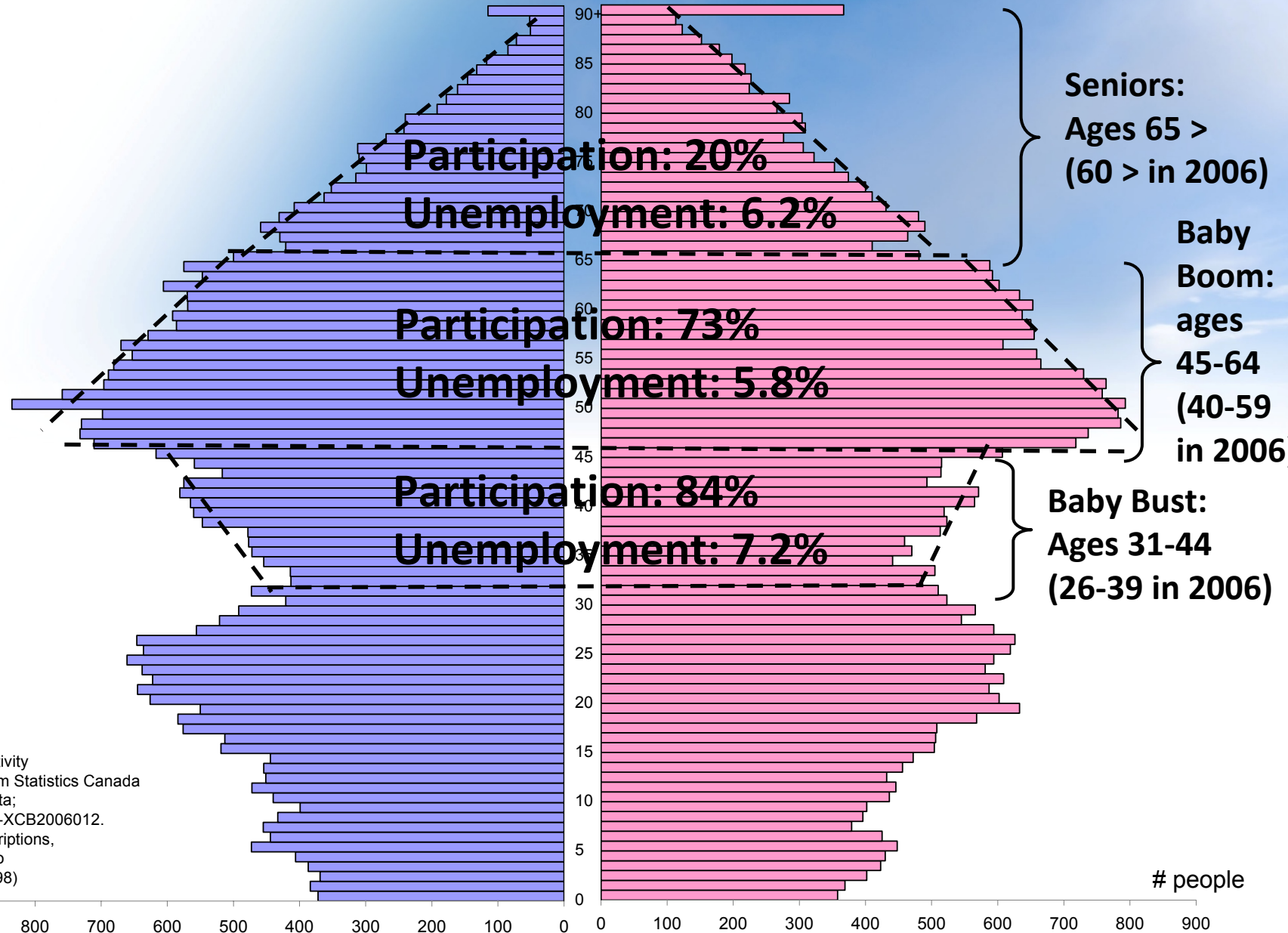
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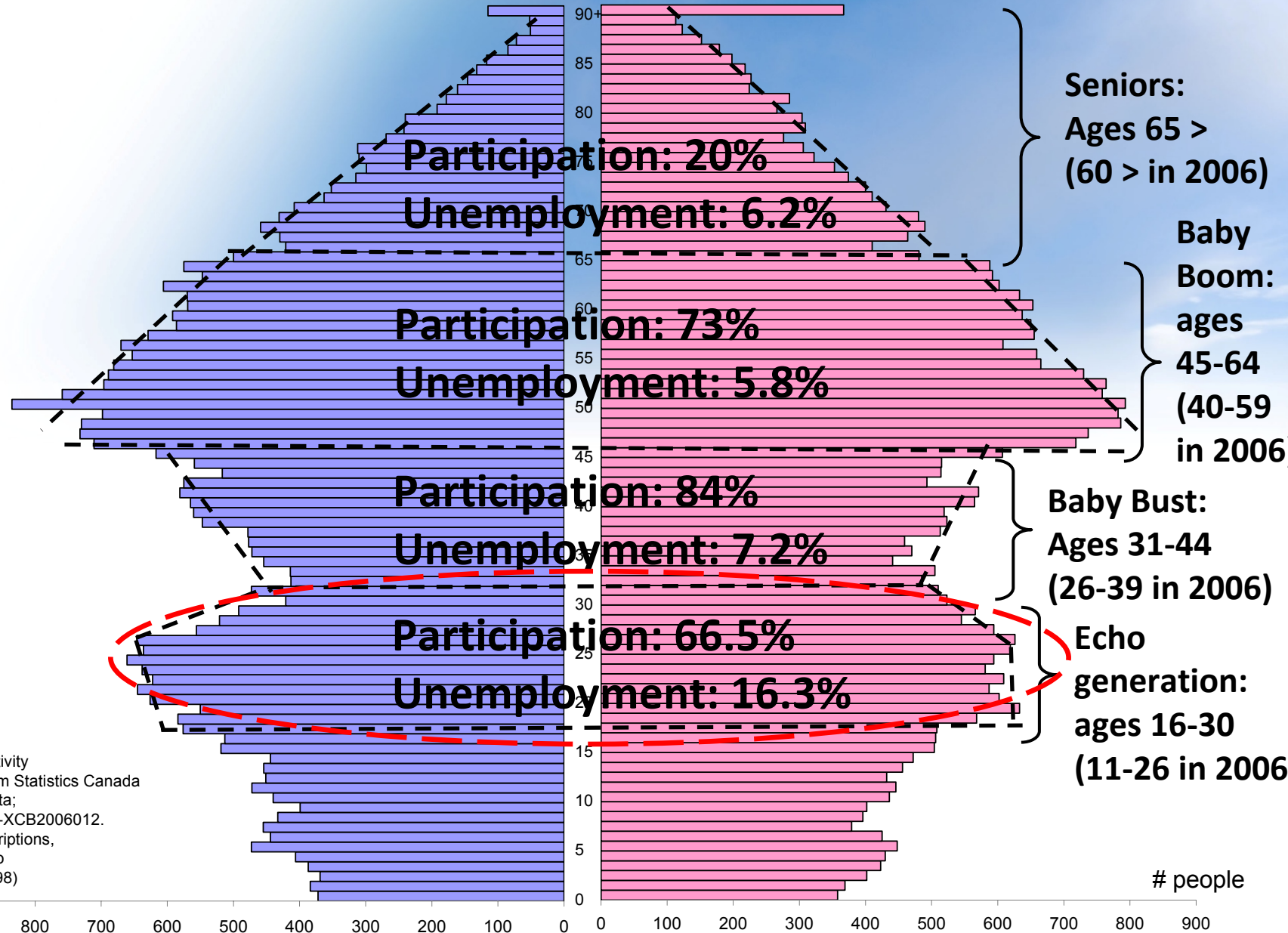
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Nipissing District Population 2011

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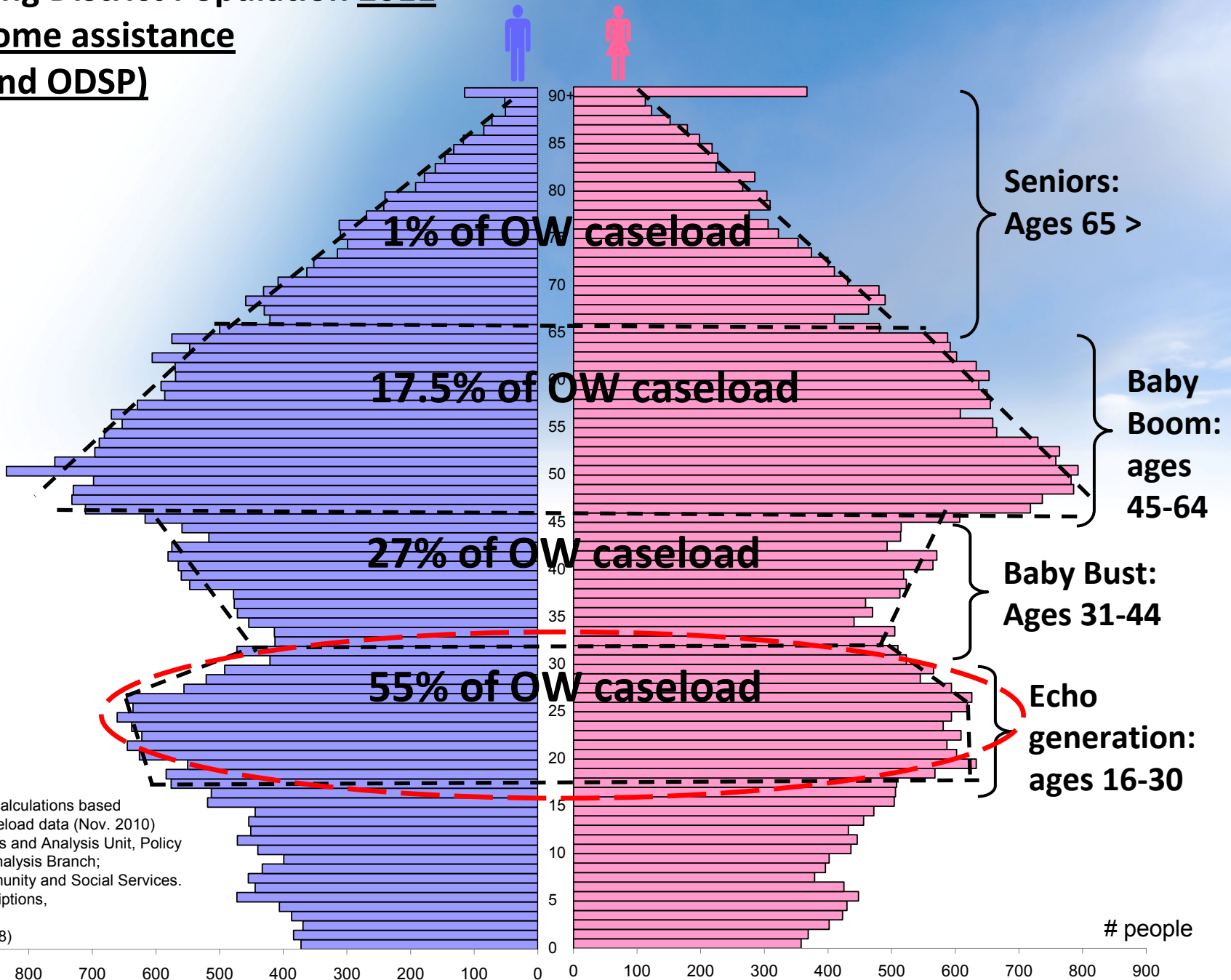
Labour force activity extrapolated from Statistics Canada census 2006 data; Cat. No. 97-560-XCB2006012. Age-group descriptions, Boom Bust Echo (David Foot, 1998)

people

Nipissing District Population 2011

By income assistance

(OW and ODSP)

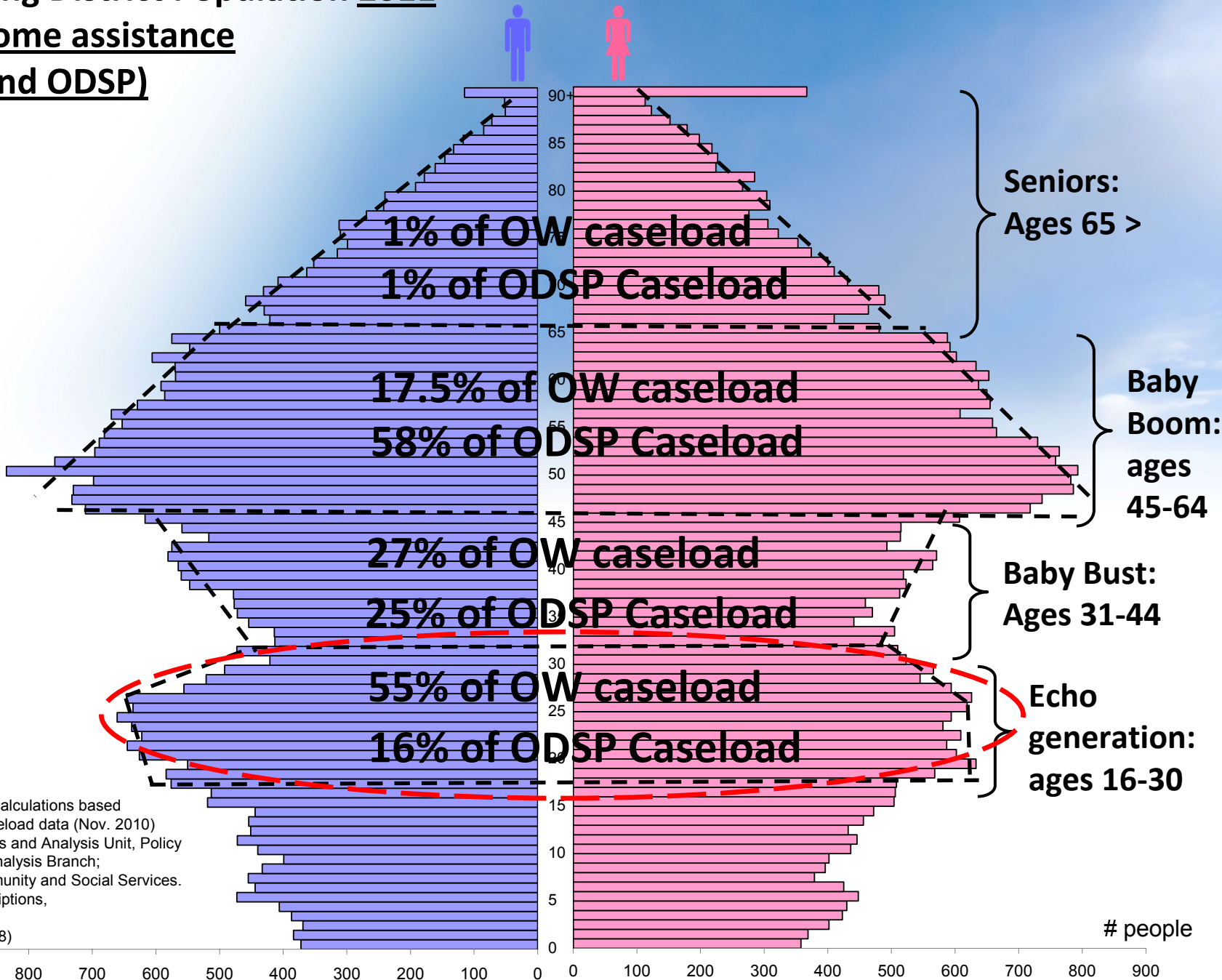


OW and ODSP calculations based on Nipissing caseload data (Nov. 2010) from the Statistics and Analysis Unit, Policy Research and Analysis Branch; Ministry of Community and Social Services. Age-group descriptions, Boom Bust Echo (David Foot, 1998)

Nipissing District Population 2011

By income assistance

(OW and ODSP)



OW and ODSP calculations based on Nipissing caseload data (Nov. 2010) from the Statistics and Analysis Unit, Policy Research and Analysis Branch; Ministry of Community and Social Services. Age-group descriptions, Boom Bust Echo (David Foot, 1998)

people



**Bloomberg
Businessweek**

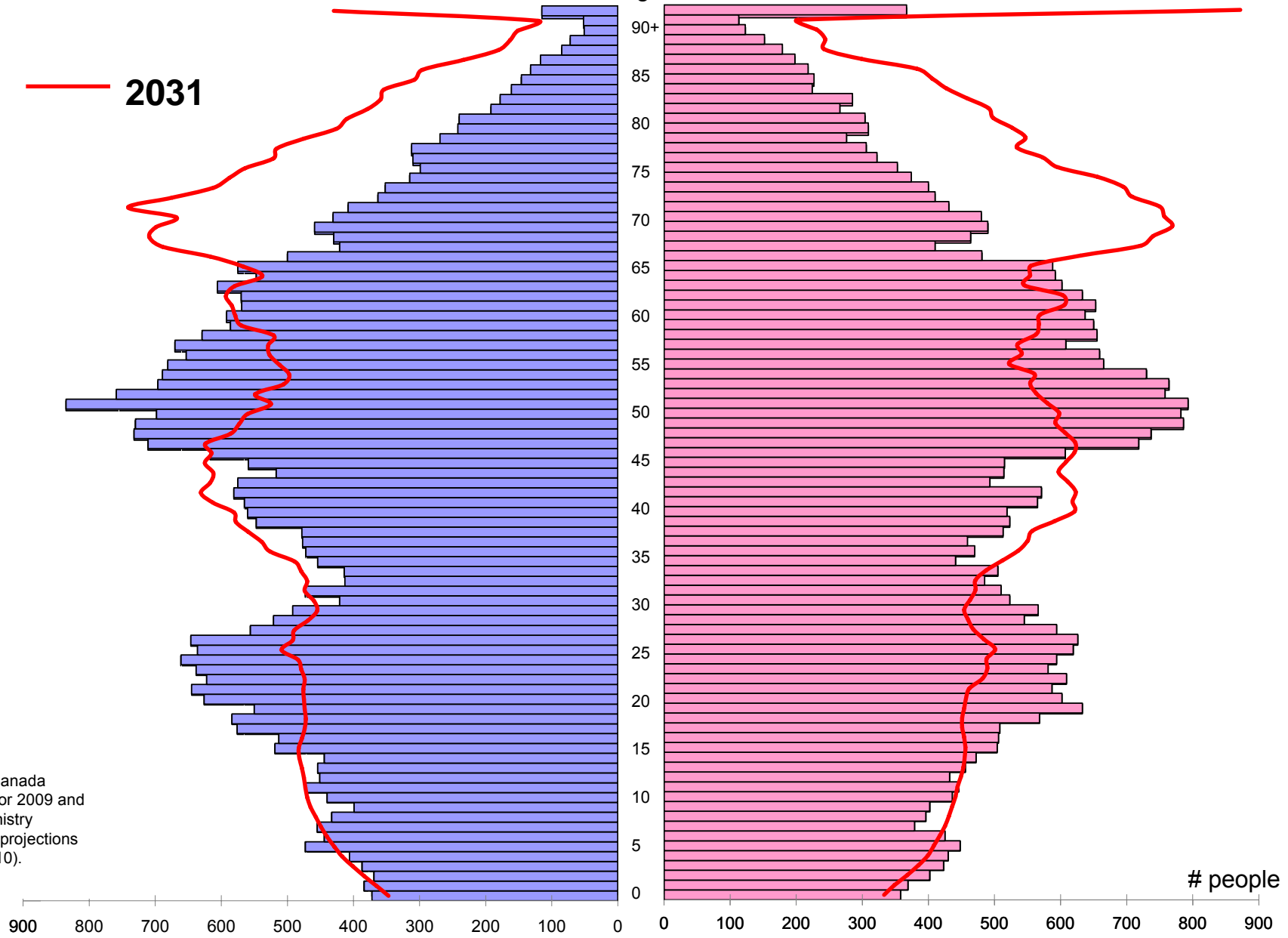
**THE KIDS
ARE NOT
ALRIGHT**

Nipissing District population change over next 20 years: 2011 to 2031.



Age

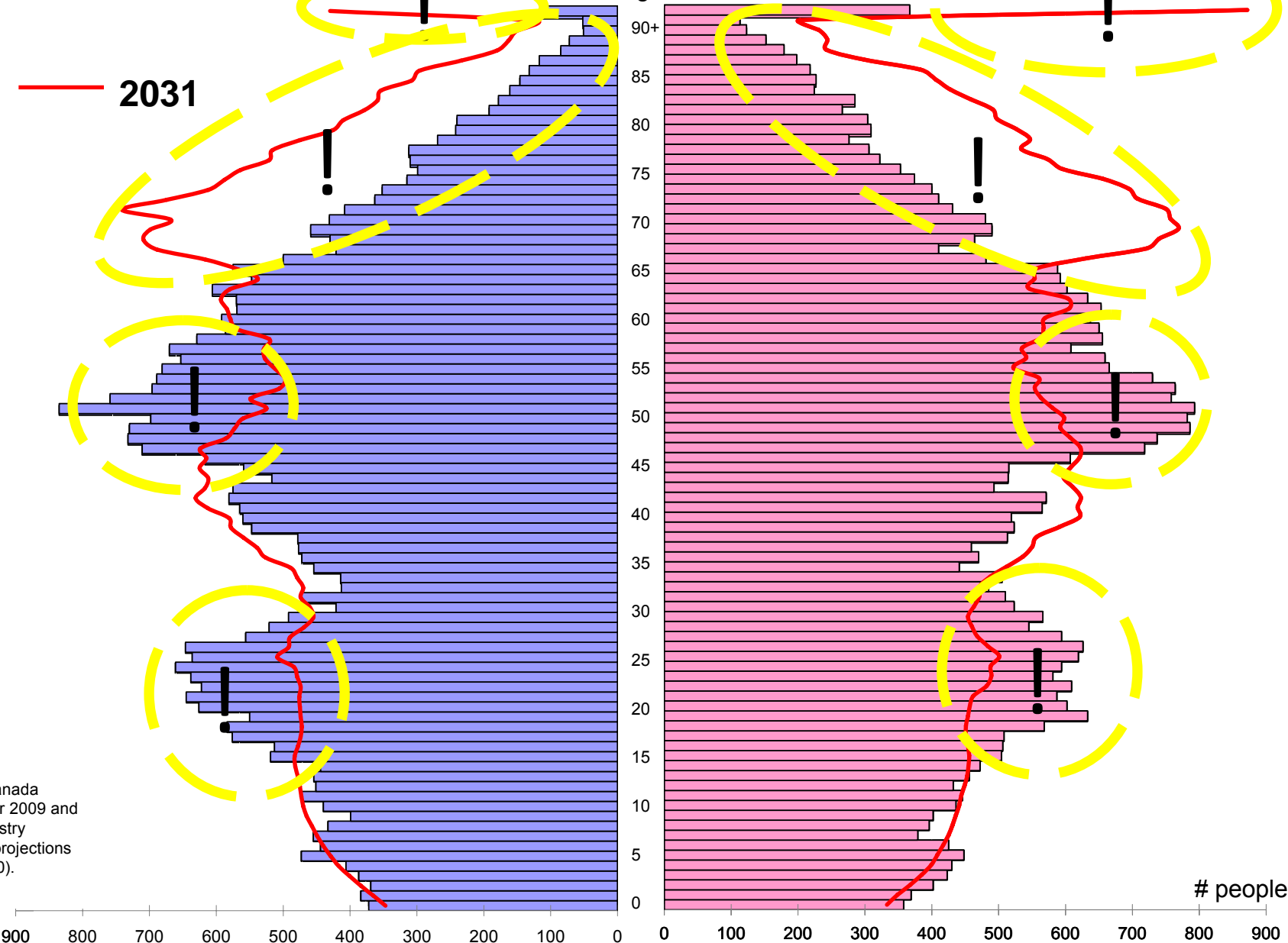
2031



Statistics Canada estimates for 2009 and Ontario Ministry of Finance projections (Spring 2010).

people

Nipissing District population change over next 20 years: 2011 to 2031.



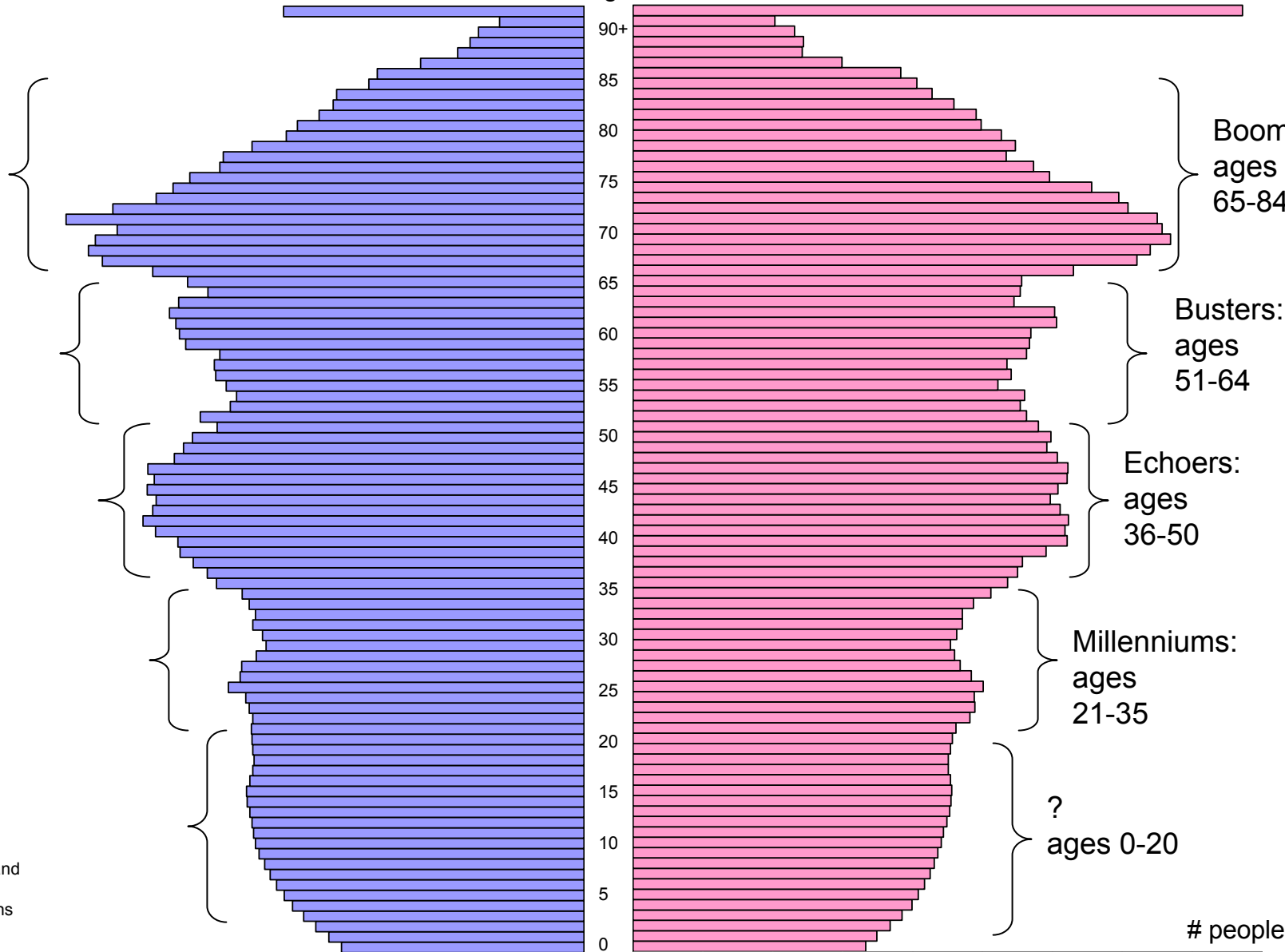
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people

Nipissing District population 2031



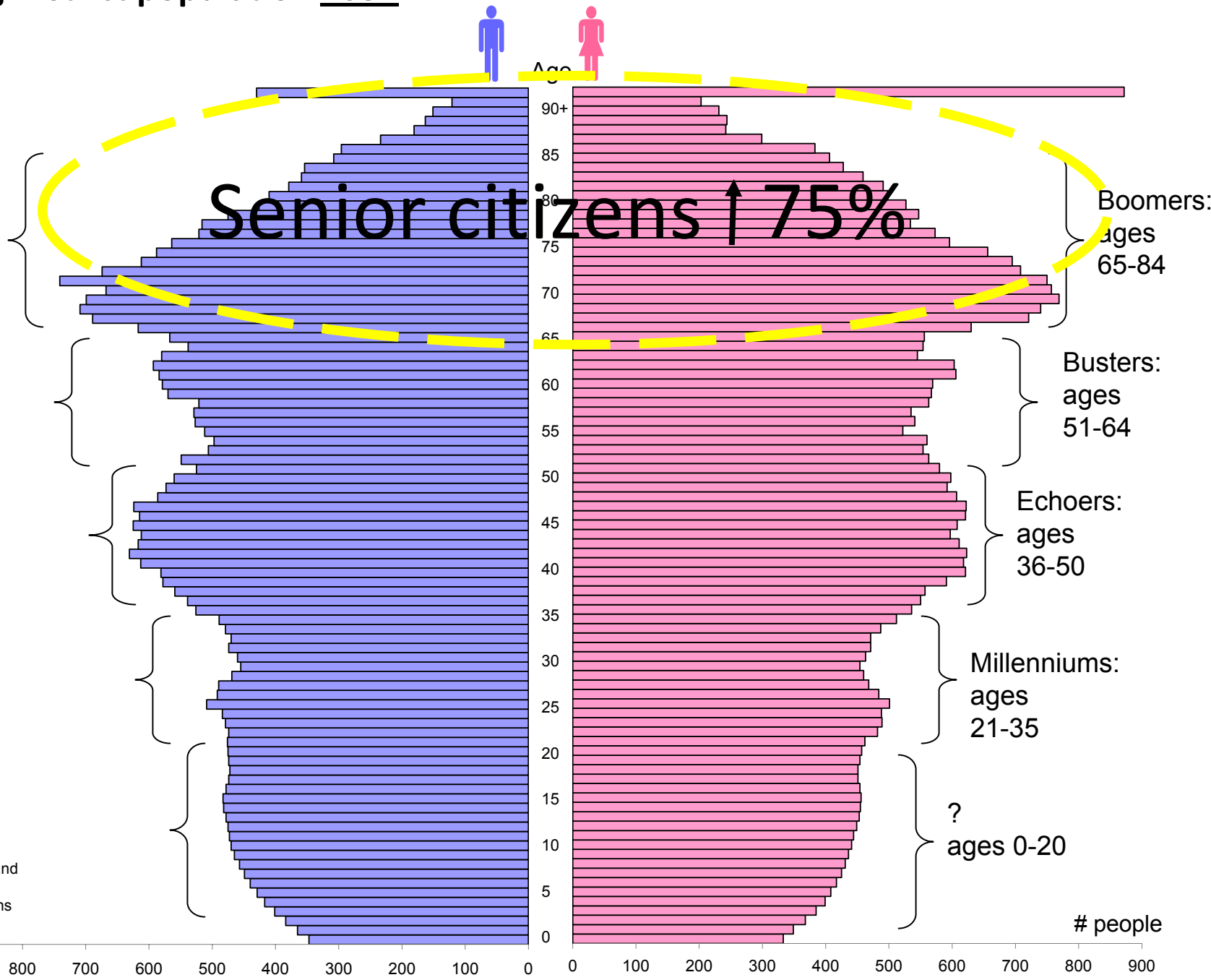
Age



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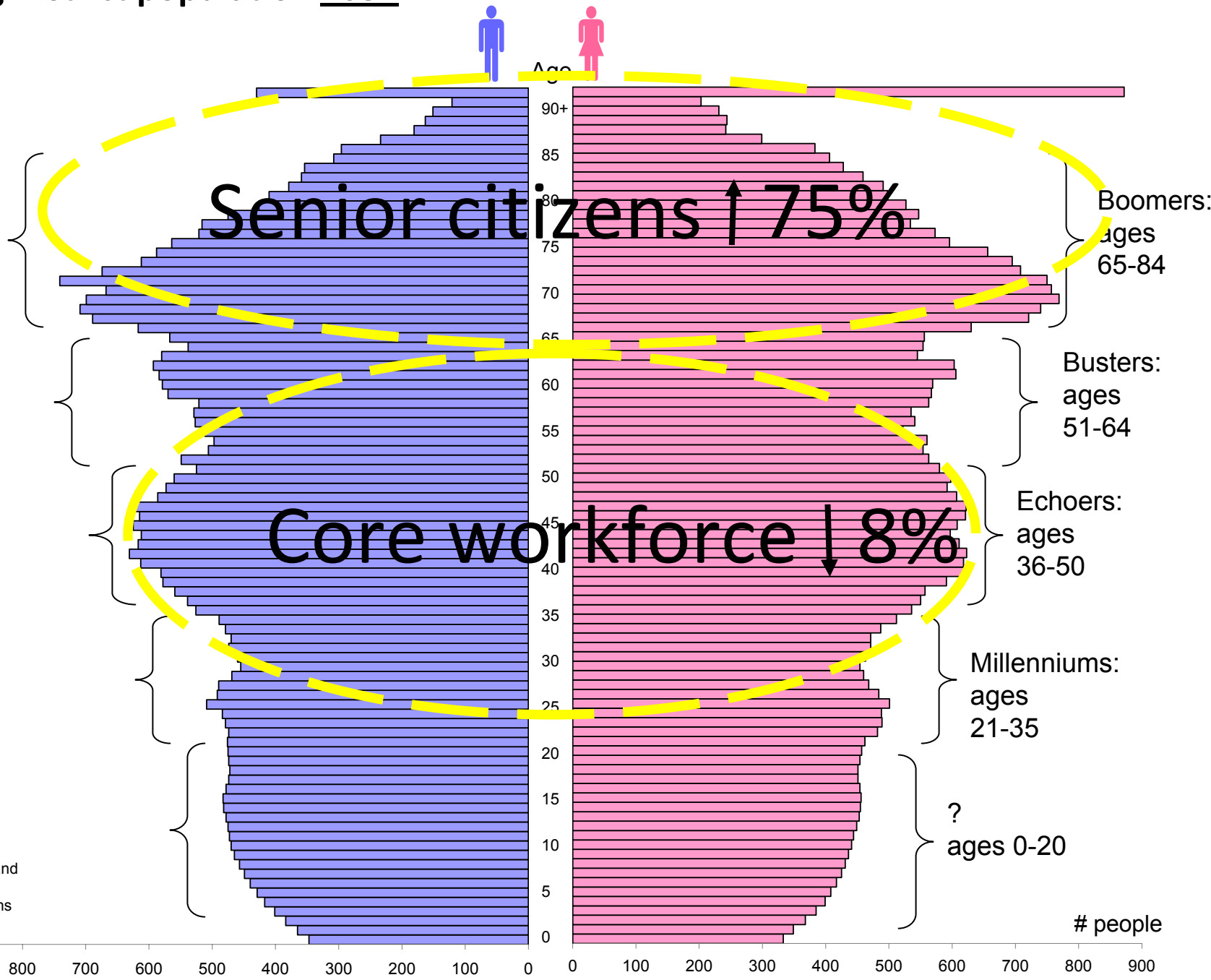
people

Nipissing District population 2031



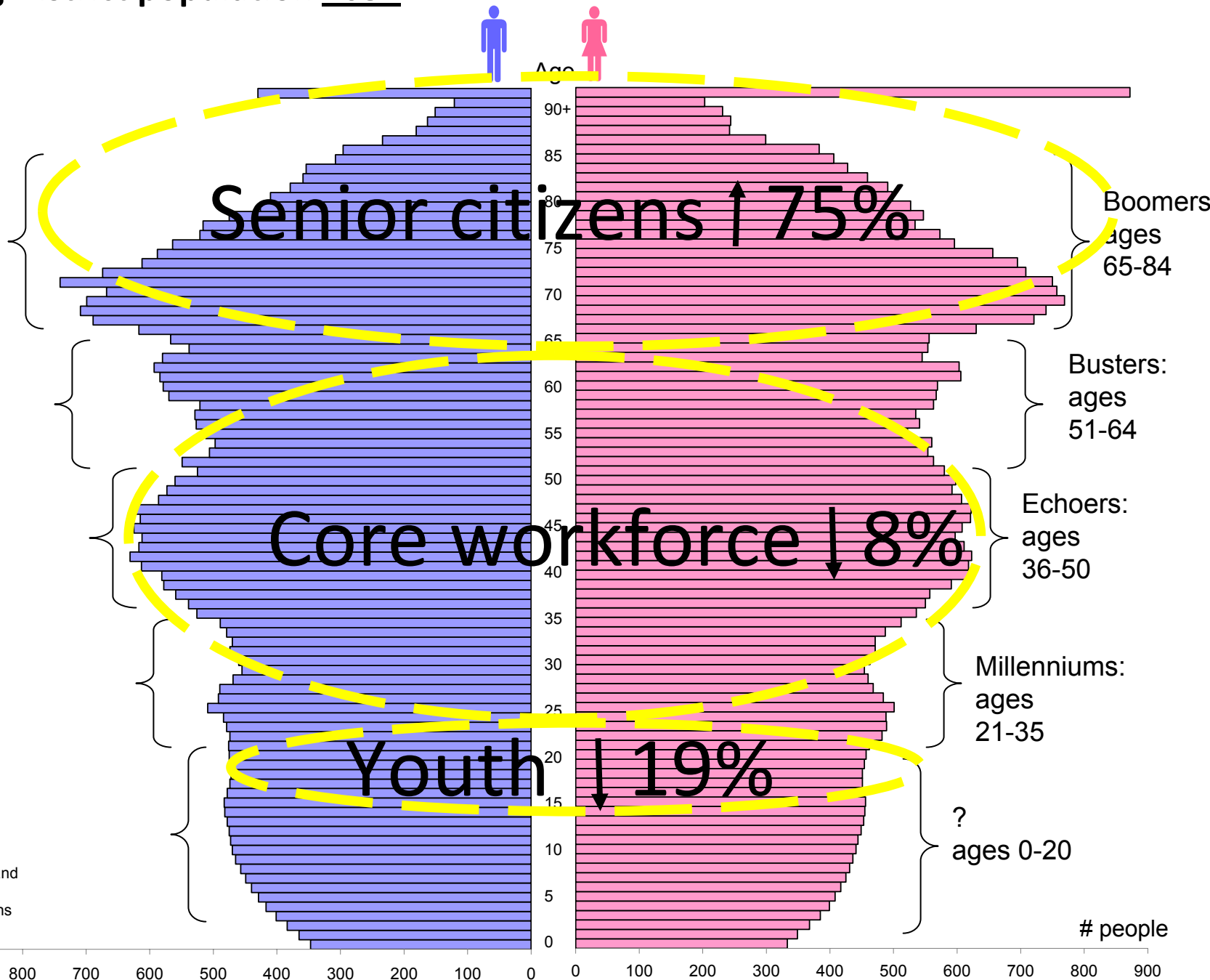
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Nipissing District population 2031



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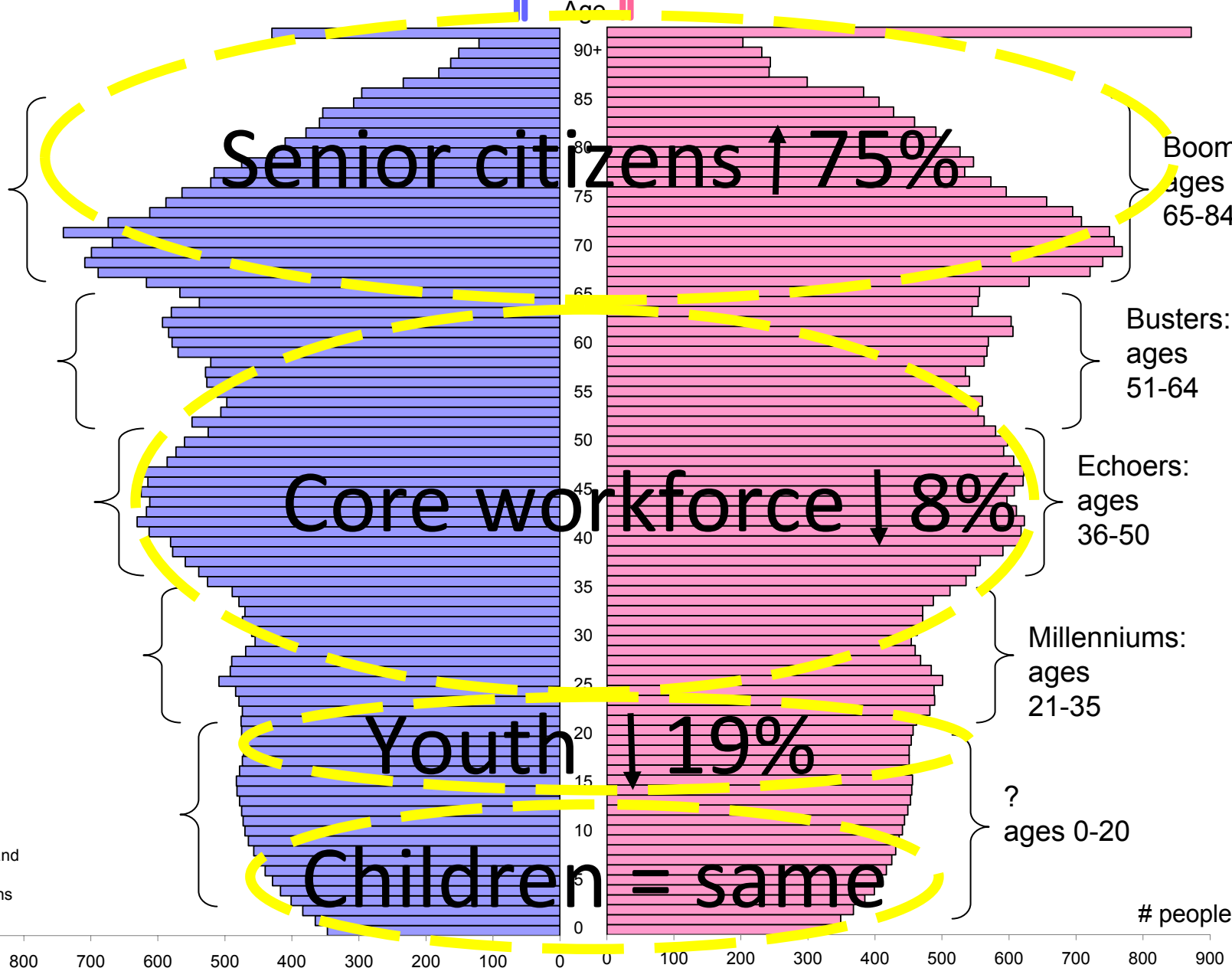
Nipissing District population 2031



Statistics Canada estimates for 2009 and Ontario Ministry of Finance projections (Spring 2010).

people

Nipissing District population 2031



Senior citizens ↑ 75%

Boomers:
ages
65-84

Core workforce ↓ 8%

Busters:
ages
51-64

Echoers:
ages
36-50

Youth ↓ 19%

Millenniums:
ages
21-35

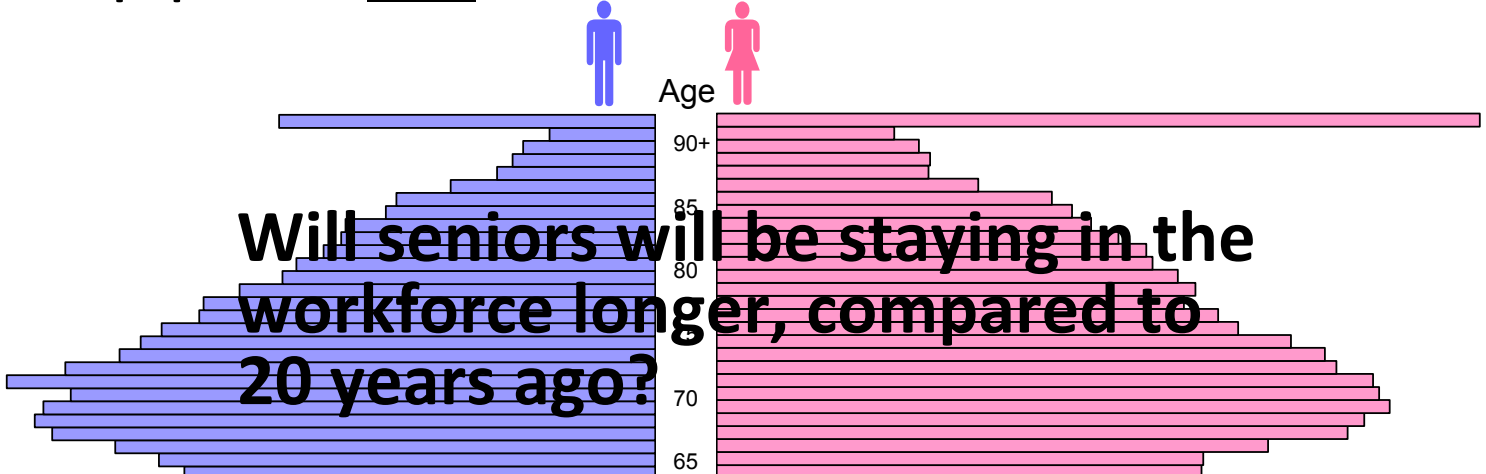
Children = same

?
ages 0-20

people

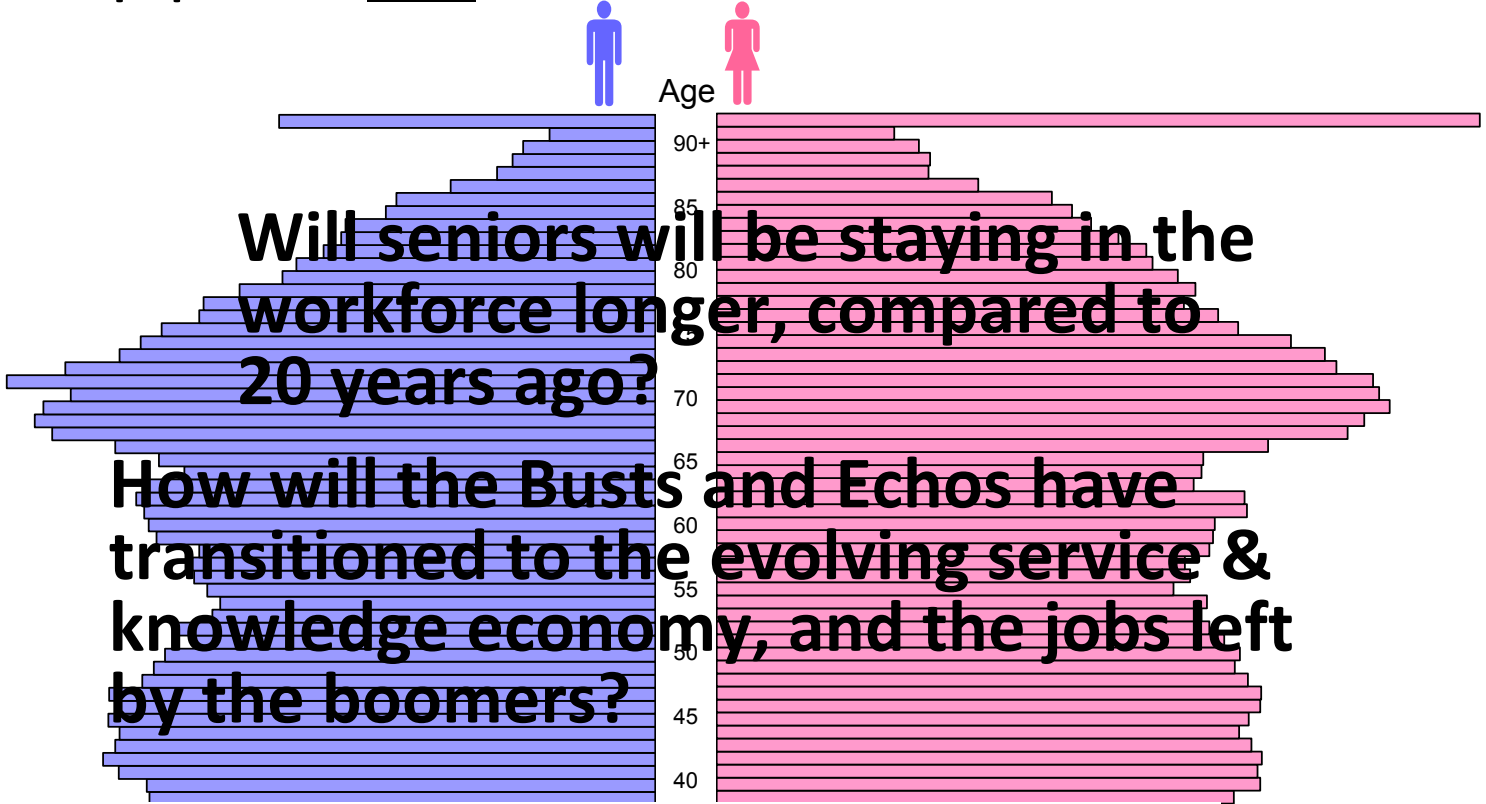
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Nipissing District population 2031



Will seniors will be staying in the workforce longer, compared to 20 years ago?

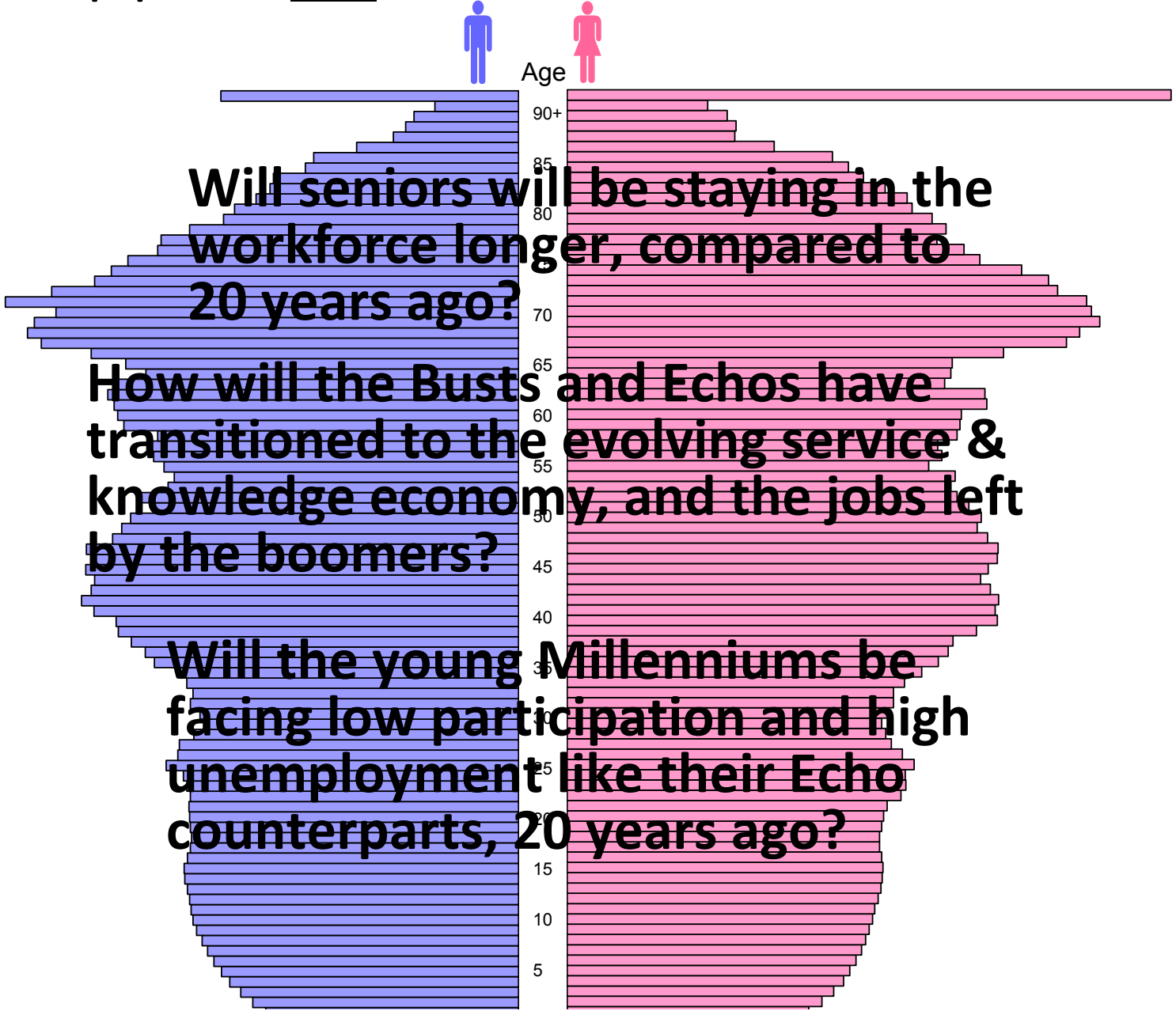
Nipissing District population 2031



Will seniors will be staying in the workforce longer, compared to 20 years ago?

How will the Busts and Echos have transitioned to the evolving service & knowledge economy, and the jobs left by the boomers?

Nipissing District population 2031



Will seniors will be staying in the workforce longer, compared to 20 years ago?

How will the Busts and Echos have transitioned to the evolving service & knowledge economy, and the jobs left by the boomers?

Will the young Millennials be facing low participation and high unemployment like their Echo counterparts, 20 years ago?



4) REVIEW THE DAY

2011- 2014



**Today, we are asking
for your input!**

4) REVIEW THE DAY

2011- 2014



What are the employment needs of the citizens living in Nipissing District?

What income supports are needed for low-income citizens living in Nipissing District?

Today, we are asking for your input!

4) REVIEW THE DAY

2011- 2014



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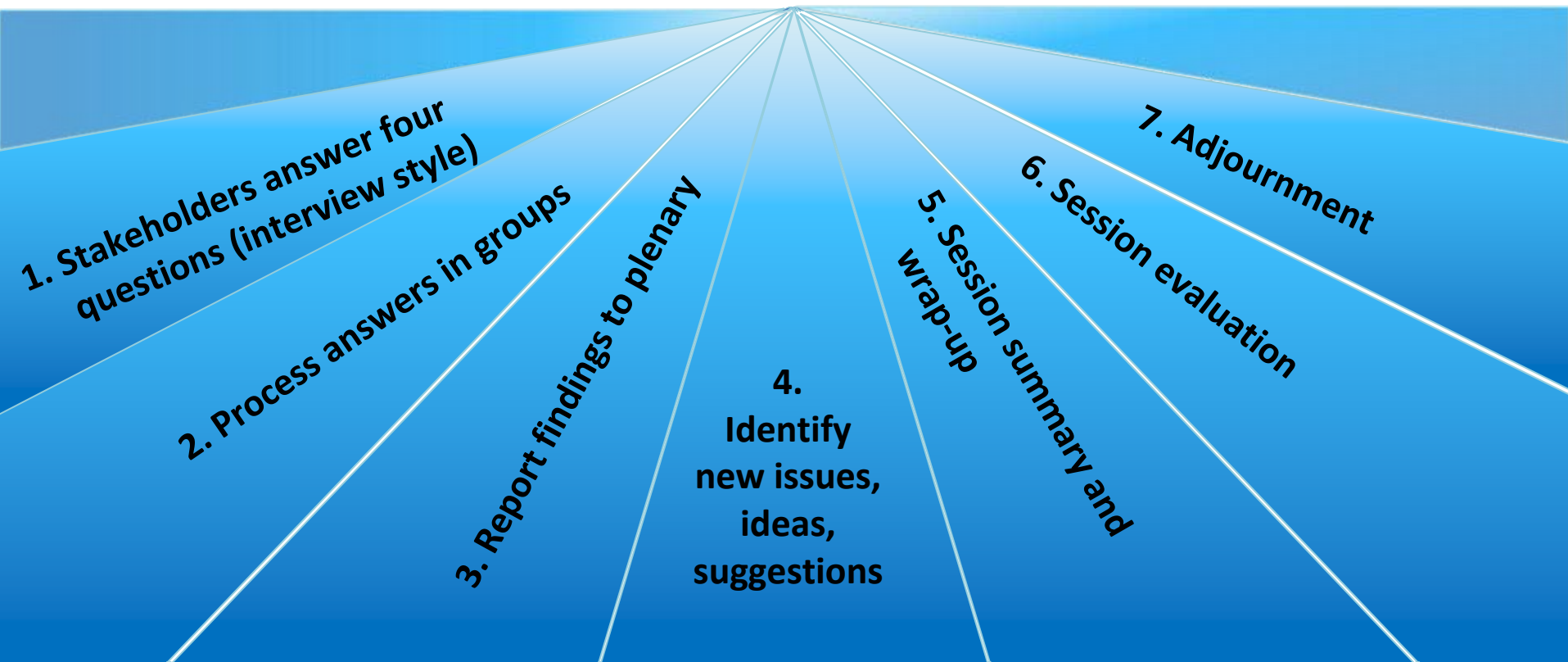
Today, we are asking for your input!

How do you view your current relationship with DNSSAB – and what changes would you like to see in this relationship?

What strategies is your organization using – or thinking of using - to address these needs?

REVIEW THE DAY: NEXT STEPS

2011- 2014



NEXT STEPS IN PROCESS

- **Write Discussion Papers**
- **Develop Strategies**
- **Circulate Draft Plan for Review /Comment**
- **Final DNSSAB Strategic Plan: June 2011**

All strategic planning material can be found on the DNSSAB website:

<http://www.dnssab.on.ca>



Thank You!