



# NEWSLETTER

OFFICIAL PUBLICATION OF THE  
ONTARIO MUNICIPAL SOCIAL SERVICES ASSOCIATION

5780 TIMBERLEA BLVD., UNIT 107

MISSISSAUGA, ONTARIO

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JANUARY, 1989

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JOHN STAPLETON  
M.C.S.S.  
~~10TH FLOOR~~  
2195 YONGE STREET  
TORONTO, ONTARIO  
M4S 2B2

*Incl. mtr. Bd.  
3rd Floor Hapburn Bldg.  
Queen Park*

Ministry of Community and Social Services  
Income Maintenance Branch

RECEIVED

FEB 15 1989

Property of John Stapleton



*We have moved!*

## CHANGE OF ADDRESS NOTICE!

5780 Timberlea Blvd., Unit 107  
Mississauga, Ontario  
L4W 4W8 Tel: (416) 629-3115

*We have moved!*

# RESPONDING TO: "TRANSITIONS"

The long awaited release of "Transitions", the report of the S.A.R.C. has presented to the Association a challenge to develop an effective strategy by which to encourage and assist the implementation of this blueprint for social assistance reform. Given the weight (literally and figuratively) and impact of this document, it has fallen upon the Board of Directors to identify just what role OMSSA can and should play in the immediate, medium and long term stages of implementation.

At the November 20, 1988 meeting of the Board, a strategy for OMSSA's response in line with the Association's mission was discussed and approved.

To improve social policy and programs, as an Association, we must: **advocate** - for provincial and federal adoption, and municipal delivery; **consult** - with MCSS (and others as required) on policy, program, and implementation issues; and **formulate**, as appropriate, OMSSA policy and positions where none currently exist.

To improve services to the membership, we need to: **develop background resource information** on policy and implementation issues, and **provide support** to municipal administrators who are presenting "Transitions" and advocating for municipal delivery to their Councils.

In implementing this plan, OMSSA's Standing and Sub-committees have been asked to address all pertinent issues and a Transitions Steering Committee, chaired by Marna Ramsden, 2nd Vice-President, has been established to ensure that the Association's response is coordinated and integrated.

This is a very dynamic and challenging era in the history of social services - OMSSA as an Association is gearing up to fully participate in this exciting reformation process. Look for further updates of OMSSA's response in future editions of this Newsletter.

Sarah Kramer

To support the goal of improving social policy and programs in Ontario, by advocating for provincial adoption of the report, the Association is lobbying the Premier and other provincially elected officials to initiate stage one reforms during the Spring budget development process.

*See Letter Next Page*



## A letter to the Premier of Ontario from OMSSA's President, Ray Lazanik.

The Honourable David Peterson  
Premier of Ontario  
Legislative Buildings  
Queen's Park  
Toronto, Ontario  
M7A 1A1

January 16, 1989

Dear Mr. Premier:

I am writing to you on behalf of the Board of Directors and General membership of the Ontario Municipal Social Services Association to urge you to commit your Government to a process of overall and comprehensive reform of the Ontario Welfare System as outlined in the report of the Social Assistance Review Committee.

Your new government showed leadership when it appointed the S.A.R.C. in July 1986. That committee's September 1988 report entitled Transitions is an historic and accurate critique of an archaic, incoherent and inefficient system which serves no one particularly well; it is also a responsible model of a cost-effective, positive approach to social assistance for the 1990's and beyond.

O.M.S.S.A. has expressed its full support for the principles and overall thrust of Transitions. As Administrators of the social welfare system, we urge you to continue the leadership initiated in 1986. The quality of life of all Ontarians depends on how well the aspirations of the less economically successful are addressed. We do not wish to drift in the direction of the U.S. model where money is spent on security forces rather than opportunity planning.

We would have liked to have had a more immediate and supportive response to the S.A.R.C. Report's call for "market basket" rates by now. The neediest people of Canada's wealthiest Province (half of whom are under 16 years of age) will apparently have to continue to wait for the means to meet the most basic needs of food and shelter.

O.M.S.S.A. is asking that in your 1989-90 estimates and planning process you take action in the following areas:

1. Make a commitment to a process of structural and philosophical reform of the system as proposed in S.A.R.C., commencing immediately.
2. Make a commitment to "Market-Basket" rates.
3. Make a commitment to resolving through negotiation, rather than deferring, a new appropriate balance of cost-sharing and program mandates with Municipal Social Service administrations.
4. Make a commitment to an ongoing joint Municipal- Provincial planning process for the further phases of S.A.R.C. reforms and the joint management of the new Social Assistance System.

The opportunity to lead change or deny it rests with you, Mr. Premier, in this urgent situation. The children and families of Ontario are waiting.

Yours sincerely,

Ray G. Lazanik  
President OMSSA  
RGL/jm

c.c. Hon. John Sweeney  
Executive Council (Cabinet)  
MPP's Ontario Legislature  
OMSSA Board and Members

### **SPRING ADMINISTRATORS SEMINAR**

Please reserve the dates of the evening of Thursday, April 6 and the full day of Friday, April 7th for the Spring Administrators Seminar.

Details regarding Seminar content and Seminar location will be mailed directly to each administrator in February.





# 1988 FALL TRAINING SEMINAR HIGHLIGHTS:



The 1988 OMSSA Fall Training Seminar was the best attended in the history of the Association. A total of 430 persons registered for the seminar which exceeded last year's registration by 58 persons.

Some of the more prevalent comments reflected on the evaluation forms best summarize participant reaction to the event. These comments include:

- o excellent planning and organization*
- o excellent variety of topics*
- o continue high quality speakers*

Below you will find an excerpt from the evaluation form which summarizes participant evaluations of the individual sessions.

WORKSHOP TITLE	ABOVE AVERAGE	AVERAGE	FAIR TO POOR
Keynote Address: Managing Change .....	57%	39%	4%
MCSS Presentation .....	12%	45%	43%
Plenary Session: George Thomson .....	66%	34%	
SARC: Taking Action .....	47%	52%	1%
SARC: Implications of Service Delivery .....	36%	64%	
SARC: A General Overview .....	25%	75%	
Refugees: Legal, Administrative and Human Considerations .....	73%	27%	
Effective Presentation Skills .....	83%	13%	4%
Employment Program Delivery:			
Opportunity Planning .....	40%	60%	
Financing New Directions .....	69%	19%	12%
Developing Your Social Services Budget: A Municipal Process .....	70%	29%	1%
Community Planning Models .....	38%	61%	1%
Child Care Per Diems and Administrative Guidelines .....	67%	33%	6%
SARB: Policies and Procedures .....	43%	51%	6%

For the most part, evaluation responses indicated that the factors which contributed to the value of the sessions rated highest included:

- o the quality of the speaker*
- o the timeliness of the topic, and*
- o the ability to participate.*

Not surprisingly, respondents felt that the main purpose of the seminar was, in order of priority; information sharing, training, networking and skill development.

Increased attendance and overwhelmingly positive evaluation responses and verbal feedback combine to confirm the success of the Standards and Education Committee and OMSSA staff in organizing and implementing an outstanding training event. Congratulations to all planning parties and thanks to all those who attended. See you at next year's Fall Training Seminar!

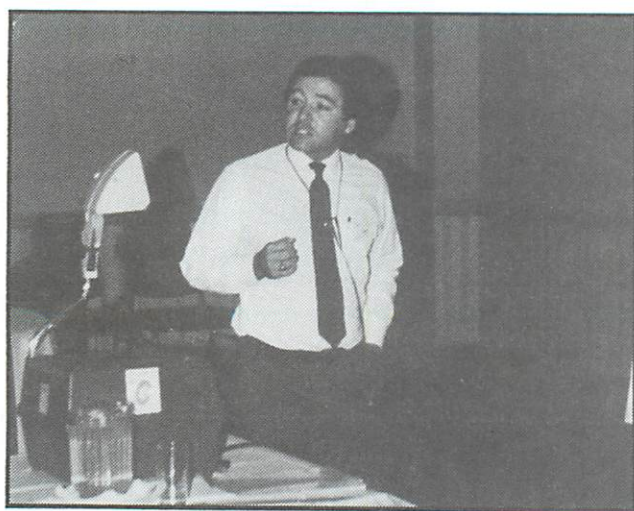
*A few of the sessions at the Fall Seminar have been highlighted for your interest.*



# VISUAL HIGHLIGHTS

## **Social Assistance Review Board - Policies and Procedures:**

*Joanne Campbell*



## **Managing Change:**

*David Pope*

## **Managing Change in Ontario's Social Services:**

*From left to right:  
Michael Schuster,  
Randy Norberg,  
Ray Lazanik*



## **S.A.R.C.:**

## **Implications of Service Delivery:**

*Catherine Francis  
and  
Phillip Johnston*



# TRANSITIONS: THE VISION

Once again, Judge George Thomson, the Chairman of the Social Assistance Review Committee entertained the audience with an address which provided some background to the report entitled "Transitions" and highlighted some of the myths about the current social assistance system which the committee members hoped to dispel.



and directed his closing remarks to those recommendations which deal with municipal delivery, administration and program funding. Judge Thomson's presentation provided a

broad overview of the content of the Report which set the stage for further discussion and served as a "kick-off" for a variety of workshops related to SARC.

Mr. Thomson shared the rationale for the development of certain recommendations

## Transitions: The Vision

*Phillip Johnston, Debbie Oakley, John Stapleton and George Thomson*

## FINANCING NEW DIRECTIONS:

The presentation was well attended by members of the Day Care community. Kay Eastham, the Director of Child Care Branch (MCSS) stressed the need for persons to look at the "total" package when reviewing "Financing New Directions", including initiatives designed to enhance the quality of service delivery. The following historical perspective was shared as follows:

	1984/85	1988/89	Change
Total spending	\$89m	285m	221%
Total spaces	74,300	92,500	25%
Subsidy spaces	22,000	42,000	86.4%
Subsidy spending	70.2m	162.7m	128%
Subsidy spending as percentage of Total Spending	79%	57%	
Program Dev.	4.7m	20.5m	
Capital	1.3m	15.5m	
D.O.G.	0	62.3m	

Updates on the status of Direct Operating Grants and Income Testing were provided. The Ministry distributed a summary of achievements related to the "New Directions" paper, entitled Report on Year One: 1987/88. This summary updates progress in the following areas: funding priorities, improved partnerships, new models for services, employment related initiatives and quality initiatives.



## **Employment Program Delivery: SARC Recommendations & Implications of Opportunity Planning - The Transition to Self Reliance**

A review of the evaluation results indicates that this session was appreciated by participants due to a combination of factors. These include; timeliness of the topic, workshop design and the expertise of the planning group in organizing the session.

The workshop was attended by approximately 100 registrants and began with a brief presentation highlighting the aspects of Opportunity Planning, as outlined in Transitions, and relevant factors to be given careful consideration.

Within their respective groups, participants were then directed to explore some key questions. The following represents a summary of group discussions:



**Participants in  
Employment Program Delivery Seminar**

### **QUESTION**

#### **1. What is Opportunity Planning?**

- i) Definition
- ii) Purpose
- iii) Scope

#### **2. Who Should be Opportunity Planners?**

#### **3. Can Mandatory Opportunity Planning be Successful?**

### **POPULAR ANSWERS**

- 44% - career planning, action planning, goal setting, defining client need
- 53% - enhancing self confidence & human potential, allowing clients to become more active in their future
- 65% - a broad range of services openly available to all social assistance recipients
- 63% - separate income maintenance workers specifically trained as Opportunity Planners
- 26% - Employment Services staff
- 56% - Yes, provided a variety of conditions are applied
- 44% - No

## **People On The Move**

Trinela Cane, whom many of you know from the SARC and PMSSR Consultations has taken the position as Manager of Employment Policy and Program Development, Family Support Branch, with MCSS. Trinela is well known by many in the municipal sector and is welcomed into her new position.

Also on the Ministry front, Mike Mendelson is the new ADM of the Community Services Division, and Sandra Lang is the Director of the Elderly Services Branch.

Frances Flanigan, recently retired administrator from the City of Cornwall Social Services Department, has requested that we share the following note with our members upon receipt of her "Honourary Life Membership" -

"Would you express to the Members of the Ontario Municipal Social Services Association my thanks, for the most beautiful "Plaque". Also to those who thought of me on my retirement, their kindness will be remembered forever.

My wish for you and all members of the Association - Luck, Health and Happiness.

Thank you"



# PLANNING AHEAD FOR THE 1989 JUNE CONVENTION

Reserve these dates for the 1989 Convention to be held in Windsor, co-hosted by the City of Windsor and Essex County Social Services.

## SUNDAY, JUNE 4 TO WEDNESDAY, JUNE 7, 1989

The headquarters for the Convention activities will be the Cleary Auditorium and Convention Centre, with the President's reception being held in the Great Lakes Ballroom, Hilton International Hotel (immediately next door to the Cleary Auditorium).

The planning Committees have been active and are ready to share some highlights of planned activities.

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<b>SUNDAY, JUNE 4TH</b> 10:00 a.m.	GOLF TOURNAMENT - LAKEWOOD GOLF COURSE Tee off times begin.
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\$18.00 (approx.) for 18 holes.  
Please call Brad Curran at Essex County  
Social Services to reserve your tee off time.

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<b>SUNDAY, JUNE 4TH</b> 7:30 p.m.	PRESIDENT'S RECEPTION - GREAT LAKES BALLROOM Developing A Positive Self Image
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<b>MONDAY, JUNE 5TH</b>	Activities will include sessions on the following: Opening remarks Ministers Address Leadership skills Seniors Issues Working with the Media Annual General Meeting Opportunity planning
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5:00 p.m.	RECEPTION - MCSS - CLEARY AUDITORIUM
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### SPECIAL NOTE

7:35 p.m.	DETROIT TIGERS vs BOSTON RED SOX In order to block a group of seats for this event, tickets will have to be purchased early in 1989. Cost for this event, including transportation, would be approximately \$20.00. ANYONE INTERESTED IS TO CONTACT BRAD CURRAN AT (519) 776-4281 ASAP!
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FREE ACTIVITY EVENING FOR THOSE NOT INTERESTED IN ATTENDING THE BASEBALL GAME

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**TUESDAY, JUNE 6TH**

Activities will include sessions on the following:

Achieving Performance Goals  
 Quality Assurance  
 Seniors Issues  
 Sources of funding for Child Care Operations  
 What is a Child Care Space?  
 Personal Computers in our Environment  
 The Michigan Experience

6:00 p.m.

COCKTAIL HOUR

7:00 p.m.

BANQUET AND DANCE

(music by BROTHERLINE formerly Jeffrey &amp; the Juniors)

**WEDNESDAY, JUNE 7TH** Defining "Community"

CONVENTION ENDS

**NOTE RE: CHILD CARE**

The Companions Program Committee is currently researching the possibility of child care arrangements for anyone requiring same while attending the OMSSA June Convention. If you require child care services, please contact Joanne Giroux by April 1st, 1989 at 519-255-5239 for further information.

NOTE: Depending on demand, this service may or may not be provided.

**ACCOMMODATION INFORMATION**

*Everyone is responsible for arranging their own accommodation.*

Hilton International	\$74.00 single \$89.00 double	1-800-268-9275
Holiday Inn	\$72.00 single \$78.00 double	1-800-465-4329
Relax Plaza	\$60.00 single or double	1-800-661-9563
Inn General*	\$52.00 single \$62.00 double	1-800-265-4817
Compri Hotel**	\$69.00 single \$84.00 double	1-800-4-COMPRI

\*located downtown, and is approximately a 10 to 15 walk to the Cleary Auditorium.

\*\*is a new hotel scheduled for completion in May, 1989. The hotel is located immediately next to the Hilton which connects to the Cleary Auditorium. It will be accepting reservations after April 1, 1989.



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## ZONE NEWS

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**ZONE I** held a very successful Fall Seminar on October 20, 21 1988, with the guest speaker addressing - **HEALTHY SELF, HEALTHY SERVICE**. Other sessions included presentations on "*The Nostalgic Thespians*" (A Senior Citizens Theatre Group); "*How to Make Integration Work For You - Solving the Problems*" (day care services); and "*Freedom of Information and Social Services*".

Many of the Zones focussed on the report, **TRANSITIONS**, during their Fall Seminars.

**ZONE II** had John Stapleton review the report's recommendations using slides and provided opportunity for audience participation.

**ZONE III** held an invigorating Fall Seminar entitled, **PLAY FOR THE HEALTH OF IT**, on October 18, 1988, with *Ms. Shirley Routliffe* as the presenter. Playing and humour for all age groups was encouraged, especially for those in stressful occupations. The Ministry, however, has turned down a request for clown noses to be issued to all staff.

The new Executive Board is as follows:

<b>PRESIDENT</b>	Renee Leclair	Haldimand Norfolk
<b>VICE-PRESIDENT</b>	Graeme Fisker	Waterloo Region
<b>SECRETARY</b>	Connie Kratofil	Hamilton Wentworth
<b>TREASURER</b>	Sharon Charbonneau	Waterloo Region
	Ann MacLean	Niagara
	Pat Eversden	Niagara
	Joanne Bree	Halton
	Diane Ayliffe	Halton
	Grace Almeida	Brant
	Theresa Kellie	Hamilton Wentworth
	Rico Sabatini	Wellington

**ZONE IV's** Fall Seminar also utilized John Stapleton to highlight **TRANSITIONS** for one morning session of their seminar held on October 4 & 5th. Other sessions included a very interesting seminar on "*Working With the Substance Abuser from the Fieldworker's Point of View*"; "*Issues Relating to SARB*"; and "*Safety In the Workplace*".

**ZONE VII** also focussed their November 7th Fall Seminar on **TRANSITIONS** with a slightly different approach. *Judge Thomson* provided an overview of the report, and then a panel presented various points of view on the report, followed by active audience questions and participation.

**ZONE VIII** held its annual Fall Seminar on October 24 1988 and once again *John Stapleton* was present to provide the **TRANSITIONS** slide presentation, with an opportunity for questions and discussions.

**CATHERINE VIAU** has been appointed as Chairperson of Zone VIII. **Congratulations Catherine!**

**ZONE XI** held its Fall Seminar in Fort Frances on September 22 and 23, 1988. In addition to a presentation on **TRANSITIONS** by *John Stapleton*, the participants benefited from hands-on training on budget calculations and rates calculations for co-residency applicants.

**ZONE XII**, also utilized *John Stapleton's* by now, very well-developed slide presentation on **TRANSITIONS** at their Fall Seminar held on December 5th, 1988. The session was well attended with 64 registrants including participants from Haldimand-Norfolk and the MCSS London Area Office.

**A ZONES COMMITTEE** meeting is scheduled for February 10, 1989 for the purpose of looking at the needs of the Committee, the Zones and the relationship to the Association. It is an important meeting and every Zone is encouraged to ensure that they have at least one representative at the meeting. Further details have been mailed to each Zone Chairperson.

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**What's happening with . . .**

## **Services for Seniors**

The 1988-1989 Policy Sub-Committee on Services for Seniors got off to a roaring start last fall as it developed an ambitious workplan. Under the leadership of the new Chair, Vicky Earle of Durham Region, the group established for itself three major objectives.

**To improve information sharing among Seniors' administrators**, they will organize a workshop on seniors' issues for the 1989 OMSSA convention.

**To achieve a closer linkage with colleagues** in the Ontario Association for Non-Profit Housing and Services to Seniors (OANHSS), they will explore the possibility of conducting a joint OMSSA/OANHSS review of the role of Homes for the Aged within the long-term care system.

The major and most ambitious activity to be initiated by this group is the **development of a comprehensive up-date of the 1984 OMSSA Report: DIRECTIONS FOR SENIORS' SERVICES: A MUNICIPAL PERSPECTIVE**. This will include a review of the pertinent policy papers and programs introduced since 1984, and a survey of municipalities regarding services currently provided, and their future plans. The chapters in the 1984 paper will be up-dated, and a number of other issues arising out of the increasingly complex network of programs and projects, will be covered, reflecting the rate of change within this field: home support services; coordination of the planning, delivery and funding of services; discussion of the role of volunteers; etc.

With the energy and enthusiasm this group of administrators bring to the 1988-1989 Policy Sub-Committee on Services for Seniors, this year promises to be exciting and productive. For further information on any of the projects above, or to be included on the Seniors' Services mailing list, please contact Sarah Kramer, OMSSA's Policy Analyst, at the OMSSA offices.

**Members of the Policy Sub-Committee on Services for Seniors are:**

Vicky Earle - Durham Region  
Joan Christensen - Metro Toronto  
Peter Graham - Peel Region  
Chris Peel - Victoria County  
Norma Walsh - Hamilton-Wentworth  
Ed Zapior - City of Thunder Bay

Glen Davies - York Region  
Bev Goodman - Niagara Region  
Doris Guyatt - MCSS  
William Smith - OMSSA volunteer  
Carol Weigel - Bruce County  
Michael Klejman - OANHSS

Sarah Kramer

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**SPECIAL RECOGNITION FOR:**

### **THE REGIONAL MUNICIPALITY OF OTTAWA-CARLETON'S WIFE ASSAULT COMMITTEE.**

Recently, some of the work being done by the Social Services Department of the Regional Municipality of Ottawa-Carleton has been recognized through the receipt of two awards.

The Department won the 1988 Education Award from the Canadian Association of Municipal Administrators. This prestigious award was presented to members of the Wife Assault Committee for having established a comprehensive training program which provides information to all staff regarding the issue of wife assault. The training programs focusses on the issue of wife assault, interventions with abused women and services available; and is offered on an on-going basis.

The Committee is composed of staff from the Region of Ottawa-Carleton's social services department, and service providers were invited to assist in the preparation of the program content.

Anyone interested in obtaining the training material or exploring further this training initiative is encouraged to contact any of the following Committee members:

<b>Barb Breshahan</b>	<b>(613) 741-6025</b>
<b>Pat Friedrich</b>	<b>(613) 820-4922</b>
<b>Joan Walker</b>	<b>(613) 560-2019</b>

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## From: RESOLUTIONS COMMITTEE

*A Brief Summary of Resolutions Presented At the OMSSA June Convention, 1988*

### ENDORSED RESOLUTIONS

### STATUS

#### TITLE

- |   |                                    |
|---|------------------------------------|
| 1. One Month Emergency assistance without the necessity of a home visit.  | Endorsed                           |
| 2. The payment of board and lodging - to remove distinctions between profit and non profit board and lodging rates.   | Endorsed                           |
| 3. Comprehensive Dental Services for social assistance recipients.<br>Dental Plan for social assistance recipients<br>(supplementary to 3 above)<br>Concerning Dental Services coverage for F.B.A. Adult recipients<br>(supplementary to 3 above) | Endorsed                           |
| 4. Dental Service Liability Clause.   | Endorsed                           |
| 6. Improved cost sharing for municipalities for last months rent.   | Endorsed                           |
| 8. Refugee Claims -<br>- expedite refugee applicants.<br>- provide interim work permits.<br>- provide financial support during the interim.   | Endorsed                           |
| 9. Cost sharing increases with Amendment for Special Assistance.  | Endorsed                           |
| 10. Improvements to Work Incentive Program to provide financial incentives to clients.  | Endorsed                           |
| 11. Financial Employment Incentives for social assistance recipients.   | Endorsed                           |
| 13. Funding of Employment Programs - A sound funding base.  | Endorsed                           |
| 14. Municipal involvement in Strategic Planning for Employment Services.  | Endorsed<br>(with minor amendment) |
| 16. Request for Increased Allowance.  | Endorsed                           |
| 17. Day Care Cost deductions - be allowed as a deduction against gross income of social assistance recipients.  | Endorsed<br>with Amendment         |
| 18. New Eligibility Criteria (Spouse-in-the-House) for sole-support and Parents on FBA & GWA as it applies to day care subsidy.   | Not Endorsed                       |
| 19. The name to be used to describe the legislation to replace the current Day Nurseries Act.   | Endorsed                           |
| 20. Home Care/Integrated Homemakers Budget approvals.   | Endorsed                           |
| 22. Cost sharing of pay equity costs.   | Endorsed                           |
| 23. Extend child care subsidy to the child's 13th birthday.   | Endorsed<br>per past stand         |
| 24. Inclusion of cost of equipment and supplies for prescribed injectable medication.   | Endorsed<br>as per past stand      |

### REFERRED RESOLUTIONS

#### TITLE

- |  |                                      |
|--|--------------------------------------|
| 5. Exclusion of Boarder Income from 16-17 year olds for recipients.                | Referred to Policy Committee         |
| 7. Review of New Eligibility Criteria with the objective of ending discrimination. | Referred to Policy Committee         |
| 12. Funding of Employment Programs<br>- details and municipal participation.       | Referred to Policy Committee         |
| 15. Liability Insurance Coverage for work placements.                              | Referred to Policy Committee         |
| 21. Hostel Subsidy - responsibility by appropriate Ministry.                       | Referred to PMSSR Response Committee |



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# UPCOMING EVENTS:

4th NATIONAL CONFERENCE ON SOCIAL WELFARE POLICY  
"TOWARDS THE NINETIES: ISSUES OF THEORY AND PRACTICE"

## CALL FOR PAPERS

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To be held at The Ontario Institute for Studies in Education, Toronto

**October 24-27, 1989**

**Co-sponsored by a consortium:**

Community Services Department  
Metropolitan Toronto

Faculty of Community Services  
Ryerson Polytechnical Institute

Faculty of Community Services  
University of Toronto

School of Social Work  
McMaster University

Social Planning  
Council  
Metropolitan Toronto

School of Social Work  
York University

Ministry of Community and Social Services  
Province of Ontario

### CONFERENCE OBJECTIVES:

- o To promote comparative and critical analysis of social welfare policies in Canada.
- o To provide a forum for scholarly and professional exchange among sectors and disciplines concerned with social welfare policy.
- o To disseminate information among institutions, scholars, and professional practitioners through presentation and publication.
- o To promote the definition of a community of interest concerned with social welfare policy in Canada.

### A MULTIDISCIPLINARY AND MULTISECTORAL PROGRAM:

the conference is designed for professionals involved with social welfare policy — those from non-governmental and governmental bodies as well as academic institutions. Social welfare policies are construed broadly and include health, housing, and environmental concerns, as well as income security and social service issues, etc.

### REGISTRATION FORMS:

forms will be available in May 1989 through the Conference Centre, Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5C 1V6.

### PAY EQUITY CONFERENCES

#### **Pay Equity: Countdown to Implementation**

presents a unique opportunity for employers, employees and bargaining agents to learn more about the "how to" of pay equity implementation.

At these conferences, the Pay Equity Commission will bring together workshop leaders, facilitators, practitioners, employers, bargaining agents and employees to create the widest possible network of information, understanding and support for the implementation of pay equity.

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## You will be interested in these conferences if you:

- have not yet begun to do pay equity
- have started pay equity and need help
- are moving along smoothly to implementation

With the first pay equity deadline fast approaching, the Pay Equity Commission is holding five conferences across Ontario for those who are involved in the implementation of Ontario's new pay equity legislation.

TORONTO, JANUARY 13, 1989

SUDBURY, JANUARY 20, 1989

LONDON, JANUARY 27, 1989

OTTAWA, FEBRUARY 3, 1989

THUNDER BAY, FEBRUARY 9, 1989

## PROGRAMME:

The emphasis will be on building skills - and sharing pitfalls and successes.

8:15-9:00 a.m. ....	Registration
9:00-9:45 a.m. ....	Greetings Hon. Gregory Sorbara, Minister of Labour
9:45-10:00 a.m. ....	Break
10:00-12 noon .....	Workshops
Noon-2:00 p.m. ....	Lunch "Putting on Your Pay Equity Glasses: What Does Gender Neutrality Look Like?"
2:00-4:00 p.m. ....	Workshops
4:00-4:15 p.m. ....	Break
4:15-5:00 p.m. ....	Closing Plenary "Two Success Stories: Private/Public Sector"
	Discussion and wrap-up



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# RESOURCES

## HEALTH INNOVATION FUND

The Health Innovation Fund represents a significant and exciting initiative of the Premier's Council on Health Strategy aimed at generating creative ideas that contribute to improved health for all Ontarians.

### The Health Innovation Fund: Testing new ideas

The Health Innovation Fund will make financial assistance available to encourage creative ideas that contribute to improving the overall health of Ontarians. In this way, new and innovative means of delivering cost-effective services and programs that support health, can be tested and evaluated.

### Who can apply?

Any non-profit organization which has been in existence for at least one year in Ontario is eligible for funding from the Health Innovation Fund. Individuals or groups sponsored by such a non-profit organization are also eligible. These individuals or groups must demonstrate that sponsorship has been obtained.

The formation of innovative partnerships in the development of project proposals is encouraged. Local District Health Councils may assist in bringing individuals and groups together to foster collaborative efforts.

In keeping with these criteria, all projects must:

- o address an important health need;
- o offer a new approach to meeting an identified health need cost-effectively;
- o produce results that are measurable and can be evaluated.

The Fund will not provide assistance for:

- o capital construction of facilities;
- o high technology diagnostic equipment or testing of diagnostic and treatment procedures requiring such technology;
- o proposals that have previously received funding from other sources.

### How will projects be selected?

The Premier's Council on Health Strategy will utilize several methods to assess proposals. In addition to internal review, proposals will be reviewed locally by the District Health Council (where established), and by independent reviewers.

Proposals will be evaluated according to individual merit and the expected benefits of the proposed project compared with other submissions. Successful applicants will be announced semi-annually by the Premier's Council on Health Strategy.

### Can I get help with my application?

We recognize that some applicants may require assistance in preparing a proposal. If you need guidance or answers to questions, contact either the Premier's Council on Health Strategy at the address or telephone number that appears below, or your local District Health Council.

### How to apply?

Application forms and submission guidelines can be obtained by contacting:

Premier's Council on Health Strategy, 8th floor, Hepburn Block  
80 Grosvenor Street, Toronto, Ontario M7A 1R3 Tel: (416) 324-4746

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# EMPLOYABILITY RESOURCES NETWORK

## *A new national resource for employability enhancement programs*

Finding out how to help people get off social assistance and back into the job market is the object of a national project launched this autumn by three non-government agencies.

The Employability Resources Network (ERN) will catalogue and evaluate some of the hundreds of innovative employment projects which help social assistance recipients (and others who have been out of the labour force for some time) jump the hurdles between their present situation and the job market.

ERN is a consortium of three organizations: the Canadian Council on Social Development (CCSD), an Ottawa-based national social policy research group; Policy Concepts, a Toronto/Ottawa public affairs consulting and strategic planning firm; and Coopers and Lybrand Consulting Group, a major Canadian consulting firm.

ERN will build a bank of publicly available information about employability enhancement projects, including a catalogue of evaluation information on a wide range of projects, and a network of professionals in the field. All these databases will be catalogued and maintained at a national information resource centre.

## *Write us!*

If you're interested in the field of employability enhancement programs, or if you're on the front lines running such a program, please write.

ERN is gathering names for our national information resource centre network of people and groups concerned about helping people on social assistance become more independent, and information about existing programs for our databases and resource materials collection (we can send you a profile questionnaire for your program on request).

**OUR ADDRESS IS 55 PARKDALE AVE., OTTAWA, ONTARIO, K1Y 1E5**