

REGIONAL MUNICIPALITY OF OTTAWA CARLETON
MUNICIPALITÉ RÉGIONALE D'OTTAWA CARLETON

REPORT
RAPPORT

Our File/N/Réf. 03-07-96-0093
Your File/V/Réf.

DATE 29 August 1996

TO/DEST. Chair and Members, Community Services Committee

FROM/EXP. Committee Co-ordinator

SUBJECT/OBJET **JOB DEVELOPER**

REPORT RECOMMENDATION

That the Community Services Committee receive this report for discussion.

BACKGROUND

The following documentation is provided:

1. Memorandum dated 25 July 96 from Councillor D. Holmes re: the Social Services Department's Job Developer Program;
2. Memorandum dated 6 Aug 96 from Commissioner D. Stewart responding to Councillor Holmes' query.

Councillor Holmes has requested that this item be placed before the Community Services Committee for discussion.

*Report approved by
M. J. Beauregard*

REGIONAL MUNICIPALITY OF OTTAWA CARLETON
MUNICIPALITÉ RÉGIONALE D'OTTAWA CARLETON

MEMORANDUM
NOTE DE SERVICE

Our File/N/Réf.
Your File/V/Réf.

DATE 25 July 1996

TO/DEST. Commissioner, Social Services Department

FROM/EXP. Councillor Diane Holmes

SUBJECT/OBJET **JOB DEVELOPER**

I have been contacted by a concerned business person in my ward who was approached by a member of the staff of the Regional Municipality of Ottawa-Carleton.

The RMOC staff member approached the store owner, and asked if there were any job openings available, saying that the Region was setting up a job referral service for business people. The RMOC employee said that the Region will be providing a screening service for businesses and will be sending "the cream of the crop" applicants for interviews. All this would be free to businesses.

Thinking that there was something very strange about this proposition, the businessperson asked if this new service being offered by the Region had anything to do with workfare. The RMOC employee neither admitted nor denied that this was the case.

The offer was found to be offensive on two counts. First - it was not made absolutely clear at the outset that workers would be welfare recipients forced to work. Second - the offer of a free work is very alluring and puts paid employees in jeopardy.

Could you explain how your department is participating in the Workfare program and to what extent this is being made clear to the business people who are being contacted. I would also like to know what contractual and reporting arrangements will be required of participating employers, and what compensation will be made for work of different value.

Thank you for your attention to this request.

Approved by
Councillor D. Holmes

cc Bob Crook, Director of Employment Services

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MEMORANDUM
NOTE DE SERVICE

Our File/N/Réf.
Your File/V/Réf.

DATE 6 August 1996

TO/DEST. Councillor Diane Holmes

FROM/EXP. Commissioner, Social Services Department

SUBJECT/OBJET **FOLLOW-UP TO MEMO**

The purpose of this memo is to respond to your memo dated July 25, 1996 with respect to the Department's Job Development Services.

There are two main services offered by the Job Development program; one is where employers are invited to post their jobs with us in exchange for their listing(s) being advertised in three employment resource centres and five district offices, collecting resumé and/or screening potential candidates.

The second service offers and arranges an unpaid work experience for up to a maximum of three months in a wide variety of employment settings. This service is intended to meet client needs with respect to being able to get their "foot in the door", update skills and/or gain Canadian work experience.

Both of these services are available to clients on a strictly voluntary basis; this is not a workfare program.

It is unfortunate that a miscommunication occurred between our departmental representative and the business person referenced in your memo. As a result of this situation, staff have taken further steps to ensure that clear communication is presented about these services in an effort to minimize confusion and incorrect associations with the Ontario Works workfare initiative.

With respect to the last request outlined in your memo, there are different requirements for each of the two services.

For those posting a position, an employer profile form is completed, with assistance from our staff. Once completed, that employer may post again without needing to complete the form a second or subsequent time. Once a listing has closed, staff follow-up with the employer to collect outcome data, to ensure the employer's needs were met and to extend an invitation to use our services again.

A greater degree of involvement is required for the unpaid placement service. Attached is a copy of the Work Place Agreement which outlines the responsibilities of each of the three parties involved in a placement. I have also attached a brochure which describes both of the services offered by the Job Development Team. If you would like further information about either of these services, please contact the Program Manager, Kathy Secord, at 724-4144 extension 6410.

Thank you.

Approved by
D. Stewart
Commissioner, Social Services Department

cc. Bob Crook