

**REPORT NO. 3 of the
SOCIAL DEVELOPMENT,
HEALTH & CULTURE STANDING COMMITTEE**
of its meeting held May 11, 2011

Present:

**Councillor Al Maghnieh, Chair
Councillor Alan Halberstadt
Councillor Percy Hatfield
Councillor Ron Jones
Councillor Ed Sleiman**

That the following recommendation of the Social Development, Health and Culture Standing Committee **BE APPROVED** as follows:

Moved by Councillor Halberstadt, seconded by Councillor Jones,
That the report of the Community Development and Health Commissioner dated March 16, 2011 entitled "Response to CQ12-2011 Regarding Job Creation" **BE RECEIVED FOR INFORMATION.**
Carried.

Clerk's Note: The Report from the Community Development and Health Services-Employment Social Services dated March 16, 2011 is attached as background information.

CHAIRPERSON

DEPUTY CITY CLERK

Notification		
Social Development, Health & Culture Standing Committee		

THE CORPORATION OF THE CITY OF WINDSOR
Community Development and Health Services - Employment Social Services

**MISSION STATEMENT:**

"The City of Windsor, with the involvement of its citizens, will deliver effective and responsive municipal services, and will mobilize innovative community partnerships"

LiveLink REPORT #: 15170 MB2011	Report Date: March 16, 2011
Author's Name: Ronna Warsh	Date to Council: May 11, 2011
Author's Phone: 519 255-5200 ext. 5232	Classification #:
Author's E-mail: rwarsh@city.windsor.on.ca	

To: Mayor and Members of City Council

Subject: CQ12-2011 Regarding Job Creation

28/04/2011 3:47 PM

1. RECOMMENDATION: City Wide: Ward(s): _____

That City Council **RECEIVE FOR INFORMATION** the following report in response to Council Question 12-2011.

EXECUTIVE SUMMARY:

N/A

2. BACKGROUND:

On January 24, 2011, Councillor Payne asked the following question (CQ12-2011):

"Asks for a report on various committees working on jobs creation and suggest a mandate for a Task Force of Council to coordinate their efforts (refer also to Governance Process Recommendation #5 in the ABC Governance Review)".

3. DISCUSSION:

There are a number of organizations and people that are focusing on attracting jobs to the region and on our workforce training. These are listed below with their core mandate explained.

1. Windsor City Council

One of City Council's strategic priorities, reflected as a "pillar" in the Community Strategic Plan, is "Our Economy: Cultivated and Competitive". This involves the establishment of partnerships with all orders of government, the private sector, labour and other stakeholders to attract and retain investment that will diversify and sustain the City's employment base.

At two recent strategic planning sessions of City Council on December 13, 2010 and January 18, 2011 respectively, Mayor Francis asked Councillors and Administration to identify top priorities for the next 10-20 years. As a result, 6 pillars for the next term of Council were identified, with the top one being "Jobs and Economic Diversification". Jobs and the economy have been identified as the number one priority going into 2011 and, although there will be other competing priorities, the jobs agenda is clearly the focus to position Windsor for growth and success.

Although our roots have been in manufacturing, we know that we must diversify into new economic sectors, such as aerospace manufacturing, health care and life sciences, hospitality and tourism, transportation and supply chain management, and the renewable energy sector which includes the wind and solar power industries.

2. Windsor Essex Development Corporation (WEEDC)

The WEEDC has as part of its mandate to lead economic development efforts, foster the growth of strategic industries and promote the region as a location for business investment and retention.

Through 2010, Ron Gaudet, CEO, WEEDC, along with members of the Board of Directors and leadership team at WEEDC focused on reaching out into the community and meeting with key stakeholders and partners. Attachment 'A' lists Board members and Stakeholders.

The result of the meetings and community outreach is the five year "Windsor-Essex Regional Economic Roadmap" which was formally unveiled in February of this year. In the many discussions that took place, valuable insight was gained regarding what needs to take place in order to promote regional economic prosperity and a high quality of life in Windsor and Essex County.

The report outlines the current economic reality, identifies nine industry groups that hold potential for the region and itemizes ten strategic building blocks to guide towards success.

The 9 industry groups that are discussed in the report are:

- Agri-business and Nutraceuticals
- Creative industries/digital media
- Education and training
- Health & Life Sciences
- Logistics/Warehousing & Cross-border activities
- Advanced Manufacturing
- Professional services/Back end office operations
- Renewable energy & related green or clean technologies
- Tourism & Travel services

The roadmap identifies that WEEDC cannot develop these areas alone. A top priority is to identify appropriate organizations and champions to work together to be successful. This leads to the strategic building blocks that were also identified through the consultation process.

The 10 strategic building blocks include:

- Enhancing collaboration
- Promoting Windsor-Essex
- Targeting key industries
- Fostering an innovative economy
- Building the talent pipeline
- Fostering and supporting entrepreneurship
- Leveraging cross-border relationships
- Cultivating an excellent quality of life
- Leading the development of world-class infrastructure
- Fostering best practices in economic development

Each of the building blocks is critical to support economic development.

Small Business Enterprise Centre

Windsor-Essex Small Business Enterprise Centre is recognized as one of the busiest centres in Ontario. The Centre provides general outreach and workshop activities as well as individual small business consultations. Workshops include Starting a Small Business, Marketing, Financial Management, Record Keeping and E-Business. The Centre also hosted a Government, Services & You Forum as well as a series of Breakfast Networking sessions.

In 2010, the Centre conducted 799 one-on-one consultations, a valuable support provided to the small business community. These consultations helped in the formation of 219 new businesses and the expansion of 32 existing businesses, resulting in the creation of 315 new full-time jobs.

3. **Workforce WindsorEssex**

Workforce WindsorEssex (legally Workforce Development Board Windsor Essex) was created as an independent, community-based board in October 2008 as a result of significant foundation work by the City of Windsor, County of Essex, Windsor Essex Development Commission and the Province of Ontario.

The Board's mandate is to plan, facilitate and advocate for regional workforce development, defined as the development, retention and recruitment of a wide range of skilled workers to meet the current and future economic and social development needs of Windsor-Essex.

The Board members are community leaders with a strategic outlook on the Windsor Essex community as a whole in addition to ties to key sectors in business, labour, health, social welfare, newcomers and education. A resource team provides ongoing support to the Board of Directors, and there are also many partners in the community that work with Workforce WindsorEssex to fulfill its mandate. **Attachment 'B'** lists Board members, and Resource team members.

Funding for the various projects is provided through the Ministry of Training, Colleges and Universities (MTCU).

Workforce WindsorEssex's role is to work on a regional level to understand the skills needs of current and future employers and ensure that the community is well aware of employment trends so that businesses can find the talent they need; individuals can make good career and job decisions; and local educational and training organizations can provide the right mix of opportunities to prepare people for jobs.

To this end, a number of projects and initiatives have been underway to gather the required information. Projects and initiatives include a monthly employer survey on hiring trends, a study of the workforce opportunities that will flow from the construction of the Windsor Essex Parkway, and the Integrated Local Labour Market Plan which describes the local labour market and identifies promising sectors.

One of the identified priorities in the Local Labour Market Plan is to "communicate relevant and timely labour market information in a way that is meaningful to a variety of audiences". As part of their communication efforts, Workforce WindsorEssex established a website at www.workforcewindsor-essex.com.

Building on the Integrated Local Labour Market Plan, every year Workforce WindsorEssex issues a "Local Labour Market Plan Update" (LLMPU) based on recent trends, opportunities and priorities identified in the region. The final section of the report is an action plan for the community. The 2011 update will be published by March 31.

Labour Market Partnerships Program

Since 2009, Workforce Windsor-Essex has been involved in a number of partnership projects including:

- Research into the workforce requirements of Agri-Business and Hospitality and Tourism;
- Sharing information about emerging occupations with youth;
- An online database which identifies emerging occupations within the alternative energy sector;
- Creation of a key word searchable "Skills Database", in partnership with local Labour Adjustment Committees;
- Creation of an occupational handbook for the local Tourism and Hospitality industry in partnership with SWOIEC, Tourism WindsorEssex, Pelee Island (TWEPI) and St. Clair College;
- Development of a report on Promising Sectors & Occupations;
- Development of a "toolbox" for an entrepreneurial workforce;
- Knowledge and skills gap analysis for the wind and solar industries locating in WindsorEssex, to identify training needs.

Local Immigration Partnership Council

Workforce WindsorEssex has been a member of the Council since its inception in November 2008, as part of the community's efforts to integrate immigrants into our workforce leveraging their knowledge, skills and experience.

One of the strategic objectives of this group is to "Improve labour market outcomes for immigrants".

4. Employment Ontario Network

In order to help Ontarians find jobs, keep jobs, and train for the future, Employment Ontario has changed the way it does business through the Employment Ontario Transformation – a move towards agencies providing a "full suite of services" approach. Agencies that have been identified to part of the network provide all the services required to assist people to be able to find the employment services and training programs they need in a one-stop shop environment, rather than going from place to place, as many have in the past. Employment Ontario changes have improved access to important services that help people find and keep jobs, apply for training and plan a career that is right for them.

The improved employment services in the Employment Ontario network are delivered by a carefully selected network of service providers who are equipped to deliver the full range of employment services to help people find and keep a job.

In Windsor-Essex, the government has asked seven (7) organizations to provide the new employment services in eleven (11) locations in Windsor-Essex. The City of Windsor, through Employment & Social Services is part of the network. In terms of connecting with other service providers, management participates in a monthly meeting of the "Employment Ontario Network" where joint training, service planning, and collaboration between the service providers is discussed. This provides for a sharing of information not only between the agencies and the Ministry, but also community updates.

In addition, Teresa Piruzza, Executive Director, Employment and Social Services represents the Department on a provincial committee: Western Region Implementation Team, (WRIT). Membership on the WRIT is composed of representatives from across the Western Region of the province and is chaired by the Director of the Western Region for MTCU. The mandate of the WRIT is to provide MTCU with advice and guidance on service delivery and the planning of employment programs and skills training and to provide on-going feedback to MTCU.

Attachment 'C' provides a listing of the Employment Ontario Service Providers for Windsor-Essex.

5. City of Windsor Employment Services

Employment Ontario services now come under the umbrella of Employment and Social Services. This means that, while Employment and Social Services continues to deliver Ontario Works (funded by the Ontario Ministry of Community and Social Services), there is also now a team who deliver Employment Ontario programs (funded by the Ontario Ministry of Training, Colleges and Universities).

The common feature between Ontario Works and Employment Ontario funded programs is a focus on helping people transition from unemployment to employment through the acquisition of skills, training and employment opportunities. Employment services offered through the Department should decrease the length of time a person is unemployed resulting in cost saving for all forms of financial assistance including Employment Insurance and Ontario Works.

This new service delivery model encourages collaboration in order to provide better supports for all unemployed individuals. Our goal is to create an environment where a person can find the tools they need to reconnect with the labour market in the shortest period of time possible.

Current employment initiatives including our partnership with the WindsorEssex Economic Development Corporation, specialized programming for youths, older workers, sole support parents, and foreign trained professionals, supports for short term certificate training and the Employment Ontario Transformation have been successful and have resulted in positive outcomes for many.

6. Pathway to Potential

Pathway to Potential (P2P) is a community-based strategy for reducing poverty and ensuring social and economic well-being for the residents of Windsor and Essex County. P2P received \$2.1 million in funding from the City of Windsor and the County of Essex, in recognition that poverty reduction is a critical first step toward creating a strong, healthy and vibrant community.

P2P recognizes the vital role that education and job and skills training play in the reduction and prevention of poverty and that is why this is one of the strategy's key areas of focus. Over the past year, progress has been achieved within the Jobs and Skills Training area, as follows:

- Advocated to the provincial government for an increase in pre-apprenticeship programs in Windsor and Essex County;
- Support provided to Workforce WindsorEssex in their efforts to ensure that residents' skills and training are matched with up and coming labour market needs;
- Advocated to the provincial government for increased access to skills and training opportunities including pre-apprentice programs and Second Career;
- Research undertaken regarding municipal living wage strategies across Canada;
- Advocated to the provincial government for increased training opportunities for local residents to ensure skills meet the requirements for employment opportunities for up and coming infrastructure initiatives;
- Invited Workforce WindsorEssex to present to P2P Roundtable on research conducted to identify skills required to meet the needs of the local labour market;
- Research undertaken regarding a social enterprise concept for OW recipients;
- Marketing initiatives brought forward to support EO and OW employer incentive programs.

Attachment 'D' provides a listing of Roundtable and Working Group members.

7. Labour Adjustment Committees

The Ministry of Training, Colleges and Universities Employment Ontario provides an Adjustment Advisory Program. Through the Adjustment Advisory Program (AAP), the Ontario government works with employers, employees and communities to develop strategies to cope with company downsizing or plant closures.

The AAP supplies advisory and financial assistance to its clients to help them adjust to the effects of job loss in the workplace. AAP advisers help clients identify their needs and secure appropriate support, including career counseling, training, referral, and job search skills training. Adjustment committees are established to ensure full employer and employee participation in the process.

Employee or Displaced Worker Adjustment

The APP helps employees being laid-off deal with the effects of losing their jobs by helping them review their options and plan their next steps through adjustment committees. Committees include representatives from all the affected employee groups, as well as management and the union of the company. The committees plan and implement any programs and services staff need, including: job-search assistance, vocational and educational counseling, information on training, personal support in dealing with the stress of job loss, financial counseling, and information on starting a small business.

Community Adjustment

The APP helps communities anticipate and manage labour market change. Community adjustment committees are made up of the various affected community groups. They may bring together services for laid-off workers (especially where many companies have been downsizing), or they could engage in community wide strategic planning, or start specific labour adjustment projects with local groups.

Sectoral Adjustment

Through partnerships with industry associations, employee associations, employers, and unions, sectoral committees can be formed to identify common industry needs and goals. The needed changes are implemented by coordinating resources and by looking at sector-wide strategic planning.

There are currently 5 labour adjustment committees operating within Windsor and Essex County that we are aware of.

Along with the labour adjustment committees in Sarnia-Lambton and Chatham-Kent they meet every second month as part of a Tri-County Adjustment Advisory Group to share resources and opportunities and address common issues and concerns.

4. FINANCIAL MATTERS:

N/A

5. CONSULTATIONS:

This report has been completed by Administration, in collaboration with:

- Ron Gaudet, Chief Executive Officer, Windsor Essex Development Corporation
- Donna Marentette, Executive Director, Workforce WindsorEssex
- Fabio Costante, Project & Community Coordinator, Workforce WindsorEssex and Chair, Pathway to Potential
- Adam Vasey, Coordinator, Pathway to Potential

6. CONCLUSION:

There are formal linkages between the groups noted above, as they work to support each other's efforts towards gaining jobs, diversifying the economy and preparing the next generation of workers. The update provided in this report is not an exhaustive list of all agencies, organizations or groups that are involved in the employment sector in our community. It is evident that there is a great deal of effort on the part of many to help people find jobs and help employers find appropriately trained and supported employees.

There is much activity occurring to bring new employers and more jobs to the Region. A article in the Windsor Star (by Ellen Van Wageningen, posted February 23, 2011), conveys information from the Conference Board of Canada indicating that our region's economy is expected to lead all Canadian cities this year, as it battles its way back onto solid ground.: *"This economic growth will create about 5,000 new jobs in the region this year, with the unemployment rate hovering around 10 per cent as more people return to the work force."*

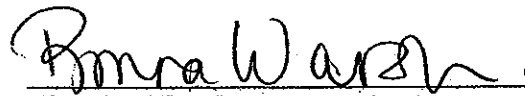
Given the number of Groups working diligently on the jobs agenda and the direction resulting from the ABC governance review to streamline Council Committees, it is not recommended that a new Committee of Council be struck at this time.

However, there is merit in bringing the various groups together for information sharing and potential collaboration. The concept of a sectoral meeting was recently discussed at a Board meeting of Workforce Windsor Essex. The Board will further explore a project to bring together a sector table to discuss to meet and exchange information. Council will be updated on this initiative as more information becomes available.

In addition, Council may want to have these Groups appear as delegations at the next joint City/County Council meeting to provide updates on their work which is vital to the future of Windsor-Essex County.



Teresa Piruzza
Executive Director of Employment &
Social Services



Ronna Warsh
Community Development & Health
Commissioner

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APPENDICES:**'A' Windsor Essex Development Corporation – Board of Directors and Stakeholders****'B' Workforce WindsorEssex – Board of Directors, Resource Team****'C' Employment Service Providers in Windsor-Essex****'D' Pathway to Potential Membership****DEPARTMENTS/OTHERS CONSULTED:****Name:****Phone #: 519 ext.****NOTIFICATION :**

Name	Address	Email Address	Telephone	FAX
Donna Marentette	68 Chatham St. E., Windsor, ON N9A 2W1	dmarentette@workforcewindsoressesex.com	(519) 255- 6545 ext.6946	519-256- 3100
Ron Gaudet	333 Riverside Dr. E., Ste. 215, Windsor, ON N9A 7C5	ceo@choosewindsoressesex.com	519-255-9200 ext.2234	519-255- 9987
Fabio Costante	68 Chatham St. E., Windsor, ON N9A 2W1	fcostante@workforcewindsoressesex.com	519-255- 6545 ext. 6948	519-256- 3100
Adam Vasey	495 Glengarry Ave., Windsor, ON N9A 1P5	avasey@cogeco.net	(519) 966- 8203 ext.224	519- 258- 2346

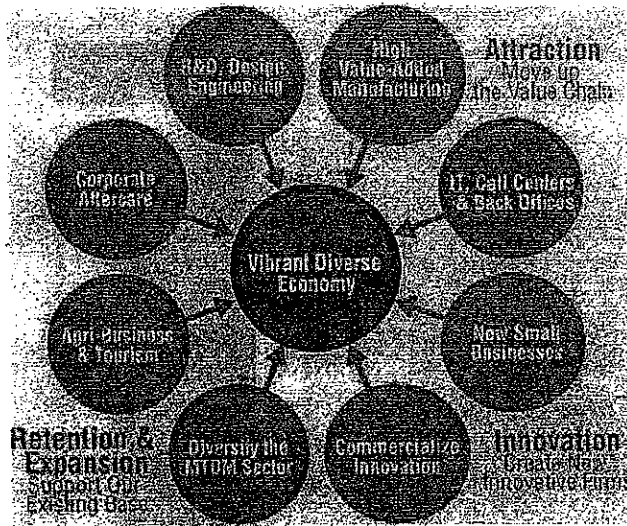
ABOUT WEEDC

Mission Statement

Maximize economic diversity, growth and prosperity in the Windsor-Essex Region.

Vision Statement

WEEDC will be the business-driven, business-led organization focused on creating prosperity and recognized for generating economic value and a high quality of life throughout the Windsor-Essex Region.



Stakeholders

- City of Windsor
- County of Essex
- Amherstburg
- Essex
- Kingsville
- Lakeshore
- LaSalle
- Leamington
- Tecumseh

- University of Windsor
- St. Clair College
- Essex Community Futures Development Corporation
- Ministry of Economic Development and Trade
- Ontario Ministry of Research and Innovation
- Ontario Ministry of Agriculture, Food and Rural Affairs
- Industry Canada
- Foreign Affairs and International Trade Canada - Canadian Consulate Detroit
- Windsor-Essex Regional Chamber of Commerce
- Leamington Chamber of Commerce
- Amherstburg Chamber of Commerce
- Workforce Development Board Windsor-Essex (Workforce Windsor-Essex)

WEEDC BOARD OF DIRECTORS

The Board of Directors is responsible for overseeing the activities of the Windsor/Essex Economic Development Corporation.

Lindsay Boyd
Chair
District Manager, Union Gas

Dr. Ranjana Bird
Vice President, Research
University of Windsor

Joe Byrne
Vice Chair
Partner, Hickey, Byrne Barristers

Dave Cooke
Consultant and former Member
of Provincial Parliament

Shelley Fellows
Vice President, Operations
Radix Controls

Eddie Francis
Mayor, Corporation of the
City of Windsor

Mike Mueller
National Managing Partner
Retired
Pricewaterhousecoopers

Mike Robinson
Secretary/Treasurer
President, PBL Insurance
Limited

Nelson Santos
Essex County Warden
Corporation of the County of
Essex
Mayor of Kingsville

Diane Soucie
President
Net Success Inc.

Roy Verstraete
President & CEO
Anchor Daily

The Board

The Board of Workforce WindsorEssex is comprised of representatives of the various sectors of the economy in Windsor and Essex County as well as post-secondary education.

A resource team provides ongoing support to the Board Directors.

At each of their monthly meetings, the board devotes time to Board Education provided by individuals representing programs, services and initiatives that support workforce development. If interested in learning more about these educational features, please contact Workforce WindsorEssex.

Board Members

Finance

Tony Paniccia, At Paniccia Consulting Inc.
Past President

Mary Ann Wentzler-Wiebe, Business Development Bank

Hospitality and Tourism

Lee Antoniuk, Manager, Employment Services & HR Systems, Caesars Windsor
Vice-President & Secretary

WindsorEssex Economic Development Commission / Information Technology

Shelley Fellows, Owner, Radix Controls Inc.
President

Transportation

Bill Anderson, Transportation Chair (ON), University of Windsor

Agri-Business

Martina DeAngelis, HR, H.J. Heinz Company of Canada Ltd.

Education

Dennis Dowker, Asst. VP Academic, St. Clair College

Advanced Manufacturing

Omer Hageniers, MCSI Inc.
Treasurer

Health Care

Sharon Morris, HR, Windsor Regional Hospital

Legal Services

Marion Overholt, Legal Assistance of Windsor

Labour

Gary Parent, Past President, Windsor & District Labour Council

Resource Team

John Alexander, Manager, Ontario Ministry of Training, Colleges and Universities
Brian Gregg, Chief Administrative Officer, County of Essex
Ronna Warsh, Community Development & Health Commissioner, City of Windsor
Teresa Piruzza, Executive Director of Support Services, City of Windsor
Laura Bolger, Project Analyst, WindsorEssex Economic Development Corporation
Martha MacIntosh, Director, London-Windsor Services Area, Service Canada

Employment Services in Windsor-Essex

The government has asked seven organizations to provide the new employment services in 11 locations in Windsor-Essex. By summer of 2010, job seekers and employers should find a full range of employment services in each of these locations. In the meantime, you can find up-to-date information on where to access service at www.ontario.ca/employmentontario.

Amherstburg

St. Clair College of Applied Arts and Technology
New location to be determined

Leamington

Greater Essex County District School Board
215 Talbot Street East

New Canadians Centre of Excellence Inc.
New location to be determined

Windsor

City of Windsor
400 City Hall Square East, 1st Floor

Greater Essex County District School Board
1410 Ouellette Avenue

New Canadians Centre of Excellence Inc.
660 Ouellette Avenue, 2nd Floor

St. Clair College of Applied Arts and Technology
547 Victoria Avenue

Unemployed Help Centre of Windsor
6955 Canteon Drive
New location to be determined in Belle River

Windsor Women Working with Immigrant Women
500 Ouellette Avenue, 3rd Floor

Women's Enterprise Skills Training of Windsor
201-647 Ouellette Avenue

The ministry is also looking for an agency to provide service in French at a new Windsor site. Alpha Mot De Passe, 1886 Ottawa Street, and College Boreal, Place Concorde, 7515 Forest Glade Drive, will continue to provide French language service until the new agency is chosen.

In addition to these full-service sites, specialized employment services for persons with disabilities will continue to be available through South Essex Community Council in Kingsville at 30 Main Street East, in Leamington at 215 Talbot Street East, and in Windsor at 1168 Drouillard Road.

Appendices

Roundtable Members

Rose Anguiano Hurst	Women's Enterprise Skills Training of Windsor	Sharon O'Hagan Wong	Windsor-Essex Catholic District School Board
Liz Atkinson-Plato	The Homeless Coalition of Windsor-Essex	Connie Pare	Roman Catholic Diocese of London
Beverly Becker	Windsor Star	Becky Parent	Leadership Windsor-Essex
Bill Bevan	Windsor-Essex Children's Aid Society	Linda Parent	Roman Catholic Diocese of London
Judith Binder	Canada Mortgage and Housing Corporation	Caroline Postma	Councillor, City of Windsor
Debbie Cercoue*	Social and Health Services, The City of Windsor	Teresa Piruzza	Ontario Works, City of Windsor
Fabio Cosfante**	Tepperman's Furniture, Appliance and Electronics Store	Paul Schaffner	F. W. Begley Public School, G.E.C.D.S.B.
Linda Edwards*	St. Mary's Family Learning Centre	Cathy Shanahan	Family Respite Services
TJ Fleming	Voices Against Poverty/ Home Away From Home	Lorena Shepley*	Voices Against Poverty
Tina Gatt*	Windsor-Essex Children's Aid Society	Glenn Stresman	The Windsor-Essex Community Foundation
Shelley Gilbert	Legal Assistance of Windsor	Gerima Smyth	Faculty of Law, University of Windsor
Lorraine Goddard*	United Way/ Centraide Windsor-Essex County	Noah Tepperman	Tepperman's Furniture, Appliance and Electronics Store
Tim Godfree	Voices Against Poverty	Terence Toohy	Windsor-Essex Regional Chamber of Commerce
Brian Gregg	County of Essex	Rouna Walsh	Community Development and Health Commission, City of Windsor
Joann Green	St. Clair College	Penny Williams	Transit Windsor
Elizabeth Haugh	Windsor-Essex County Health Unit	Danielle Yablonsky	Voices Against Poverty
Dr. Allen Heimann	Windsor-Essex County Health Unit	Joyce Zuk	Citizen Advocacy/Family Services, Windsor-Essex
Mark Horrocks	Municipal/First Nations Program Supervisor		
Tony Houad	Transit Windsor		
Dr. Warren Kennedy	Greater Essex County District School Board		
Dr. Norma King	University of Windsor		
Donna Labonte	Voices Against Poverty		
Jacqueline Leardi	Conseil Scolaire de District des Écoles Catholique du Sud-Ouest		
Jennifer Leblanc	Citizen Leader		
Heather Liffiton**	Former Director of Education, W.B.C.D.S.B.		
Mary Medcalf	School of Social Work, University of Windsor		
Donna Marentette	Workforce Windsor-Essex		
Rolly Marentette	Windsor and District Labour Council		
Richard Meloche	Deputy Mayor, Town of Essex		
Colleen Mitchell	Windsor-Essex County Community Drug Strategy		
Cathy Mombourquette	United Communities Credit Union		
Ms. Ellen Mossny	Citizen Leader		
Rakesh Naidu	Windsor-Essex Economic Development Corporation		

* Steering Committee Member

** Roundtable Co-Chair

Workshop Group Members

Affordable Housing

Anna Angelidis	Housing Information Services of Windsor and Essex County	Rob Glenyik	Housing Administration and Development, City of Windsor
Janelle Calandra	Deerbuck Realty	Connie Parré	Roman Catholic Diocese of London
Marina Clemens*	Drouillard Place	Lorena Shepley	Citizen Leader / Voices Against Poverty
Samantha Corriveau	Youth Opportunities Strategy	Chris Vickers	Homeless Coalition of Windsor Essex County
Shelley Gilbert	New Beginnings		
Josephine Heuton	Legal Assistance of Windsor		
Elayne Isaacs	Central Housing Registry		
Ken Lowenza Jr.	Can-Am Urban Native	* Chair	
Heather McNamara	Non-Profit Homes		
	Councillor, City of Windsor		
	Multicultural Council		

Health

Janelle Bezaire	RDEE Ontario	Donna LaBonte	Citizen Leader / Voices Against Poverty
Laura Bolger	Windsor Essex Economic Development Corporation	Laura Liebrock	Canadian Mental Health Association
Jennie Boyd	City Centre Health Care	Jane Muir	Windsor Essex Food Bank Association
Andrea Dimenna	Windsor Essex County Health Unit	Linda Parent	Roman Catholic Diocese of London
Kristan Fehrenbach	YMCA	Lynne Phillips	University of Windsor
Danielle Findlay	Jumpstart Student Nutrition	Victoria Rose	The Downtown Farmer's Market
Kelly Fleming	Windsor Essex County Health Unit	Cathy Shanahan*	Family Respite Services
Jenna Foley	Youth and Family Resource Network	Denise Smith	Victorian Order of Nurses
Steve Green	St. Leonard's House	Charmaine Valbuena	University of Windsor
Dr. Allen Heimann	Windsor Essex County Health Unit	Blaine Whitmore	John McGivney Children's Centre
Bonnie Kam	Sandwich Community Health Centre		
		*Chair	

Income Support

Lillian Gallant	Citizen Leader / Voices Against Poverty	Siobhan O'Mahony	Community Nurse
Tina Godfree	Citizen Leader / Voices Against Poverty	Peggy Pagan	
Donna LaBonte	Citizen Leader / Voices Against Poverty	Teresa Pirazza	Ontario Works, City of Windsor
Rolly Marentette*	Injured Workers' Coalition / Windsor and District Labour Council	Ray Poisson	Citizen Leader / Voices Against Poverty
Kathy Mclean	Ministry of Community and Social Services	Julie Pollicella	Student, University of Windsor
Marion Overholt	Legal Assistance of Windsor	Caroline Postma	Councillor, City of Windsor
		Kristi Vollans	Ministry of Community and Social Services
		Darlene Williams	Citizen Leader / Voices Against Poverty
		Joyce Zuk	Citizen Advocacy/Family Services
		* Chair	

Affordable Transportation

Tricia Brisebois	City of Windsor	Richard Meloche	Deputy Mayor, Town of Essex
Debbie Cercone*	Housing and Children's Services, City of Windsor	Ray Poisson	Citizen Leader / Voices Against Poverty
Jenna Foley	Youth and Family Resource Network	Darlene Williams	Citizen Leader / Voices Against Poverty
Donna Labonte	Citizen Leader / Voices Against Poverty		
		* Chair	

Education / Jobs and Skills Training

Melissa Basarac	New Canadians' Centre for Excellence	Dr. Norm King	Former Professor of Humanities, University of Windsor
Rachelle Booth	YMCA	Donna Marentette*	Workforce Windsor Essex
Josh Canty	Herman Secondary School, GECDSB	Sharon O'Hagan Wong	Windsor Essex Catholic District School Board
Dr. Finney Cheslan	Faculty of Education, University of Windsor	Teresa Piruzza	Employment and Social Services, City of Windsor
Dr. Yvette Daniel	Faculty of Education, University of Windsor	Diane Quinn	Ontario Works, City of Windsor
Jean Foster	Windsor Public Library	Paul Schaffner	F. W. Begley Elementary School, GECDSB
Georgia Graham	Women's Enterprise and Skills Training	Diane Soucie	Workforce Windsor Essex
Joana Green	St. Clair College	Michelle Suchar	YMCA
Mobina Hasan	MSW Student, University of Windsor	Ken Zold	Centre for Career Education, University of Windsor
Dr. Warren Kennedy	Director of Education, GECDSB		

* Chair

Child Care and Early Learning

Christine Beresford	City of Windsor, Ontario Early Years	Beth Ann Meloche	Discovery School Based Child Care Program of Kingsville
Mary Louise Drake	University of Windsor	Sharon O'Hagan-Wong	Windsor Essex Catholic District School Board
Linda Edwards*	St. Mary's Family Learning Centre	Ferri Whitfield	Talk 2 Me
Shannon Hyatt	City of Windsor, Children's Services		
Georgia Lamarche	Child Care Consumer	* Chair	

Public Awareness and Advocacy

Beverly Becket	The Windsor Star	Noah Tepperman	Tepperman's Furniture, Appliance and Electronics Store
Nicole Clark	University of Windsor	Terence Toohy	Windsor Essex Regional Chamber of Commerce
Samantha Corriveau	New Beginnings	Ronza Warsh	Community Development and Health Commissioner, City of Windsor
Lillian Gallant	Voices Against Poverty		
Tina Gatt*	Windsor Essex Children's Aid Society of		
Gemma Smyth	Faculty of Law, University of Windsor	* Chair	
Jillian Stevens	Women's Enterprise and Skills Training of Windsor		

Voices Against Poverty

James Boyce	Donna LaBonte
Lia Burns	Linda Lyons
Dina Ciliberto	Ray Poisson
Gail Clark	Caroline Postma
Shannon Clarke	Lorena Shepley
Lucette Chasson-Plourde	Darlene Williams
Thomas (D) Fleming	Marilyn Woodison
Lillian Gallant	Danielle Yablonsky
Tim Godfree	
Denise Hunt	