



Social Impact Approach to Employment

Local Business Perspective





About Us:

- Summit Roofing Ltd established in 2019
- 2 self-employed owners
- 5 full-time employees
- What we do? - Roofing specialist

- Personal past experience – 4 years public housing program officer



Human resource vision:

- **Pay employees a livable wage**
- **Encourage further education and growth**
- **Lead by example**



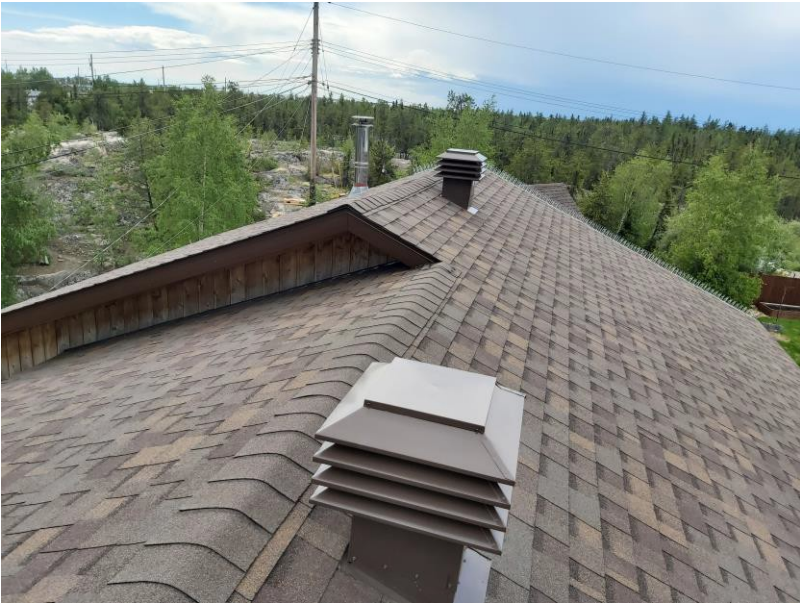
Livable wage:

- Financial stability
- Standard of living can be elevated
- Social housing –
 - Debt-income situation already established
 - Rent increases due to employment/
increased income
 - From \$80 \rightarrow \$610 (+\$24/hr x
40hrs/wk) based on the NWT HC rent
scale
 - Any supports provided for the transition?
Re-evaluation?



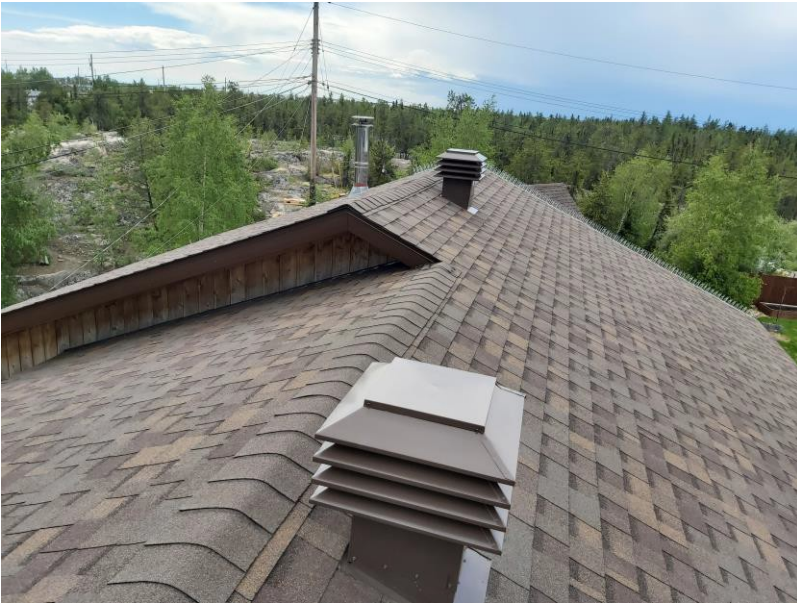
Livable wage: (cont'd)

- Cost increases with wage increases
- More debt accumulation
- Livable wages does not guarantee stable financial situation
 - Financial education is needed



Further education:

- **Apprenticeship program**
 - **Trade exams barrier:**
 - **Literacy**
 - **Level of education**
 - **Proving learning disability**
 - **Advocacy on behalf of employees**



Further education: (cont'd)

- **Safety/ supervisor training**
 - **WSCC compliance**
 - **Literacy barrier**
 - **Time consuming – multiple days with wages covered by employer**
 - **Failure puts employment at risk**
 - **No support for employer re risk**
 - **Wage subsidy for training time**



Further education: (cont'd)

- CDETNO – provides vouchers for safety clothing
- WSCC – could provide a program to the unemployed with:-
 - Fall protection
 - First Aid
 - WHIMS
 - Etc.
- Community benefits
- Dramatically increases employability



Growth:

- Annual goal setting
 - Increase wages? Work on X skills
 - Apprenticeship? Register for exam
 - Personal goals we can assist with
 - E.g. Building a cabin
- *Which barriers are they facing to achieve success that we can assist them with?*



Lead by example:

- Rudimentary financial advice is provided
- Financial responsibility is encouraged
 - Saving for home or used vehicle
 - Improve credit score
 - Know where your money is going
- #1 – financial health crusher – car loan
 - E.g. no cars on payment
- Apprenticeship training



Take away:

- **Social housing strategy**
 - include financial education – if not already taught in schools
 - People with jobs still get evicted from their homes
- **Predatory debt – perpetuates poverty**
- **Support employers by keeping the employees employable**
 - **Entry-level barriers**
 - Training
 - Education



Questions?