

Ending Working Poverty in British Columbia

With Hon. Min. Nicolas Simons, PS Adam Walker,
Morag Carter & Tara Howse, Matthew Lowe

A Vibrant Communities Webinar

Land Acknowledgement

We acknowledge that we are meeting today on Indigenous land. As settlers, we recognize the contributions and historic importance of Indigenous peoples and affirm our collective commitment to make the promise and challenge of Truth and Reconciliation real in our communities.

Today's Speakers



Hon. Nicolas Simons
Minister of Social
Development and
Poverty Reduction



Morag Carter
Trail Community Skills
Centre



Tara Howse
Howse Business
Solutions



Matthew Lowe
CommunityPlus Care



PS Adam Walker
Parliamentary Secretary
New Economy

Women Creating Change: Working Together for Economic Opportunity

Ending Working Poverty in BC

Cities Ending Poverty, Tamarack Institute

October 20th, 2021



Women Creating Change

Three year project

Targeted to women in low or precarious employment

Focus on transformational change



Structure



Activities

Living Wage

GBA &
PhotoVoice

Community
Plan

Community
Accord

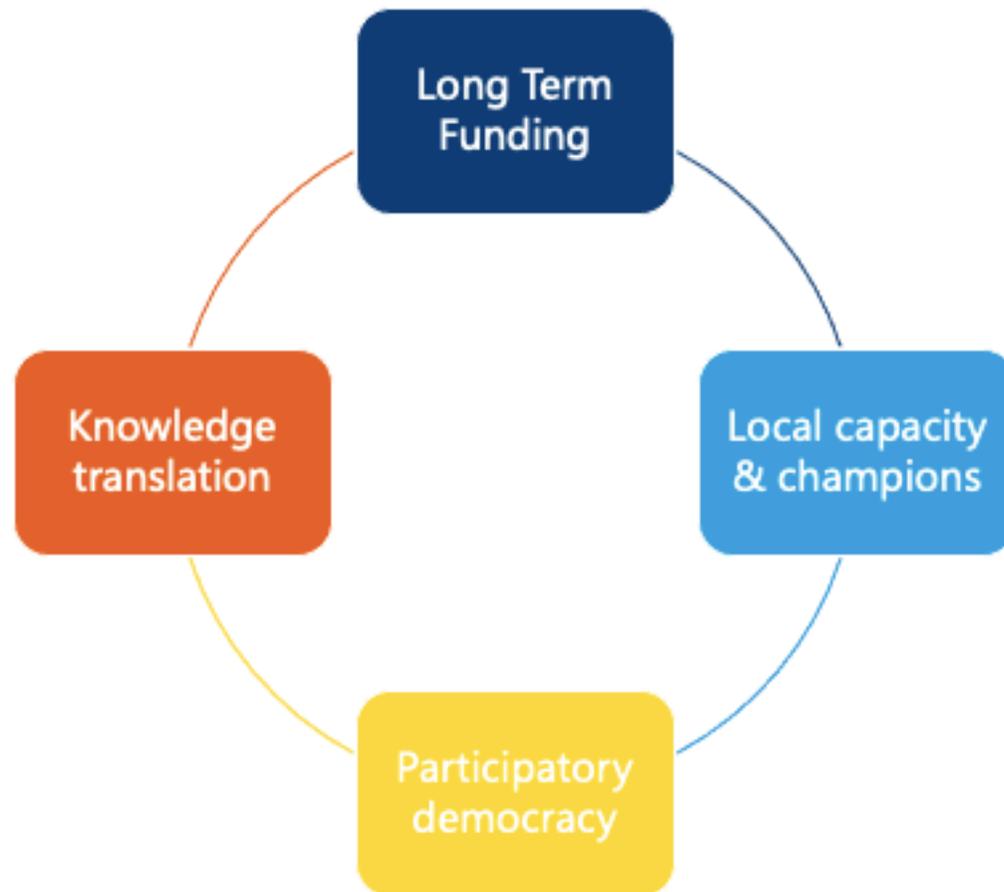
Priorities

Actions





Elements of Success





Thank you

Contact

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Tara Howse, Researcher

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COMMUNITYPLUS

Home Health Care & Nursing

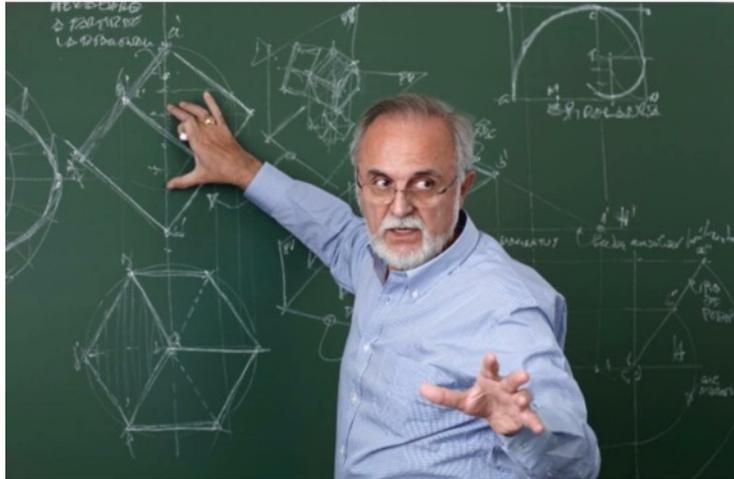


PUTTING PEOPLE FIRST

STARTING A LIVING WAGE BUSINESS

TRYING TO EXPLAIN YOUR WORK
SCHEDULE TO NON-NURSING FRIENDS

@snarkynurses



THE COMMUNITY CAREGIVER
STARTING A LIVING WAGE BUSINESS

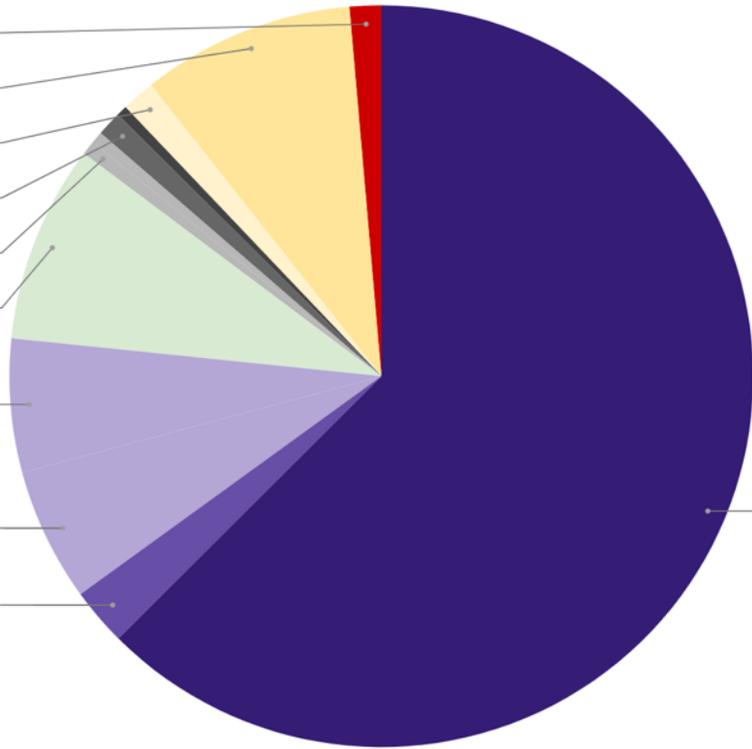


SURVIVE TO THRIVE

STARTING A LIVING WAGE BUSINESS

Dollar cost breakdown

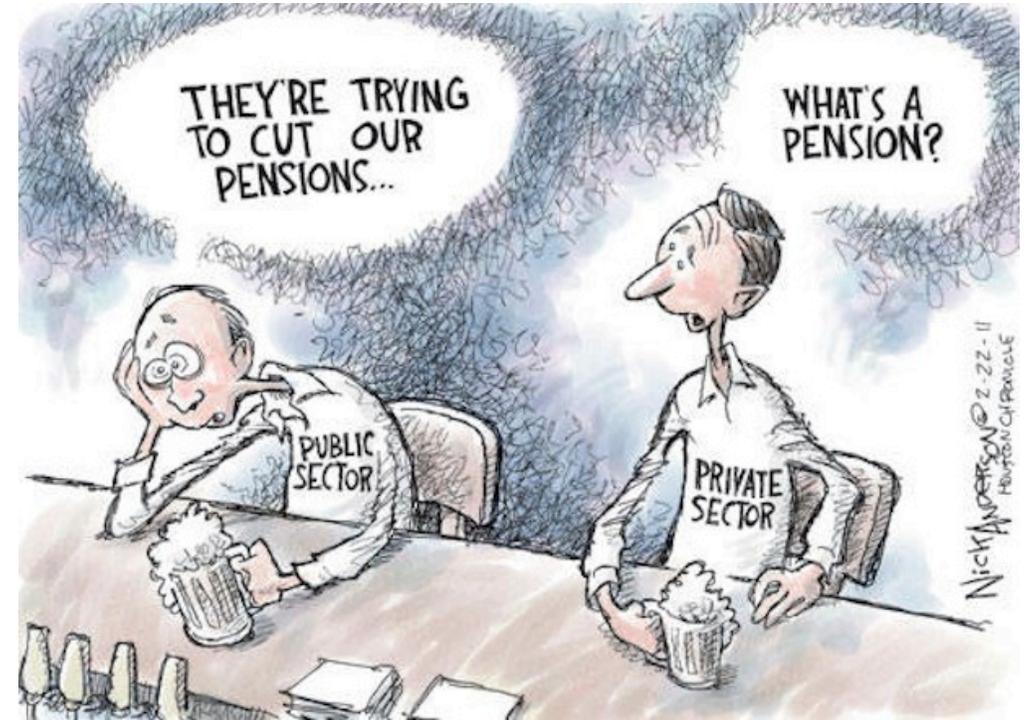
- Retained Earnings 1.4%
- R&D 9.3%
- Advertising & Marketing 1.4%
- Automotive 1.1%
- Office Supplies & Software 0.6%
- All Admin Wages & Benefits 8.6%
- Employer - CPP, EI, WSBC, EHT 5.8%
- Employee - CPP, EI, WSBC 5.8%
- Employee - Bonus & Vacation 2.5%



Employee - Base Wage
62.5%



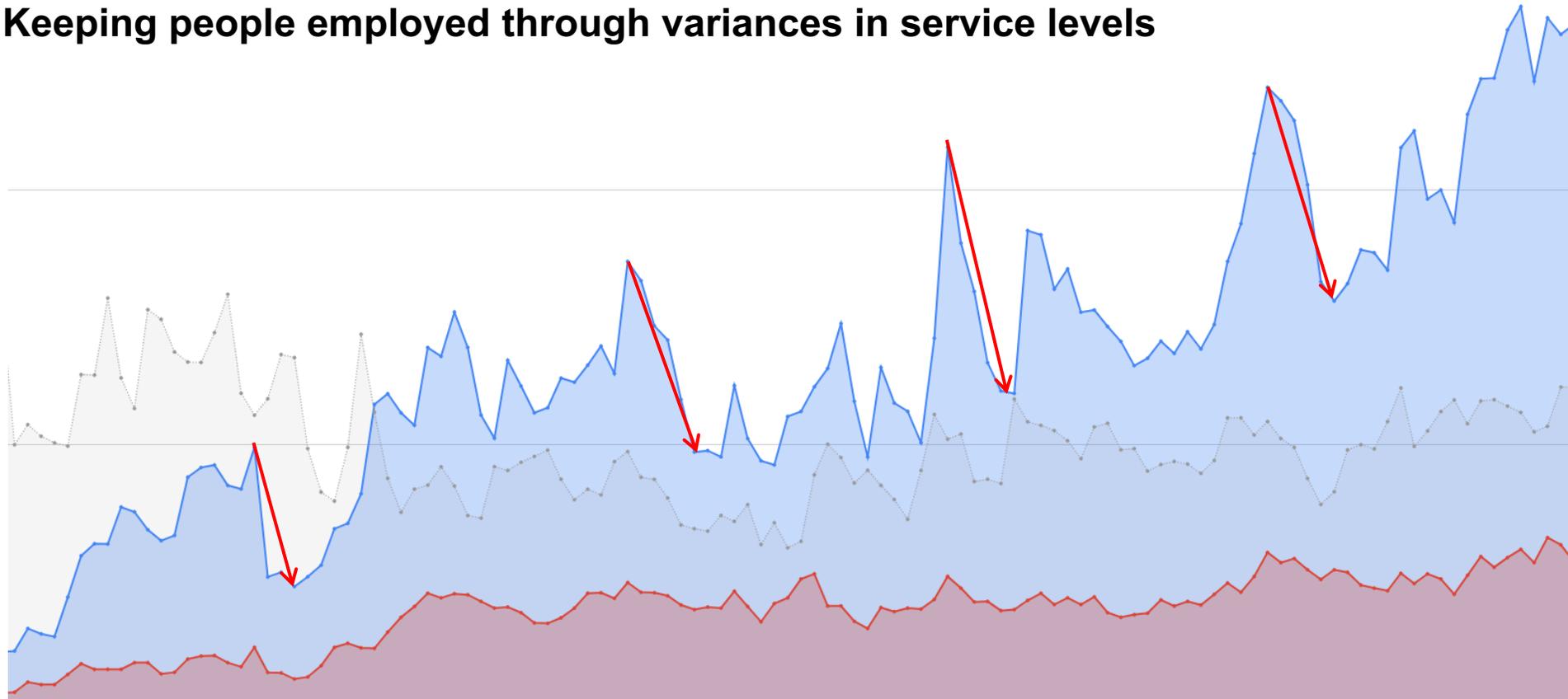
NECESSITY
STARTING A LIVING WAGE BUSINESS



“...and the winner of this week’s “Race to the Bottom” is...”

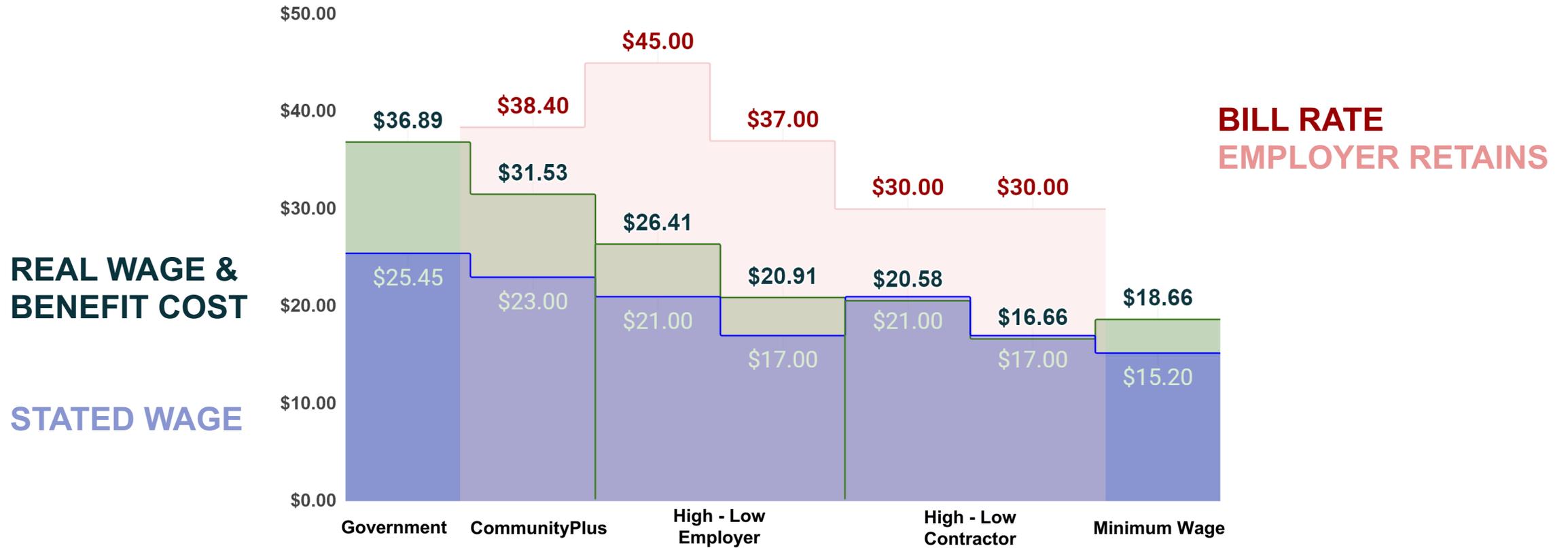
REVERSING THE RACE STARTING A LIVING WAGE BUSINESS

Keeping people employed through variances in service levels



SECURITY THROUGH CHAOS
STARTING A LIVING WAGE BUSINESS

Where should the low water line be?



ACCEPTABLE MINIMUMS

STARTING A LIVING WAGE BUSINESS

Business - Service Model Tool

The screenshot displays a comprehensive business model tool. Key sections include:

- Summary:** Shows Gross Bill at \$1,178,944, PFI & Benefits at \$38,112, and Operating Margin at \$24,896. Net Earnings are \$2,332.
- Employment Cost:** Breaks down costs into benefits & contributions, total employment cost, and expenses.
- Comparison:** Compares Employer costs (\$23.00) and Contractor costs (\$20.00) against a Base Wage Rate of \$20.00, resulting in an Effective Wage Rate of \$27.30.
- Expenses:** Lists various administrative and operational expenses.
- Equivalencies:** Shows how different wage rates translate to equivalent total compensation.

Wage Cost Comparisons

Caregiver, Companion & Nurse Visits

AGENCY	SKILLED CAREGIVER (1 HOUR)	SKILLED CAREGIVER (2 HOURS)	SKILLED CAREGIVER (3 HOURS)	COMPANION VISIT (2 HOURS)	COMPANION VISIT (3 HOURS)	PRACTICAL NURSE (1 HOUR)	REGISTERED NURSE (1 HOUR)	LAST UPDATED
Community Plus	\$ 42.00 / Hour	\$ 37.00 / Hour	\$ 37.00 / Hour	\$ 37.00 / Hour	\$ 37.00 / Hour	\$ 56.00 / Hour	\$ 75.00 / Hour	2021/07
Saint Elizabeth	\$ 43.00 / Hour	\$ 38.00 / Hour	\$ 38.00 / Hour	\$ 35.00 / Hour	\$ 35.00 / Hour	-	-	2021/07
Bayshore	\$ 48.00 / Hour	\$ 38.00 / Hour	\$ 38.00 / Hour	\$ 38.00 / Hour	\$ 38.00 / Hour	\$ 55.00 / Hour	\$ 75.00 / Hour	2021/07
Van Isle Home Care	-	\$ 37.00 / Hour	\$ 37.00 / Hour	\$ 37.00 / Hour	\$ 37.00 / Hour	-	-	2021/07
Pacific Coast	-	\$ 38.00 / Hour	\$ 38.00 / Hour	\$ 36.00 / Hour	\$ 36.00 / Hour	\$ 55.00 / Hour	\$ 69.00 / Hour	2021/07
Just Like Family	-	\$ 38.00 / Hour	\$ 38.00 / Hour	\$ 38.00 / Hour	\$ 38.00 / Hour	-	-	2021/07
Right at Home	-	\$ 40.00 / Hour	\$ 40.00 / Hour	\$ 36.00 / Hour	\$ 36.00 / Hour	-	-	2021/07
Serenity	-	\$ 42.00 / Hour	\$ 42.00 / Hour	\$ 42.00 / Hour	\$ 42.00 / Hour	-	-	2021/07
Nurse Next Door Victoria	-	\$ 44.50 / Hour	\$ 44.50 / Hour	\$ 44.50 / Hour	\$ 44.50 / Hour	\$ 65.00 / Hour	\$ 80.00 / Hour	2021/07
Qualicare	-	\$ 45.00 / Hour	\$ 45.00 / Hour	\$ 45.00 / Hour	\$ 45.00 / Hour	\$ 55.00 / Hour	\$ 75.00 / Hour	2021/07
Care & Company	-	\$ 49.00 / Hour	\$ 49.00 / Hour	\$ 39.00 / Hour	\$ 39.00 / Hour	-	-	2021/07
Luxcare Senior Care	-	-	\$ 40.00 / Hour	-	\$ 37.00 / Hour	\$ 65.00 / Hour	\$ 75.00 / Hour	2021/07
Comfort Keepers	-	-	\$ 42.00 / Hour	-	\$ 42.00 / Hour	-	-	2021/07
ComForCare	-	-	-	\$ 37.00 / Hour	\$ 37.00 / Hour	-	-	2021/07
Home Care Assistance	-	-	-	-	\$ 39.00 / Hour	-	-	2021/07
Home Instead	-	-	-	-	\$ 42.00 / Hour	-	-	2021/05

Victoria, BC Home Care Rates

Request Yours for Free

My911 Kit keeps your **advance care & health information** in a travel-safe magnetic envelope.

Request your free kit

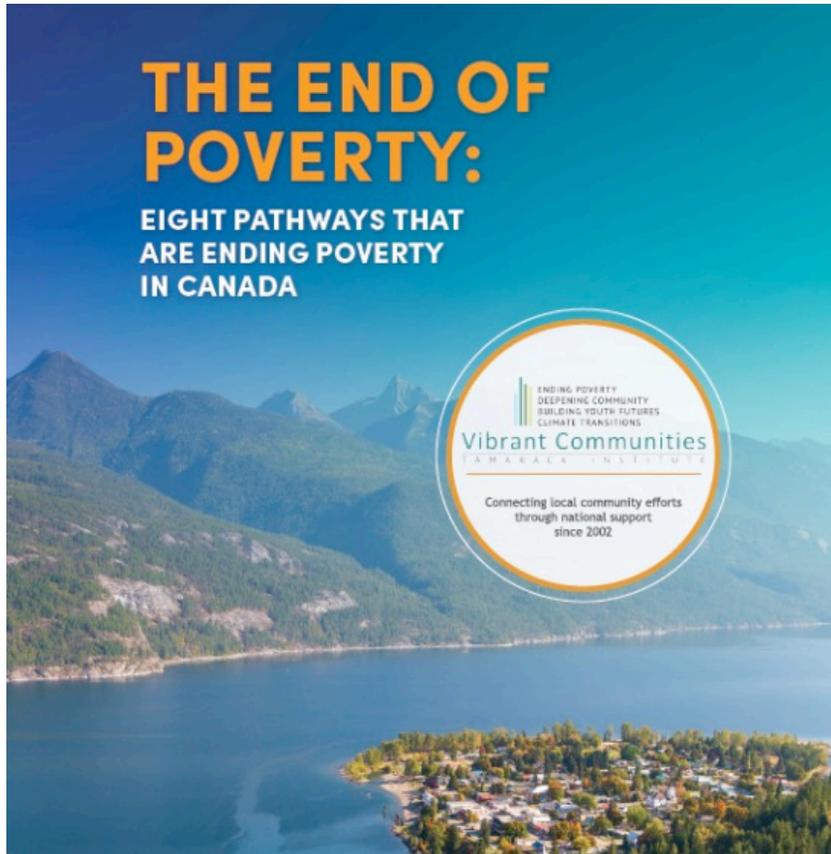


SHARING PERSPECTIVE

STARTING A LIVING WAGE BUSINESS

Now Live! The End of Poverty

Guide: Eight Pathways that are ending poverty in Canada



Podcast Series: Ending Poverty Pathways (8 Episodes)



Learn how governments, businesses, non-profits and communities can contribute to the end of poverty through policies, collaborations, and big ideas.

Visit www.communitiesendingpoverty.ca

ENDING POVERTY PATHWAYS ONLINE COURSE



Ending Poverty Pathways Online Course

This course is designed to help you learn at your own pace as you advocate for and advance high impact ending poverty pathways in your community.

Welcome to the Ending Poverty Pathways Online Course, Vibrant Communities' first online course. Through this course, you'll be guided through reflective questions and exercises that will help you make the most of the course materials and content.

Join Vibrant Communities' Natasha Pei, Manager of Cities, in this new five module course. Topics include Ending Working Poverty, Governments and Communities Ending Poverty, and Big Ideas for Ending Poverty.



Purpose

To support government, business, non-profit, and lived/living experience leaders to understand, advocate for, and advance high impact ending poverty pathways in their communities.

ENDING POVERTY PATHWAYS

ONLINE COURSE FEATURES



ONLINE COURSEWORK
AND VIDEOS

5-10 HOURS



LEARNER COMMENTS
AND QUESTIONS



SMALL GROUP
LEARNING
SESSIONS

JOIN US FOR OUR LATEST
ONLINE COURSE AND



Upcoming Webinar

Basic Income and Climate Change

November 9th at 12pm ET

Speakers: **Speaker(s)**: Janet Patterfung, Mitchell Beer, Scott Santens, and Jim Mulvale

Upcoming Webinar

How Collective Impact can Support Climate Transitions: Lessons from Communities Ending Poverty

November 17, 2021 | 12:00-1:00 p.m. ET

This webinar explores what potential the Communities Ending Poverty model has for the climate transition space, and how communities can use collective impact to accelerate just local transitions.

Speakers: Paul Born, Cathy Wright, Teika Newton

<https://events.tamarackcommunity.ca/how-collective-impact-can-support-climate-transitions-in-communities>



Closing announcements:

- *Open Networking*: Join us right now to discuss what you've heard and connect with your peers (100 person limit)

<https://us06web.zoom.us/j/86140881664>

- *Save the Date! Next BC CoP* – Tuesday November 16th at 11 am – 12 noon – join communities across BC who have completed poverty reduction strategies this year for a roundtable discussion of successes, challenges and innovations and next steps

A large flock of birds is seen flying across a sunset sky. The sky transitions from a deep orange near the horizon to a pale blue at the top. In the foreground, there are silhouettes of bare trees on the left and a dark, forested hillside on the right. A body of water, possibly a lake or river, is visible in the lower third of the image, with a large number of birds resting on the shore or in the water.

Thank you!

Please send your questions, comments and feedback
to Jill@tamarackcommunity.ca