

Pathways Cape Breton



CHRA National Congress

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Overview

 Creation of Pathways Cape Breton

 SHIMI

 Pathways to Employment

 Synergies

 Challenges /Opportunities



- Exists to support the recovery of people living with mental illness and addictions
- Created through a partnership between the Cape Breton District Health Authority (now part of the Nova Scotia Health Authority), New Dawn Enterprises (NDE) and the Sydney Credit Union Charitable Foundation
- Incorporates two major programs that currently existed within the community: SHIMI (Supported Housing for Individuals with Mental Illness) and Pathways to Employment



Vision:

An inclusive community where people with mental health and addiction challenges have the opportunity to recover and thrive.



Mission:

To create opportunities which increase the independence of people with living with and recovering from mental health and addiction challenges through education, employment, housing, and social engagement.

Key Performance Areas (Core)

Areas directly linked to the mission and vision

- 🏠 Employment within Social Enterprises/Community Employment
- 🎓 Education and Training
- 🏠 Safe, Affordable, Supported Housing



Key Performance Areas (Support)

Areas where work must be done to provide support for the core performance areas

 Governance

 Research and Development

 Government and Community Relations





Started as a series of informal partnerships involving CMHA Cape Breton Branch (initially), New Dawn Enterprises (community development organization) and Mental Health and Addictions, charitable foundations and DCS.

Model:

- NDE building/renovating units
- NDE acting as landlord
- MH&A providing support



- ☑ Accessed federal/provincial funding for capital projects
- ☑ Advantage of working with NDE vs private sector: alignment of values and mandates
- ☑ Total capital investment: \$3.5million+
 - ☑ There are 35 scattered site units in 11 buildings with 37 tenants
 - ☑ 4 additional units are currently under construction








Advisory Committee

- ☐ Committee actively works with Pathways and NDE to find creative opportunities to foster success and better support tenants (employment initiatives, education programs, property beautification)
 - ☐ ***Feeds into the integration of major streams (Housing, Employment, and Education)
- ☐ The SHIMI Advisory Committee includes individuals with lived experience/tenants ensuring consumers involvement at all stages
- ☐ Terms of Reference were developed placing the advisory committee within Pathways Cape Breton
- ☐ Advisory committee meets monthly to review basic operating principles (criteria for access, 'standards') and discuss new opportunities.



New builds/renos

-  Pathways Cape Breton as the owner/landlord
-  Building and property management opportunities for Pathways Employees
-  Identification and purchase of properties
-  Continuing collaboration with NDE











Evaluation

Goals

-  Evaluate the impact of SHIMI on quality of life
-  Identify successes and opportunities for improvement
-  Generate evidence to support funding proposals

Recommendations

-  Proactive and increased support (after hours, planning, etc.)
-  Need for increased peer support
-  Development of strategies to lower living costs (bulk buying, phone/internet included)
-  Asset building for tenants (rental savings plans)
-  Fundraising
-  Involving/communicating with SHIMI tenants



- ❑ Pathways to Employment is a not-for-profit organization that provides high quality training programs and supported employment opportunities to assist individuals living with mental illness find and maintain employment.
- ❑ MOU with NSHA; agreement with DCS
- ❑ Social business lines : Property Maintenance, Environmental Repurposing (Woodshop), Pathways Perk Coffee Shop, Laundry Services and Cleaning Contracts



- ❑ Integrates social enterprise with client centered employment services guided by psychosocial rehabilitation principles and values
- ❑ Provides a variety of opportunities for competitive employment and/or community engagement with supports based on practices that are individualized and participant driven.
- ❑ Includes employment readiness evaluation, skills training, job development, job maintenance and job creation through our social enterprises

Successes

- ☐ Increased focus on pre-employment training and education (Financial Literacy, Elephant in the Workplace)
- ☐ Expansion to Richmond County
- ☐ Synergies with Crossroads (certified clubhouse) and SHIMI
- ☐ Requested to provide in-patient workshops at Cape Breton Regional Hospital (Revenue Source)
- ☐ Increases core funding from MH&A and from Dept. of Community Services
- ☐ Partnerships!



	2013/14	2014/15	2015/16	2016/17
Number of individuals employed	67	88	91	103
Number of hours worked	11,613	16,955	14,319	17,392
Gross wages paid	\$126,713	\$186,857	\$164,611	\$188,043
Average hourly wage paid	\$11.68	\$12.83	\$13.01	\$13.15

Education

- ☞ Pre-Employment program
 - ☞ Started in 2013
 - ☞ 8th 20-week delivery
 - ☞ More than 100 participants

- ☞ Financial Literacy
 - ☞ Started in Jan 2016
 - ☞ 12 week program
 - ☞ 64 Participants

- ☞ Elephant in the Workplace
 - ☞ Started in March 2016
 - ☞ 135+ Participants
 - ☞ Community employers, funders, partners
 - ☞ Revenue source



Elephant
in the
Workplace

Did you know?



In any given week **500,000**
Employed Canadians
are unable to work due to
Mental Health Problems

Pathways offers
Private and Community Sessions to

- Reduce Stigma
- Provides methods to increase work productivity
- Create healthy work environments
- Display benefits of wellness behaviors
- Offer skills to address concerns or complicated situations

For more information:

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Find us on:  

PATHWAYS
to Employment

www.PathwaysCapeBreton.com

Synergies

 SHIMI Garden Project









 SHIMI Superintendent

 Hygiene Kits

 SHIMI tenants working on Pathways contracts in Social Business Lines (lawn care, print shop, wood shop, laundry service, cleaning)











Challenges

-  Shrinking government investments
-  Finding employment opportunities in a troubled economy
-  Property Maintenance/Lawn Care (most successful social enterprise): seasonal work and generally male-dominated
-  Lack of transitional opportunities within the organization
-  Transportation
-  Impact of limited core funding on the ability to branch out, access training opportunities for staff
-  Funding that is often project based
-  Many organizations dealing with same or similar issues, competing for scarce resources rather than working together

Opportunities

- 🏡 “More with less” encourages collaboration
- 🏡 Partnerships and collaboration
 - 🏡 SHIMI build 25% Fed, 25% Prov, 50% community
 - 🏡 Property maintenance, standing offers
 - 🏡 University research, Community College placements
- 🏡 Profile is growing (#belletstalk, mainstream media, local hospital foundation focus on mental health)
- 🏡 Government is recognizing our successes!

Opportunities

-  Integration of housing, employment and education leading to a more comprehensive range of services and supports
-  Potential for growth of core functions through project funding
-  Plans to grow social business Lines
 -  Common Good Solutions – Impact Incubator
-  Community buy-in
 -  Hot Soup Cool Jazz
 -  100 Men Who Care
 -  Telus Community Grants



Thank you!

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