



SOUTH OKANAGAN SIMILKAMEEN'S

VitalSigns[®]

2018

a publication of:

 **COMMUNITY
FOUNDATION**
south okanagan | similkameen

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Message from the Chair

Welcome to the latest Vital Signs report from the Community Foundation of the South Okanagan|Similkameen. Since our first Vital Signs report in 2011, our goal was to spark conversation and inspire change. We know that each report has done just that.

The work of capturing citizen perspectives, on factors that impact quality of life in our communities, has provided powerful information to the Community Foundation. The incredibly successful YES Project emerged from a combination of focused research and community feedback that reinforced the devastatingly high level of mental health issues facing our youth. As part of our ongoing commitment to a collaborative solution to address this need, the Foundation has purchased a 21,000 square foot building which will become an integrated, youth services hub. Our leadership has been buttressed by the support of many citizens, service groups, companies, and levels of government who all share in the desire to be part of finding a solution to youth mental health and wellness for our area.

The report’s focus on belonging led us to initiate the Neighbourhood Small Grants project which provides seed money to support building connections between citizens. Since the project was launched, the Foundation has provided residents throughout the region with small amounts of funding, now totaling \$41,230, to host events that create stronger community ties.

One of our key commitments as a Community Foundation is to build and sustain community vitality – the unique and essential spirit that flourishes when people believe their community holds possibilities for everyone. We hope that this report helps you think about ways in which you can contribute to our shared vitality.

What is your plan? What can you do to help? We cannot wait to hear your ideas.



Kim Lyster
Vital Signs Committee Chair



Marielle Brule
CFSOS Chair

Summary

The 2018 Vital Signs report focused on 10 key issue areas that affect the well-being of our communities. These issue areas are clearly not all-encompassing and they are definitely interrelated. As with past Vital Signs reports, the most commonly voiced concerns relate to the cost and access of housing and the availability of good paying, stable employment.

In fact, there was a consistent theme across survey responses in most issue areas where respondents took the time to emphasize our challenges related to housing, and not just when we asked the “housing questions”. While the provincial government and many municipalities struggle to find solutions to the challenge of affordable housing, the survey responses and the statistics that we have gathered make it clear that the challenge is far from over. Successfully meeting this challenge will require continued effort, imagination and collaboration from all corners of our society.

Many local groups are working hard to address housing issues for our most vulnerable while, but it is clear to everyone that more still needs to be done. The reasons for our housing challenges are complex so, by definition, the solutions must be multifaceted, collaborative, and long-term.

While we live in a beautiful part of the country and enjoy many benefits, it is clear that a subsection of our population continues to suffer greatly. It is incumbent on all of us to do our part in improving the lives of our friends, neighbours, and fellow residents.

When you read this report, please take note of what resonates for you and then take action!



After You Read This

Start Conversations

Take Action. If you or your organization are moved or motivated by what you read, use this report as a starting point for positive action.

Pass It On

Share the report with your friends colleagues, employees, employers, students, neighbours, libraries, community centres, or elected officials at any level.

Contact Us

We know the issues and organizations in our communities. If you are looking for ways to make a difference, we can help.

Find Out More

Learn more about the many organizations in our community working to improve it, and see how you too can help.

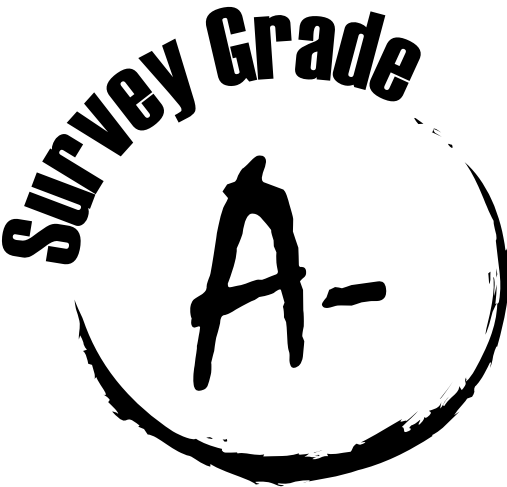
The Vital Signs Survey Grade

Citizens throughout the RDOS completed the survey measuring 10 issue areas on a 6 point scale:

- A+ Awesome. Our community is doing great!
- A We’re doing well, headed in the right direction.
- B Progress is being made.
- C Some progress is being made, but not quickly enough.
- D Of concern, we need to focus on this.
- F In dire need of immediate corrective action.

The grade shown is the median score from all responses. If the median score received less than 40% of responses then the grade shown is a combination of the two most popular responses. For example, an A- would be awarded when the top two responses are A & B, with A having more responses than B.

Not all respondents completed every question. Survey grades are not statistically significant, but are meant to give a sense of public opinion on a specific issue.



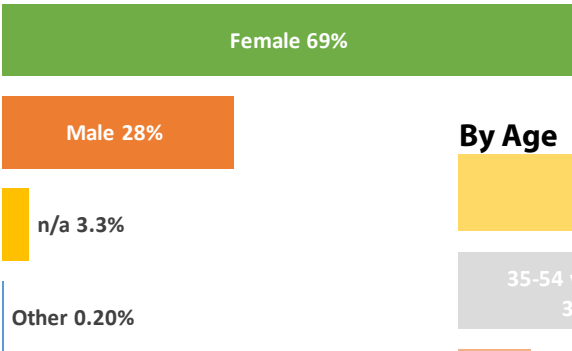
Survey Responses

The 2018 Vital Signs survey received more than 1,150 responses from residents throughout the region.

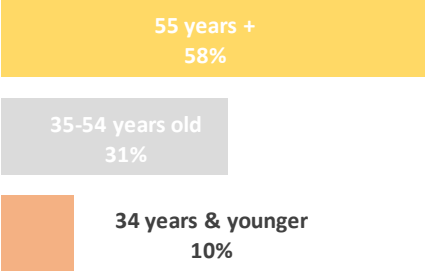
Where Respondents Live

Cawston	21
Hedley	11
Kaleden	25
Keremeos	117
Naramata	25
OK Falls	70
Oliver	84
Osoyoos	100
Penticton	511
Princeton	53
Summerland	107
Other	30

By Gender



By Age



How to Read This Report

Issue Areas

This report covers 10 different Issue Areas that to consider when assessing the overall health and vitality of a community.

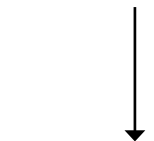


Survey Grade

The Survey Grade represents the outcome of survey questions about the strength of the region in that issue area.

Summary Statement

Each section provides a brief summary of the content on the page, but we encourage you to read the content in detail.



The Vital Signs survey asked respondents to grade their community regarding high school completion rates, support for life-long learning, and having adequate programs for further skill development. The average response to all three questions was a B-, but it may be worth noting that 21% of Princeton & Keremeos students haven't completed high school.

How we are helping

In 2018, the Foundation granted \$5,000 to Vermilion Forks Elementary School to continue their after school program, which offers a daily, 2 hour program for up to 20 students, supervised by qualified Educational Assistants.

In 2018, the Foundation granted \$3,700 to the Penticton Public Library to purchase a 3D printer to facilitate workshops. The workshops were open to school aged kids and adults.



3 Things

Making communities stronger means that everyone chips in. The 3 Things section suggests some ways you can make a difference in your community.

Citizen Feedback

Hundreds of comments were received from citizens throughout the South Okanagan | Similkameen. This section provides a sample of those comments.



62.4%

of Kaleden residents (2016) hold a post secondary degree, certificate or diploma vs 56.9% in Summerland, 51.6% in Penticton, 49.3% in Osoyoos, 47.8% in Oliver, 46.4% in Princeton and 43.7% in Keremeos.

21%

of Princeton & Keremeos residents (age 25-34) have not completed high school as of 2016. Penticton is the next highest at 10.7% followed by Osoyoos (10.3%), Oliver (9%), and Summerland (4.9%).

74.5%

of aboriginal students (15+) in Summerland & Penticton have obtained a certificate, degree or diploma in post secondary education vs 74% in Oliver, 63% in Princeton and Osoyoos, and 44% in Keremeos.

25%

of Hedley residents (15+) have obtained a certificate, degree or diploma in an Apprenticeship or Trades program (2016) vs 18% in OK Falls, 15% in Osoyoos and Cawston, and 12% in Oliver, Keremeos, Summerland and Penticton.

Highlighted Areas

Throughout the report you will see stats that have been highlighted. We think this item might spark further inquiry or conversation.

Statistics

The statistics were collected with the assistance of Community Foundations of Canada and the International Institute for Sustainable Development. Reliable sources such as Statistics Canada were used with an emphasis on the most current and geographically specific data possible.

Regional Profile

The Community Foundation of the South Okanagan | Similkameen provides support to donors and charities throughout the Regional District of the Okanagan Similkameen (RDOS).

RDOS Quick Facts (2016)

Geographic Area	10,400 km ²
Total Population	83,022
City of Penticton	33,761
District of Summerland	11,615
Town of Oliver	4,928
Town of Osoyoos	5,085
Town of Princeton	2,828
Village of Keremeos	1,502
Electoral Area A	1,858
Electoral Area B	1,047
Electoral Area C	3,557
Electoral Area D	5,874
Electoral Area E	1,903
Electoral Area F	2,014
Electoral Area G	2,236
Electoral Area H	1,953
Indian Bands	2,861

School Districts

53, 58, 67
Many of the Learning statistics are available by School District (SD). The number of students in each district is as follows (2017/18):
SD 53 2,417
SD 58 2,277
SD 67 5,807



Okanagan Health Service Delivery Area (OHSDA)

Some statistics are only available for the OHSDA, which has a population of approximately 367,332 people (2017).



LEARNING

Survey Grade
B-

The Community Foundation gave the Penticton Public Library a grant to purchase a 3D Printer.

The Vital Signs survey asked respondents to grade their community regarding high school completion rates, support for life-long learning, and having adequate programs for further skill development. The average response to all three questions was a B-, but it may be worth noting that 21% of Princeton & Keremeos students haven't completed high school.

How we are helping Citizen Feedback

In 2018, the Foundation granted \$5,000 to Vermillion Forks Elementary School to continue their after school program, which offers a daily, 2 hour program for up to 20 students, supervised by qualified Educational Assistants.

In 2018, the Foundation granted \$3,700 to the Penticton Public Library to purchase a 3D printer to facilitate workshops. The workshops were open to school aged kids and adults.

"Would love to see more programs in schools that spark interest into the industries that we have in the area."

"Youth are not competing with students from Kelowna, or Oliver. They are competing with Calgary, Toronto, Vancouver, Hong Kong, Sydney, Taipei, London, etc. It is a global world. We need to teach more skill for the future, on services for the future, not the basics. The competition is global, think global, teach global. It is changing faster than we think."

1. Volunteer at a Breakfast Club in a school near you.
2. Volunteer to be a reading tutor.
3. Start or contribute to a bursary or scholarship fund at the Community Foundation.



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HEALTH & WELLNESS

Survey Grade
B-

We asked you to think about the health of your community, access to medical care, and if there are adequate physical and mental health programs and services. Overall, you graded this area a B-. The statistics, and much of the citizen comments we received, suggest more work needs to be done to address mental health issues facing our residents.

How we are helping Citizen Feedback

In 2018, The Arthritis Society of BC received a \$3,290 grant from the Foundation to expand their 4-part educational workshops for those living with and managing arthritis.

In 2018, Pathway's Addiction Resource Centre received a three-year grant of \$8,000 per year to continue the "Working Men's DEW" program, which is intensive outpatient treatment for men who are struggling with substance use issues and are at risk of losing their family and employment commitments.

"Society in general is not being proactive for mental health. Once someone is in need of it, then we talk about availability. We as a village need to get into people's heads, that some decisions could negatively impact them for the rest of their lives. But how do we do this?"

"Mental health services are a confusing, underfunded system that lacks doctors and facilities to service the crisis of mental illness in our community."

1. Join a walk, run or biking group.
2. Call 811 if you or someone you know is in crisis and needs mental health help.
3. Practice self-care.



42%

of Penticton & Princeton residents were affected by mood & anxiety disorders in 2016 vs 36% for the South Okanagan, 38% for Summerland, and 31% for BC.

39%

of Princeton residents were affected by depression in 2016 vs 37% for Penticton, 21% for the South Okanagan, 32% for Summerland, and 25% for BC.

1.99

times the number of expected suicide deaths in Keremeos vs the BC age-specific average. Penticton is 1.44 times the BC average, Summerland is 1.02 times, and the South Okanagan overall is just below the BC average at 0.99.

68%

of residents 12 and over in our health region who self-rated their mental health as "very good" or "excellent" (2016). The BC average is 69%.

CULTURE

Survey Grade
B+



Photo taken at Petro Canada
on the Osoyoos Indian Band.

We asked respondents if there was adequate availability of arts and culture events in their community, if their community supported the arts, and if there were opportunities for diverse groups to showcase and celebrate their culture. Overall, respondents seemed satisfied with cultural opportunities in their community.

How we are helping Citizen Feedback

The Okanagan School of the Arts received \$7,500 in 2018, to work with local organizations, artists/mentors and the public, to provide open studio time with learning opportunities for those interested in art and self-expression, for youth aged 12 to 24 years.

In 2018, the Osoyoos Museum received a grant for \$1,400 to purchase much needed computer equipment that will improve access to the artifact and archive database for researchers, visitors, school kids and community groups.

"I am fully immersed in the arts-when you seek it out, it becomes more obvious."

"The arts are on the rise, but there is still room for improvement. We have no feature theatre. We shall see how much support (financial) is given to the new Literary Festival. The music festival is a particular genre, not wide but well organized and attended. Some new residents have volunteered time and brought their talents and knowledge."

1. Buy art/music from a local artist.
2. Take an art class or creative course that interests you!
3. Make a donation to the Penticton Public Art Fund held by the CFSOS.



530

of individuals 15 years + employed in arts, culture, recreation and sport based occupations in Penticton (2016). This compares to Summerland at 160, 10 in OK Falls, 25 in Kaleden, 20 in Oliver, and 10 in Keremeos and Princeton.

586

total Penticton residents aged 15+ whose major field of study was in the arts in 2016 vs Summerland (12), Oliver & Osoyoos (60 each), OK Falls (35), Kaleden (20), Princeton (15). This includes Visual & Performing Arts & Communications Technology.

\$109K

The amount of funding Penticton received in 2016/17 from the Canada Council for Arts Grant Funding. Keremeos also received \$1,500 in funding.

15,500

of visits to the Penticton Museum & Archives (2017) vs 15,000 in 2016.

	2017	2016
Summerland	1,821	1,630
Oliver	1,633	1,745
Osoyoos	2,000	2,200
Keremeos	400	420
Princeton	897	1,473

BELONGING & LEADERSHIP

Survey Grade
A-



Neighbourhood Small Grants Block Party in 2018.

We asked you how you see yourself represented in your community's leadership, if your community feels like home and how well you know your neighbours. These questions all relate to the connection you feel to your community. Most respondents felt connected to the community and represented by its leadership.

How we are helping Citizen Feedback

In 2015, the Foundation granted \$5,000 to the Youth Diversity Program (RADAR), which provided a safe space for LGTBTTQQA youth to explore gender, identity, and acceptance in a fun, low-barrier, youth friendly environment.

Since 2016, the Foundation has granted over \$40,000 for 72 Neighbourhood Small Grant projects that have taken place throughout the South Okanagan Similkameen, aimed at building and strengthening connections in our communities.

"I don't feel that my age demographic is appropriately represented. I wish there was a greater number of 20-30 year olds not only living in the community but also participating."

"I consider my immediate community to be the Penticton Indian Band. My extended community to be the City of Penticton and surrounding area. I feel like I belong in both communities."

1. Take in a cultural event and learn about immigrants in your community.
2. Get out and vote!
3. Volunteer, and teach your children the importance of giving time.



94%

Keremeos voter turnout for the 2015 federal election vs 70% for BC and 68% across Canada.

OK Falls	78%
Princeton	74%
Summerland	74%
Oliver	71%
Penticton	64%
Osoyoos	63%
Hedley	6%

\$20

increase in the median charitable donation in Penticton from 2015 (\$380) to 2016 (\$400).

3.9%

decrease in the # of Penticton tax filers making charitable donations from 2015 to 2016 vs a 2.9% decline for the rest of BC. Over 10 years, Penticton is -19.9% vs. -17.9% for BC.

926

of members of the Penticton Seniors Drop-in Centre (2017) vs 915 in 2016.

	2017	2016
Summerland	138	95
OK Falls	169	165
Oliver	318	280
Osoyoos	271	246
Hedley	66	52

SAFETY

Survey Grade
A-

Erris Volunteer Fire Association was given a grant from CFSOS in 2016 to purchase a Multi-use First Responders Vehicle.

How safe you feel in your community, access to emergency help, and initiatives that address safety are all considerations when grading your community. Most respondents feel safe and that they have adequate access to help in an emergency. This aligns with an overall decline in crime rates in most communities.

How we are helping Citizen Feedback

In 2018, the Foundation provided a \$500 grant to the Kaleden Volunteer Fire Department for a House Identification Program, which worked with local residents to better identify houses in their neighbourhood. The Fire Department was continuously going to homes that were not clearly marked and did not have the reflective house number signs at the end of the driveway. The funding was used to educate the residents about the importance of having a clearly marked house.

"I work downtown. I see the change from daytime and evening groups of people. Enforcement is not the only way to address the issues that surround groups of people that cause me concern. But, seeing the drug 'couriers' making their rounds on a daily basis needs some controls."

"I'm really excited about the CAST program by the RCMP and I hear block watch is coming. I think there is a perception of crime that doesn't match the reality. Penticton is quite safe."

1. Create an emergency evacuation plan for your family.
2. Get to know your neighbours and look out for each other.
3. Volunteer with your local Search and Rescue or Community Policing.



393

violent crime RCMP calls in Penticton in 2017 vs 482 in 2016 (18% decline).

	2017	2016
Oliver	98	86
Princeton	88	68
Osoyoos	81	66
Summerland	75	61

742

RCMP calls under the Mental Health Act in 2017 in Penticton vs 756 in 2016. This compares to 145 calls in Summerland, 130 in Oliver, 76 in Osoyoos and 73 in Princeton. These calls rarely result in charges as it is not a crime to have a mental health issue. Most actions involve transport for medical attention.

145

is the Crime Severity Index (CSI) in Penticton in 2017, up 2.7 from 2016. Oliver & Osoyoos increased in 2017 while Summerland, Keremeos and Princeton all declined vs 2016.

65%

increase in thefts from a vehicle in Osoyoos in 2017 vs 2016. Princeton increased 48% while significant declines were seen in Okanagan Falls (-30%) and Summerland (-35%).

ENVIRONMENT

We asked where you felt your community stood when it comes to protecting local lakes and streams, air quality and endangered species. While our region has some unique environmental risk factors, respondents seemed satisfied with how environmental issues are being addressed by answering each question with a B+ grade.

How we are helping Citizen Feedback

In 2018, the Foundation provided over \$1,350 to the SORCO Raptor Rehab Centre to expand their number of flight pens due to the continued increase in the number of raptors rescued annually.

In 2016, the Foundation granted \$5,300 to the Similkameen Trail Society to develop a rough rail bed into a viable trail along a portion of the former rail bed between Keremeos and Cawston. In doing this, it opened cycling and pedestrian access between the communities.

"The urban sprawl that continues to creep up the mountain sides is not only destroying what is most unique and beautiful about the valley, but it also makes it increasingly difficult to access nature. We also need more parks like Skaha park with all its trees and the pond to balance the destruction of the natural environment."

"I appreciate that the City was proactive regarding flooding this year. I think it caught us off guard when Okanagan Lake was nearly destroyed last year."

1. Plant more trees.
2. Take a shorter shower and conserve water.
3. Install a composter in your yard.



32,268

tonnes of waste was deposited in the Penticton, Oliver and Okanagan Falls landfills in 2017 compared to 31,619 in 2016.

Penticton: 25,437 in 2017

Oliver: 5,651 in 2017

Okanagan Falls: 1,180 in 2017

675 Litres

average residential water use per day vs the BC average of 490 litres and an average across Canada of 329 litres. The Okanagan average jumps to 1000 liters per person, per day during the summer months, which is more than 3 times the national average.

75

federally-listed species at risk are found in the South Okanagan Similkameen including some found nowhere else in Canada.

75%

of riparian areas have been lost to agricultural and urban development in the South Okanagan Similkameen.

Survey Grade
B+

GETTING STARTED

Survey Grade
B-



Staff of the South Okanagan Immigrant and Community Services.

Having an appropriate level of childcare and early childhood education, support for youth entering adulthood and how welcoming we are to immigrants were issues that were given a B- grade overall. Much of the feedback concerned an ongoing lack of childcare spaces in our region. Statistically, new immigrants are seeing some work success.

How we are helping Citizen Feedback

In 2018, the Summerland Food Bank received a grant for \$8,200 to fund the Odd Job Program, which seeks supplementary income for people on disability, social assistance or low-income by matching them up with odd jobs in the community.

In addition to the income, the clients (the workers) gain valuable work experience, references and confidence to continue working or seeking employment.

“Our community is not very culturally diverse. I am not sure what is available to make immigrants feel comfortable but in my 2 years here, I have never seen a single program advertised or posted on local Facebook sites.”

“There is a serious child care shortage in our area. We have families who are in our school’s catchment area enrolling elsewhere because they cannot find after school care or daycare for their younger children!”

1. Share your job skills by mentoring someone new to the workplace.
2. Get involved with your local immigrant society.
3. Welcome newcomers to your neighbourhood.



12.8%

of Cawston residents were visible minorities in 2016.

Oliver	12.2%
Osoyoos	7.8%
Keremeos	7.6%
Penticton	5.9%
Summerland	3.9%

9.7%

the 2016 unemployment rate for immigrants in the Penticton Census Area who entered Canada 6-10 years ago vs 8.7% for non-immigrants and 8.2% for new immigrants (last 5 years).

\$26,482

median total income for immigrants in Penticton (2015) vs \$25,763 for non-immigrants.

79%

of population in our region whose mother tongue is Punjabi that speak Punjabi at home.

Arabic	57%
Chinese	55%
Aboriginal	46%
Spanish	41%
Filipino	40%
Persian	33%
French	28%

HOUSING

Survey Grade
C-

Affordable housing units
being built in Penticton.

We asked you about a range of housing needs including affordable/low income options, a satisfactory home that fits within your budget, and appropriate housing for every stage of life. Overall, respondents gave this issue area a C-, which correlates with statistics that confirm low vacancy rates, high rent prices and high housing debt levels.

How we are helping Citizen Feedback

In 2018, the Community Foundation granted \$13,000 to One Sky Community Resources Society to renovate the kitchens at their Baskin Street property, which houses four seniors with developmental and physical disabilities.

In 2017, Discovery House received a 3-year grant of \$7,500 per year, to fund a recovery bed for clients who would not be able to afford live-in drug & alcohol treatment. This program provides addiction recovery services, life skills training, aftercare, and peer support to ensure a healthy recovery.

“This is the biggest sector for our community to improve, in my opinion. Once those vulnerable members of our community can afford housing, other services and programs will address their needs. When people are not adequately housed, either facing homelessness or paying more than they can afford for housing, other areas of health and wellness are not able to be prioritized and this causes instability within the community.”

“You have people living in the bush and people in \$5 million houses. What’s wrong with this picture?”

1. Donate to the charities that help people in transition.
2. Consider creating a legal suite in your home.
3. Form a neighbourhood association.



0%

rental vacancy rate in Summerland in 2017 vs 2.2% in 2016. Penticton's vacancy rate was 1% in 2017 vs 1.1% in 2016. The rental vacancy rate for all of BC was 1.3% in 2017 vs 1.4% in 2016.

39%

of households in Osoyoos spending more than 30% of their income on RENT in 2015. This compares to 50% in Penticton, 49% in Summerland, 47% in Keremeos, 44% in Princeton, and 41% in Oliver.

16.5%

of households in Summerland spending more than 30% of their income on their MORTGAGE (2015) vs 17% in Osoyoos, 16.2% in Penticton, 15.8% in Oliver, and 12.2% in Princeton.

\$740K

average Naramata home price in 2018 vs \$656K in 2017 (up 12%).

	2018	2017
Penticton	\$476K	\$445K
Summerland	\$510K	\$421K
Oliver	\$436K	\$328K
Osoyoos	\$436K	\$515K
Princeton	\$243K	\$251K

LIVING STANDARDS

Survey Grade
B-

Being able to feed your family, opportunities to advance your financial well-being and supporting those living in poverty were considered when rating the region's living standards as a B-. This is juxtaposed against high poverty rates, many comments about the high cost of living and concerns about supports for marginalized people.

How we are helping Citizen Feedback

In 2017, the Foundation provided a \$5,000 grant to the Oonakane Friendship Centre for a project which engaged marginalized people to participate in a venture to re-purpose wood pallets into items to sell at the Farmer's Market.

In both 2017 and 2018, the Foundation provided over \$6,000 for the Starfish Pack program, run by the Rotary Club of Penticton and the Boys & Girls Club of Penticton. The Starfish Pack program provides families who are struggling financially with enough food to last them through the weekend.

"Grocery costs seem much higher in Osoyoos compared to Penticton, and even Oliver. There has been a lot of talk about more affordable housing. Being a resort town, many of the 'service' jobs are minimum wage."

"I would like to see more health-related subsidies to encourage individuals to live healthier lives."

"More housing needed. More rentals. A solution to short-term rentals depriving people of stable places to rent and live."

1. Donate warm jackets in the cold months.
2. Grow a garden instead of a lawn.
3. Share the produce from your garden.



41%

of Olalla residents are low-income (Low Income Measure or LIM).
Cawston: 26% Keremeos: 23%
Princeton: 20%
Osoyoos: 17%
Oliver: 16%
Penticton: 16%
Summerland: 14%

19%

after-tax poverty rate for children in Penticton in 2015 (18.5% for BC), down 11% vs 2010 (LIM).

	2015	change
Princeton	20%	+50%
Osoyoos	23%	+50%
Summerland	18%	+107%

\$74,880

median household, after tax income in Kaleden in 2015 vs \$61,280 for BC.
Penticton \$51,432
Summerland \$58,240
OK Falls, Oliver, Osoyoos \$47K-\$50K
Cawston, Keremeos \$41K-\$45K
Olalla, Hedley \$30K-\$32K

15%

of Osoyoos & Summerland seniors were living in poverty in 2015, equal to BC. Olalla is the highest at 35% of seniors in poverty followed by Princeton (24%), Keremeos & OK Falls (22%), Cawston (20%), Oliver (17%), Penticton (16%).

PEOPLE & WORK

Survey Grade

C+

We asked about opportunities for work in all stages of life, the quality of work opportunities and if there are opportunities for new business in your community. We also asked if temporary, migrant and part-time workers were treated fairly. The final grade was a C+ with many concerns about the lack of good paying jobs and diverse opportunities.

How we are helping Citizen Feedback

In 2018, the Foundation provided a \$25,000 grant to the Penticton and Area Access Centre to expand the hours for their administrator position, to take on further duties not only for their agency but also for a neighbouring agency, the John Howard Society.

In 2017, the Young Agrarians received \$8,500 in funding to build a resource network for new farmers and food producers, focused on ecological agriculture, to grow the next generation of farmers in B.C.

"It is critical to continue to diversify the business community and attract new enterprise beyond the traditional agriculture and tourism."

"There are many job opportunities here in many different fields. Everywhere is hiring so it is not hard to find employment."

"There are few employment opportunities in the community. Minimum wage jobs are usually part time. It is difficult for new people to get employment..."

1. Offer employees on-the-job training and advancement.
2. Consider updating your resume and learn interview skills.
3. Volunteer at a non-profit to gain experience to put on your resume.



24%

the unemployment in Hedley in 2016 vs 7% for all of BC.

Keremeos	17%
Cawston	16%
Penticton	9%
Summerland	8%
Oliver/Osoyoos	7%

100%

proportion of women in managerial positions (15 years & over) in Hedley in 2016 vs BC average of 39% .

Osoyoos	47%
Oliver	44%
Penticton	41%
Princeton	25%

\$20,448

median (after tax) income of women in Princeton (2016) vs men (\$37,867).

	Women	Men
Summerland	\$20,992	\$25,856
Penticton	\$24,947	\$30,827
Kaleden	\$28,480	\$40,064
Oliver	\$23,840	\$29,899

13%

2016 Keremeos population increase from 2011 vs BC average of 6%.

Osoyoos	+5%
Penticton	+3%
Summerland	+3%
Oliver	- 2%



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SOUTH OKANAGAN SIMILKAMEEN'S **VitalSigns®**

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Vital Signs® is a community check-up conducted by community foundations across Canada that measures the vitality of our communities, identifies significant trends, and shares opportunities for action in areas critical to quality of life.

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