Effective Information Management for LBS through the Employment Ontario Information System Case Management System (EOIS-CaMS)

June 9, 2012 Laubach Literacy Ontario Conference Waterloo, ON Presented by: Robyn Cook-Ritchie



Session Description

EOIS-CaMS is Employment Ontario's primary mechanism for information management, service coordination and corporate reporting.

This session provides opportunity to share insights so that LBS managers start to understand the performance management system and the connection to EOIS-CaMS.

EOIS-CaMS and the LBS Performance Management Framework

The Performance Management Framework includes dimensions of success and core measures to assess both the service provider performance and the overall performance of the LBS Program. The information related to **effectiveness**, **customer service and efficiency** is captured in EOIS-CaMS.



Key Documentation

- EOIS Case Management System Service Provider User Guide:
 - Chapter 5
 - Chapter 6
 - Chapter 8b
- Literacy and Basic Skills Service Provider Guidelines (effective April 2, 2012)
- Literacy and Basic Skills Learner Carryover and Transition Guide for April 2012

All found on the Employment Ontario Partner's Gateway: <u>http://www.tcu.gov.on.ca/eng/eopg/</u>



What is a CASE?



There are three types of cases:

- Integrated case (Employment Ontario case)*
- Service Plan*
- Product Delivery case

A client can only have one EO case but can have multiple service plans and product delivery cases.

LBS service providers will generate both EO cases and Service Plans.

Employment Ontario Case

Once an Employment Ontario case is created:

- Service providers can see all the programs and services that a client is participating in or has participated in
- Service Providers can link to the person's home page and edit profile information
- TCU can create "products" for a client such as a Second Career product delivery case
- Service providers can create service plans

Service Plans

- Customized to the program
- Outcomes-based
- Used to plan, track and monitor client participation in a program

Three types of service plans currently:

- 1. Employment Service Plan
- 2. Summer Jobs Service Plan
- **3.** Literacy and Basic Skills Service Plan



Before you start! Screening

 Intake assessment includes high level screening to establish if literacy is what a client needs and to make sure that the services provided by LBS are right for the client. The learner's general level of ability and goal are typically determined at intake.



 Once it is determined that the LBS service and the client are a good fit, the service provider will, together with the client, complete the LBS Participant Registration form which is required to set-up the client in EOIS-CaMS.

Learner Eligibility and Suitability

The LBS program focuses on adults who reside in Ontario that are unemployed, with special emphasis on people receiving income support. The LBS program is also open to employed Ontarians who need to improve their literacy and basic skills in order to maintain or upgrade their work skills.



Eligibility

LBS provider must ensure each learner is:

- An Ontario resident
- An adult whose literacy and basic skills are assessed at intake at being less than end of Level 3 of the IALSS or the OALCF
- At least 19 years old: on an exceptional basis, LBS service providers may serve young adults between ages 16 and 19 who demonstrate the maturity to benefit from adult education. However, returning to the regular school system should be the priority for these learners. LBS service providers may allow age exceptions, not exceeding ten percent of learners enrolled in a fiscal year. In individual cases, there must be a documented rationale in the learner's file.
- Proficient enough in speaking and listening to benefit fully form the language of LBS instruction (English or French). CLB level 6 for speaking and listening is the recommended minimal level of proficiency required to benefit from LBS instruction. This eligibility requirement does not apply to a Deaf learner.

Source: Service Provider Guidelines Effective April 2, 2012

idea

- 1. Develop a standard form to document rationale.
- 2. Add a CLB 6 reference sheet to your assessment package.

- The effectiveness of the LBS program will be measured by who the service provider serves, Suitability/Learner Profile, and by what the LBS program achieves through the three measures: Learner Progress, Completion of Goal Path and Learner Gains.
- Suitability/Learner Profile (10%) is a measure of who is being served. It examines and quantifies identified client barriers to learners. This measure ensures that the service providers are providing service to the clients who can most benefit from the LBS Program.



Service providers must serve clients who, on average, are experiencing at least 25% of the suitability indicators (proposed standard at maturity). This does not mean that every single client must have at least 25% of the identified indicators (some clients may have more and others may have fewer and the combination does not matter).

INDICATORS OF	
SUITABILITY	DEFINITION
Education level attained	The highest education level the individual has completed at
	service/program entrance is:
	 < grade 12.
Source of Income	The individual has indentified his/her source of income as one of the
	following:
	 Ontario Works (OW)
	 Ontario Disability Support Program (ODSP)
	 No source of income
	 Crown Ward extended care and maintenance
Time out of school, or training	The individual has been out of education or without being involved with
	training for 6 years or more
Age	The individual is:
	older than 45 years of age and under 65
History of Interrupted	The individual has identified that he/she has had a history of interrupted
education	primary and secondary education.
Person with Disability	The individual has self-identified as a person with a disability as defined
	by the Accessibility for Ontarians with Disabilities Act (AODA) and
	Ontario Human Rights Code deliniuon
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	animal or on a wheelchair or other remedial appliance
	or device.
	 a condition of mental impairment or a developmental
	disability:
	 a learning disability, or a dystunction in one or more of
	the processes involved in understanding or using
	symbols or spoken language:
	 a mental disorder; or
	 an injury or disability for which benefits were claimed or received
	under the insurance plan established under the Workplace
	Safety and Insurance Act, 1997 ("handicap").
Aboriginal Person	The constitutional and treaty rights of the Aboriginal peoples of Canada
-	are recognized and affirmed in the Constitution Acts of 1867 and 1982
	(section 35). Section 35(2) Indicates that Aboriginal peoples of Canada
1	Include Indian (status or non-status), Inuit, and Métis, or a person of
	Aboriginal ancestry.
Deaf	The individual has self-identified as Deaf.
Deafblind	The individual has self-identified as Dearblind
Francophone	The individual has self-identified as a person whose first language or
1	official language spoken at home is French.

3 Major Steps

 Create Employment Ontario Case
 Build the Client Profile
 Create the Literacy and Basic Skills Service Plan



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You will use the information captured on the first page of the **Participant Registration Form (PRF)** to create the Employment Ontario (EO) case in EOIS-CaMS.



This consent portion of this form (PRF) on page 2 **MUST** be completed/signed by the client **BEFORE** any data can be entered into the system.





You are required to understand the "Notice of Collection and Consent" and must explain the following to each client:

- 1. Why their personal information is being collected and how it will be used.
- 2. From whom the Ministry may collect information and with whom the Ministry may share information.
- 3. What laws and regulations allow the Ministry to collect the information.
- 4. Whom to contact with questions and concerns.

Clients should understand that when they sign they are giving MTCU permission to:

- Collect information about them from 3rd parties
- Share information about them with 3rd parties

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To create an Employment Ontario case you only need the information up to and including the primary mailing address.

Many of the fields are non-mandatory.



Generate a master PRF which indicates mandatory and non-mandatory fields.

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To create the EO case you have to register the client in the system.



Before you create a new case it is important to make sure that the client isn't already in the system by **searching**.

If the search results show that an open EO case exists for that client, you can open the "existing case".

If the search results show that a closed EO case exists for that client, you can select "existing case and reopen".

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When you are completing the registration screen remember that fields that have an asterisk are **MANDATORY**.

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- If the address is not found check the Canada Post website: <u>http://www.canadapost.ca/</u>
- The client's primary address must be in Ontario.
- If you have an alternate mailing address you can add it. This is not a mandatory field.



Most records can be edited. However once the EO case is opened you can't delete it.

When you finish entering or editing any information always click "save".

When you are editing a record it will often open in a new window. Make sure you close the window after you have saved your changes.



Once a client is registered the **EO Home Page** is created. This is the place where service providers and ministry staff can share client information.

An EO Case Reference Number is generated for the case. This number should be recorded on the PRF.

From this page you can:

- see all the programs and services that a client is participating in or has participated in
- link to the person's home page and edit profile information
- TCU can create "products" for a client such as a Second Career product delivery case
- Service providers can create service plans

Step 2: Building a Client Profile



Once you have generated an EO case you can add additional client profile information such as education and employment records.



When adding **Employment Records** you need to have access to National Occupational Classification (NOC) and the North American Industry Classification System (NAICS). The EOIS-CaMS system times out if you take too long so before you get started you might want to look up the codes you will need ahead of time.

Tip for NOC and NAICS— add shortcuts to your desktop!

Building a Client Profile



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Definitions, data sources and methods What's new	North 2007	American Industry Cla	ssific	cation System (NAICS)
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NACCS Canada 2012 SGC 2011 Volume 1,	22	utilities	22	Management of Companies and Enterprises
The Classification SGC 2011 Volume II, Reference Plaps	22	Canabraction	20	Administrative and Support, Waste Management and Remediation Services
Public consultation	31-33	Manufacturing	21	Educational Services
Classifications of instructional	41	wholesale Trade	22	Health Care and Social Assistance
programo Geographic riaselfrations	49.45	Retail Trade	22	Arts, Entertainment and Recreation
Industry	58:68	Transportation and Warehousing	72	Accommodation and Food Services
Gampleations				

For NOC:

http://www5.hrsdc.gc.ca/noc/english/noc/2006/QuickSearch.aspx?val65=* Use the matrix to determine the "major group" and "skill level". Search using "Structure" in the NOC to determine the correct code.

For NAICS: <u>http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-</u> scian/2007/list-liste-eng.htm

To search NAICS – you need to know what type of industry the employment related to. Searching under "example activities" is helpful. Think about the "industry".

To Date:			Placement Category:	
y Of Employment:	Canada		Employment Hours per Week:	5
Employment NOC:	Light Duty Cleaners <		Wage Amount:	0.00
NAICS Code:	Janitorial Services (except Window Cleaning) CAN 🗲		Per:	
	Edit	Delete	Close	

Ensure that the NOC and NAICS descriptions match and make sense!



Create "cheat sheet" of common NOC and NAICS codes

The Service Plan Elements



Steps to creating the Service Plan

- A. Generate a new service plan for the client from the template.
- B. Create the client summary.
- C. Add a sub-goal(s).
- D. Add a plan item(s) related to that sub-goal.
- E. Submit plan for approval.
- F. Create plan summary.
- G. Record acceptance of plan summary.

A. Generate a new service plan for the client from the template.



Find the EO case home page for you client.

From here you can find "service plans" under that EO case in the navigation pane.

A. Generate a new service plan for the client from the template.

	* Owner:	Robyn Cook-Ritchie	T
	* Service Delivery Site:	Grand Erie Learning Alternatives - Brantford - LBS	Q 🗞
Template Name			
Template:	Goal Path to Postsecondary Voie d	e transition vers les études postsecondaires	T
	Goal Path to Employment Voie de tra	insition vers l'emploi	
	Goal Path to Apprenticeship Voie d	transition vers une formation en apprentissage	
	Goal Path to Secondary School Cred	it Voie de transition vers les études secondaires	
	Goal Path to Postsecondary Voie d	transition vers les études postsecondaires	
	Goal Path to Independence Voie de	transition vers l'autonomie	

A **goal** is what the learner wants to achieve once leaving the LBS Program. It is the next step to which the learner transitions after completing the LBS Program.

A **goal path** refers to the preparation required to exit LBS and transition to the goal and is delivered by the LSB service provider.

The LBS Program has five goal paths:

- The employment goal path primarily prepares the learner for an activity for which an individual earns a wage or salary. Preparation for activities that model work, such as volunteering at a workplace, internships and community placements, are also included in the employment goal path.
- The apprenticeship goal path prepares the learners for on-the-job workplace-based training programs for a career in the skilled trades. Preparation for specific vocational skills is also included in the apprenticeship goal path.
- The **secondary school credit goal path** prepares learners for Ontario Ministry of Education secondary school credit courses leading to an Ontario Secondary School Diploma.
- The postsecondary goal path prepares learners for formal education opportunities at a college or university for which high school completion or its equivalency is the normal entrance requirement.
- The independence goal path prepares learners for the literacy and basic skills required in four functions that contribute to personal independence (managing basic needs, managing personal health, managing personal issues and relationships, and participating in the community).

Source : Service Provider Guidelines, p.38

For more information refer to the five Goal Path Description Documents found on EOPG: http://www.tcu.gov.on.ca/eng/eopg/oalcf/

Step 3:	Creating an	LBS Service Plan	Α.	Generate a new service plan for the client from the	
	Plan Reference Number:			template.	
	Status: Closure Reason:	Open			
	Outcome:				
	Referred In:	EO - Literacy and Basic Skills Service Provider			
	Closed Date:				

Once you have saved the plan the status is "open".

A service plan case reference number is also generated. The case reference number should be recorded on the PRF.



Manage	
🖶 Submi	t for Appr
Close	
<u> </u>	
Case Deta	ails
	Servi
Gantt Vie	w
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Gantt Vie	w cted All
Gantt Vie	w cted All

B. Create the client summary.

* Language Spoken ent Summary an Content hments Summary Source of Income	at Home: anguage:	•	* Language Spoken at Last Workplace:		
an Content * Service Provision L hments Summary Source of Income	anguage:				
Summary Source of Income		•			
* Source o	f Income:	•			
Education					
s History	ducation ompleted:	•	* Country Highest Level of Education Completed:		
Roles Time Out o	f Formal ducation :	•	* Time Out of Training :		
* History of Int	errupted ducation :	•			
Employment					
* Labour Force Att	achment:	•	* Employment Experience:		
* Registered Ap	prentice:	•	* Time Out of Work:		
SPACE Assessment					
ANTS * Entry Assessn	nent Tool:	•	Date of Assessment (for Entry Assessment Tool):	٥	
LANS * Learner Gai	ins Score:		Date of Assessment (for Learner Gains Score):	٥	
* Estimated Learne Time Com	r Weekly mitment :				
Canadian Language Ber	chmarks Assessment				
*	Speaking:	•	* Reading:		

B. Create the clientsummary.

Most mandatory fields are marked with an asterisk.

- The estimated learner weekly time commitment is in hours and must be a number between 1 and 100.
- Enter a "0" for learner gains score as it requires you to put a value in. If the learner is new then don't put in a date. However, if it is a carryover learner see note below.

Important

In order to mark a carryover client in the system, LBS staff users of EOIS-CaMS will be required to enter January 1st, 2012, as the Date of the Assessment for their *Learner Gains score*.

y and Basic

Nan

Home Plan Client Summary Plan Content Plan Content Plan Summary Communications Cost Events Notes Status History Tasks	SERVICE PLANS	Plan Content: Lit
Home Home Plan Client Summary Plan Content Attachments Plan Summary Communications Cost Events Notes Status History Tasks		EMPLO
Home Plan Client Summary Plan Content Attion Plan Content Plan Summary Communications Cost Events Notes Status History Tasks		New Sub-G
🗅 User Roles	Home Plan Client Summary Plan Content Attachments Plan Summary Communications	Action
	Cost Events Notes Status History Tasks User Roles	
MY WORKSPACE	Cost Events Notes Status History Tasks User Roles	
MY WORKSPACE	Cost Cost Events Notes Status History Tasks User Roles WWORKSPACE	
MY WORKSPACE PARTICIPANTS CASES	Cost Cost Events Notes Status History Tasks User Roles MY WORKSPACE PARTICIPANTS CASES	

The next step is to add plan content. In order to add plan content you need a sub-goal.



C. Add a sub-goal(s).

Step 3: Creating an LBS Service Plan

🕒 Home		Cancel
Client Summary	Sub-Goal Type	
🗅 Plan Content	Action	Sub-Goal Type
Attachments	Select	Competencies
Plan Summary	Select	Referral to Other Programs and Services
Communications	Select	Training Supports
🗅 Events		Cancel
Notes		
C Status History		
Li Tasks		
		The second se
		Inree types of sub-goals.
PARTICIPANTS		
CASES		
SERVICE DI ANS		
DECENT TIENS		
RECENTITEMS		



Previous Cancel Sub-Goal Action Name Description Find and Use Information Select Communicate Ideas and Information Select Select Understand and Use Numbers Select Use Digital Technology Select Manage Learning Select Engage with Others Select Learning Activities

Previous Cancel

The first category is **competencies.**

Note that learning activities are also listed here with the six competencies. Completion of **learning activities** are a performance indicator for the **completion of goal path** effective measure.

UAUTY DIMENSIONS OF SUCCESS

C. Add a sub-goal(s).

1 Home		Previous Cance	<u>ə</u> l
Client Summary	Sub-Goal		
🗅 Plan Content	Action	<u>Name</u>	Description
Attachments	Select	Referral Out to Other Community Resources	
Plan Summary	Select	Referral to Other Programs and Services	
🗅 Cost		Previous Cance	9
🗅 Events 🗅 Notes			

The next category of sub-goal is **Referral to Other Programs and Services.** There are two sub-categories.

Service Coordination is a measure of how the service provider's coordination, integration and supported access to and from other services are effectively incorporated into a client's LBS Learner Plan.

Source: Service Provider Guidelines Effective April 2, 2012



C. Add a sub-goal(s).

C. Add a sub-goal(s).

Step 3: Creating an LBS Service Plan



Training Supports is the third category.

Step 3: Creating an LBS Service Plan	D. Add a plan item(s) related to that sub- goal.
Gantt View	
MY WORKSPACE Actual	
PARTICIPANTS Show All	
CASES	
SERVICE PLANS	
SERVICE PROVIDER	
RECENT ITEMS	

The next step is to add the **plan item** which you do by opening the sub-goal.



D. Add a plan item(s) related to that sub-goal.

SERVICE PLANS	Select Plan Item Ty	pe:		?
🗅 Home		Cancel		
🗆 🗁 Plan	Rian Itom			a
Client Summary Plan Content		News	Dian Them Town	Description
Attachments	Action	Name Read Castience Text	Plan Item Type	Description
Plan Summary	Select		Basic Plan Item	
Communications	Select	Interpret Documents	Basic Plan Item	
🗅 Cost	Select	Extract Info from Films, Broadcasts and Presentations	Basic Plan Item	
Events		Cancel		
D Obstant Unitered				
Status History Tasks				
User Roles				
MY WORKSPACE				
PARTICIPANTS				
ASES				
SERVICE PLANS				
SERVICE PROVIDER				
RECENT ITEMS				
*				

The plan item always relates to the sub-goal.

For competencies, the plan item choices are the task groups for the competency.

	Additional Information			8
VA.	* Service Delivery Site:	Grand Erie Learning Alternatives - Brar 🗣 🗞	Delivery Method:	•
MY WORKSPACE	Milestone:		Blended Learning:	
PARTICIPANTS				
CASES	Comments			<u> </u>
SERVICE PLANS				<u>×</u>
SERVICE PROVIDER				V

A milestone is selected for each plan item related to competency sub-goals.

Milestones are performance indicators for both Learner Progress and Completion of Goal Path



E. Submit plan for approval.



Submit the plan for approval

Status:	Approved 🗲
Closure Reason:	
Outcome:	
Referred In:	EO - Literacy and Basic Skills Service Provider
Closed Date:	



F. Create plan summary.





The next step is to create a **plan summary**.

In order for the service plan to be activated the **Plan Summary** must be accepted by the learner. This means printing off a copy of the **Plan Summary**, reviewing it with the learner, having the Learner sign the plan and then recording the acceptance of the plan in EOIS-CaMs.

F. Create plan summary.

Home Plan Client Summary Plan Content Hatschments Plan Summary Communications Cost	Are you sure you want to print this pl	Literacy and Basic Si	Service Pla	n Summary					
C Events Notes		Issue Date: 19/04/20	12	Contact:	Robyn Cook-Ritchie		1		
C Status History		Delivery Site: Grand Er	e Learning Alternatives - Brant	ford - LBS					
G User Roles		Location: 1 MARKE BRANTFC Ontario N3T6C8 Canada	T ST RD	Phone #:	(519)759-0000				
		Service Plan Comments					ı I		
MY WORKSPACE									
PARILIPANIS									
SERVICE PLANS									
SERVICE PROVIDER		Servic Plan Items					1 I		
RECENT ITEMS		Sub-Goal	Plan Items	Comments	Expected Start Date	Status	1		
		Communicate Ideas and Information	Write Continuous Text		18/04/2012	Not Started			
		Find and Use Information	Interpret Documents		19/04/2012	Not Started			
								-	
		POntario							3.0.

A PDF of the Plan Summary will be generated. You can print this to review with the learner. They need to approve the plan with you. Have them sign a copy and keep it in the file. After the learner has agreed to the plan, you need to record the summary plan acceptance. To do this you need to edit the plan and manually change the date of acceptance of the plan.

Note: In the future there are plans to have this generate an actual learner plan.

The LBS Exit and Follow-up* form is completed when a learner is ready to exit to the program. The form capture the information needed to close the learner's **Service Plan**. When you are ready to close a **Service Plan** it is imperative that you close all aspects from the lowest element up: plan items, then sub-goals, then goals, then the service plan itself.



When a **Service Plan** is closed, the reason for closure, client outcome and customer satisfaction score are entered into EOIS-CaMS. Whether or not a learner has completed a goal specific *Culminating Task* is also reported on.

* Reason:	V	* Customer Satisfaction:	
* Outcome:	×		
ssessment			
* Exit Learner Gains Score:		Date of Exit Learner Gains Score:	0
* Has the goal path specific Culminating Task been successfully completed?:	•	* Has the learner completed all goal path required learning activities?:	
Self Reported Learner Weekly Time Commitment?:			





Reason for leaving

* Reason:	Υ	Satisfaction:	•
* Outcome:	<u>,</u>		
Assessment	Both employed and in education	ome	8
* Exit Learner Gains Scor	Both employed and in training Employed Apprentice Employed Full Time	te of Exit Learner Gains Score:	
 Has the goal pat specific Culminatin Task been successfull 	Employed Full-fille Employed Part-Time Employed in a more suitable job Employed in a prof occ/trade	Has the learner completed all goal path required learning	•
completed Self Reported Learne Weekly Tim	Employed in area of training/choice in education - OSSD or equivalent In education - academic upgrading	activities?:	
Commitment	In education - other In education - postsecondary In training - Apprenticeship		
	In training - EO Literacy In training - ESL/FSL In training - Federal		
	In training - MCI Bridge projects In training - Second Career In training - other EO training initiatives		
	In training - other occupational skills training Independent Self-Employed		
	Unable to work Unemployed Unknown		
	Volunteer		

Outcome





Customer satisfaction

Customer Satisfaction (10%) is a measure of feedback from learners who exit the program about their satisfaction with the service they have received.



Learners are asked by the service provider to indicate, on a scale of 1 to 5, how likely they are to recommend the LBS Program to someone looking for similar services.



Culminating Task

dicator for the

Completion of culminating task is a performance indicator for the **completion of goal path effectiveness measure** in the performance management framework.



Learning activities

Completion of learning activities is a performance indicator for the completion of goal path effectiveness measure in the performance management framework.



Case Reviews

Case reviews (formerly called follow-ups) 3 months, six months and twelve months are scheduled when a **Service Plan** is closed. **Case reviews** are added to an **Event Calendar** in EOIS-CaMS.



Tip: Selecting "View Event List" will allow you to see upcoming **Case reviews** that have been scheduled.



All learners that are exited from LBS prior to March 31, 2012 must continue to be followed up in the old Information Management System (IMS).

Monthly Reporting in EOIS-CaMS

Grand Erie Learning Alternatives - Brantford - LBS - Literacy and Basic Skills/Alphabétisation et formation de base Business Plans Resource and Information Resource and Information Participation Wait List	
MY WORKSPACE	
PARTICIPANTS	
CASES	
SERVICE PLANS	
SERVICE PROVIDER	
RECENT ITEMS	

lanage			
🧏 Edit	🔏 <u>Delete</u>		
ervice Delivery Site			
Name:	Grand Erie Learning Alternatives - Brantford - LBS	Reference Numbe	
)etails			
Name:	Literacy and Basic Skills/Alphabétisation et formation de base	Statu	
Start Date:	5/5/2010	End Dat	
End Reason:		Ministry Contac	
comments			
Recent Changes			
Recent Changes	Description	Date Time	
Recent Changes Event Type	Description	<u>Date Time</u>	
Recent Changes Event Type	Description View All	Date Time	

Monthly Reporting in EOIS-CaMS

Information Sessions	 Two types: 1. Outreach 2. Information Session Provide a description Choose audience # of attendees
Participation	Referrals -# of individual referred to other services
Wait List	Wait List -# of individuals on the wait list

