

**ATTACHMENT 2: ISSUES IDENTIFIED IN BUILDING CONSTRUCTION CONSULTATIONS**

---

The City through its Social Procurement program and Construction Connections program has been actively involved in addressing the barriers to including more equity-deserving groups in construction sector opportunities. Specifically, Construction Connections works directly with several construction trade unions and training providers to enable skills acquisition, safety training, union membership and registered apprenticeships for low income and equity-deserving job seekers.

In the context of the IMIT consultations, there is willingness to support construction sector opportunities. The following constraints were raised during the consultation process:

- IMIT recipient companies do not have full control over construction hiring (generally, unionized labour is contracted to build IMIT-supported developments). This poses a barrier to connecting equity-deserving groups to apprenticeship opportunities through IMIT.
- Industry representatives expressed potential concerns on having a greater number of first year apprentices on the job and the implications this may have for health, safety and building quality.
- Companies identified thresholds that ranged from \$25 million to \$100 million in construction value after which it make sense to pursue apprenticeship opportunities given the associated administrative cost. Further consultation or review may be required to determine the appropriate threshold.
- Some community stakeholders indicated that there is a limited number of government-funded pre-apprenticeship training and there appears to be a perception that funding for specific populations (e.g., OW clients) is not inclusive of all equity-deserving groups.
- All stakeholder groups consulted indicated the need to work closely with trade unions to develop opportunities for apprenticeships. Industry representatives suggested that the City should negotiate with trade unions as a unified front.