

Attachment 5: Summary of One Toronto Gaming's Employment and Labour Market Plan for the Woodbine Local Area

2019 Employment and Labour Market Plan

The 2019 Employment and Labour Market Plan serves as a collaborative project work plan for the City of Toronto and One Toronto Gaming/Casino Woodbine, to coordinate and deliver the range of activities needed to achieve the desired Employment and Labour Market goals and deliverables identified in the Rexdale – Casino Woodbine Community Benefits Agreement. The work plan will be reviewed and revised annually. The first phase focusses on the period of 2018 to 2022.

In addition to its relationships with the City, One Toronto Gaming has built workforce-development and candidate-pool relationships with a broad range of organizations that form part of the constellation of partners supporting the targeted communities. The core members of our local partnerships include: YMCA, Humber College, The Career Foundation, Rexdale Women's Centre, YWCA Toronto, and the Toronto District School Board.

Job Matrix

One Toronto Gaming developed a 2019 job matrix as a planning tool to identify the skills, competencies, certification and minimum language levels required for entry level positions in: Construction, Hospitality, Gaming, Security, Finance, Marketing, Facilities, Food and Beverage Services, and Entertainment.

Coordinated Workshops and Hiring Events

Working with community partners, One Toronto Gaming developed preparatory workshop presentations focused on casino jobs and skills sets, employer expectations, table games preparation, math aptitude and assessment, customer service excellence, interview skills and resume preparation. More than 500 individuals attended the Preparing for Success at Casino Woodbine information sessions (between January 2019 and August 2019).

One Toronto Gaming coordinated seven hiring events together with community partners.

Ecosystem Mapping: Service, Training, and Program Inventory

The Employment and Labour Market Partners Implementation Working Group provided listings of their current roster of programs and services. This was used to build an inventory of programs and services available to support candidates to prepare for potential employment at One Toronto Gaming. Available preparation programs and services include: language assessment, essential skills, literacy, academic upgrading, basic math, math assessment, bridging programs, second career, youth employment services, apprenticeship/pre apprenticeship, and short term training. More than 300 individuals attended pre-employment workshops sessions (between January 2019 and August 2019).

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Community Outreach and Recruitment

To increase awareness of casino expansion and employment opportunities to local residents and the broader community, One Toronto Gaming leveraged key contacts at the City and relevant Neighborhood Planning Tables to improve access to employment opportunities. Outreach to the following organizations and groups was done: the Rexdale Neighborhood Action Partnership, North Etobicoke Residents' Council, Kingsview Village–The Westway Neighborhood Action Planning Table, Downsview Roding Neighborhood Action Partnership, The Jane Finch Toronto Strong Neighbourhood Strategy Task Force, Employment Service Delivery Network, The Toronto West Local Immigration Partnership, The Youth Collaborative Table, and Toronto Community Benefits Network.