

City of Toronto - Workforce Development Initiatives: 2012 Highlights

Employment Planning Initiatives

Employer and Sector Based

Initiative	Status	Employers	Results To-Date	Partners
Partnership to Advance Youth Employment (PAYE) <i>Initiated in 2007, PAYE is a program led by an alliance of business leaders and the City to increase access to career opportunities for youth in Toronto. Includes job matching, interview events, and individualized pre/post-hire support, amongst other activities.</i>	Ongoing	65 employers to date including: <ul style="list-style-type: none"> • RBC Royal Bank • Scotiabank • CIBC • TD Financial Group • Deloitte • Toronto Hydro • Tridel • Apollo Health & Beauty Care • Loblaws 	Cumulative Results: <ul style="list-style-type: none"> • Over 310 hires • Over 80% job retention rate • 2419 interviews completed • Over 2780 candidates participated in signature events 2012 Results: <ul style="list-style-type: none"> • 21 employers participated • 641 youth participated • 474 interviews completed • 64 youth hired by PAYE employers • 87 youth hired by non-PAYE employers 	TESS, SDFA, Employers, employment service providers and community networks.

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IATSE Youth Entry To Film Production <i>An initiative that offers entry to IATSE Local 873 for employment in the Toronto film production sector.</i>	Ongoing	<ul style="list-style-type: none"> A variety of film production companies 	<ul style="list-style-type: none"> 19 youth were referred 2 were given Permittee licenses 	SDFA, TESS, IATSE Local 873 Youth Employment Partnerships agencies
ZEDD Customer Solutions Customized Recruitment Initiative <i>Support the recruitment efforts of new call centre in Toronto.</i>	Ongoing	<ul style="list-style-type: none"> ZEDD Customer Solutions 	<ul style="list-style-type: none"> 2011-expected jobs: 200-300 positions 8 hired in 2011 2012-expected jobs: 20 positions in Call Centre 6 referrals made in Sep 2012 2 hired 	TESS, EDC
Green Jobs Forum 2013 Planning <i>To bring career planning and employment opportunities in the Green sector to un/under-employed residents and to address skill gaps within the sector. Looking at emerging workforce development needs and exploring responsive strategies as needed.</i>	Planning	<ul style="list-style-type: none"> 90 organizations attended 2012 event 	<ul style="list-style-type: none"> Results pending Planning for 2013 started 	TESS, EDC, City of Toronto Partnership & Innovations, Green Living Enterprises
Ontario Tourism Education Corporation (OTEC) Partnership <i>A partnership to deliver management training for employers, job training for youth and connect youth and employers in the hospitality and tourism sector.</i>	Ongoing	<ul style="list-style-type: none"> OTEC Employer Network 	<ul style="list-style-type: none"> 45 youth participants and 17 employers attended the 2011 event 	SDFA, TESS, OTEC, TWIG, Community networks

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Community Food Skills and Employment Initiative <i>A program that provides residents with food skills certifications and training to increase their employability for jobs in the food and beverage sector.</i> <i>Phase 2 initiated in Kingston-Galloway, Malvern and Dorset Park in 2012/2013</i>	Pilot completed in 2011 Phase 2 Ongoing	15 employers including: <ul style="list-style-type: none"> • Scarborough Centre for Healthy Communities • Cora's Breakfast and Lunch • Caynes Super Warehouse • Eggsmart, • Papa • Joe's Bakery, • Shoeless Joe's • Starbucks • Sunrise Caribbean Restaurant • JV'S Taste Buds • Mucho Burrito 	<ul style="list-style-type: none"> • Pilot results • 86 participants • 73 certified in Food Handling • 15 employed • 11 in other training programs <ul style="list-style-type: none"> • Phase 2 Results to date • 36 participants • 35 certified in Food Handling • 14 received Smart Serve Certificates • 8 employed • 10 in other training or volunteer activities 	TPH, TESS, EDC, SDFA, Employers, East Scarborough Storefront, Scarborough Centre for Healthy Communities, YWCA, L'Amoreaux Community and Recreation Centre
Retail Council of Canada Partnership <i>The City, via SDFA, supporting the coordination of an annual job fair targeted to opportunities for youth in the retail sector.</i>	Ongoing	<ul style="list-style-type: none"> • Retail Council of Canada membership 	<ul style="list-style-type: none"> • 25 large corporate employers and 850 residents attended 2011 job fair • 500 residents attended Sep 2012 job fair 	SDFA TESS, Retail Council of Canada and community networks

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Yorkdale Shopping Centre Recruitment Initiative <i>Championed by Yorkdale Shopping Centre Management this initiative will support the recruitment for retailers who will be occupying space that is part of the mall's expansion.</i>	Completed	<ul style="list-style-type: none"> • 27 retailers 	<ul style="list-style-type: none"> • 105 retail job seekers attended learning event • Customized recruitment event held Sep 20, 2012 at Villa Colombo • 69 hired 	Yorkdale (Oxford Properties), TESS, SDFA and Lawrence Heights Inter-organizational Network (JVS, The Career Foundation, VPI Inc., Humber Employment Centre, COSTI, St. Stephen's Community House, North York Community House and North York YMCA)
Target Canada Customized Recruitment Initiative <i>Four store locations opening in 2013 led to a customized recruitment initiative and ongoing plans to support their hiring needs. Store locations are: Shoppers World Danforth, Cloverdale Mall, East York Town Centre and Centre Point Plaza.</i>	Ongoing	Target Canada	<ul style="list-style-type: none"> • 4 community-based information sessions held: • Outreach for candidates focused on those in close proximity to 4 • 396 job seekers attended the information session • Expected jobs: • Team Leaders, Team Members 	TESS, Target, Community Networks
Shopper's World Danforth			<ul style="list-style-type: none"> • Target Team Leader recruitment event held on Nov 29, 2012 at Neighbourhood Link • 24 applicants were interviewed • 3 hired as Team Leaders and several considered for Team Members 	TESS, Target, , East End Partnership, Neighbourhood Link, Woodgreen
East York Town Centre			<ul style="list-style-type: none"> • Target Team Leader 	TESS, Target, Thorncliffe

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			recruitment event held Dec 21, 2012 at TNO <ul style="list-style-type: none"> • 12 applicants were interviewed • 1 hired as a Team Member 	Neighbourhood Office
Cloverdale Mall			<ul style="list-style-type: none"> • Information session held on Dec 18, 2012 • Interview event held on Dec 21, 2012 • 330 resumes • 9 hired to-date 	TESS, Target, Community Networks
Auto Repair and Collision Pre Apprenticeship <i>Address the hiring needs of employers in the auto collision repair trade by creating linkages between pre-apprenticeship programs and employers.</i>	Ongoing	<ul style="list-style-type: none"> • Toyota • CARSTAR • MAACO • Mister Collision • Gary Ray Auto Collision 	<ul style="list-style-type: none"> • 13 participants completed pre-apprenticeship program • All 13 candidates were in a recruitment event held in Aug 2012 • 13 hired at body shops in GTA 	TESS AYCE/ Tropicana, Canadian Collision Industry Forum Skills Canada, Canadian Automotive Repair & Service Council, Centennial College, Youth Services organizations
Stock Transportation Customized Recruitment Initiative <i>Customized recruitment, testing and screening for School Bus Drivers.</i>	Implementation	<ul style="list-style-type: none"> • Stock Transportation Ltd. 	<ul style="list-style-type: none"> • 140 part-time school bus driver opportunities Jul 12, 2012 information sessions: <ul style="list-style-type: none"> • 66 attended • 6 hired to-date Nov 22, 2012 information	TESS, Stock Transportation, The Hub Mid Scarborough

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			session: <ul style="list-style-type: none">• 11 attended• 4 hired to-date Nov 27, 2012 information session: 25 attended 7 hired to-date	

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Commercial and Infrastructure Development

Initiative	Status	Employers	Results To-Date	Partners
Imagination, Manufacturing, Innovation and Technology (IMIT) Grant Program <i>A grant program that supports business expansion across the City. As a requirement of the grant, businesses must participate in a City-endorsed hiring initiative. Through this program, partnerships with employers are expanding and continue to deliver new employment opportunities.</i>	Ongoing	<ul style="list-style-type: none"> • Apollo Health and Beauty Corp • Regent Park Arts and Cultural Centre • Guardian Glass • Centre for Social Innovation • Artscape • CORUS Entertainment • John Vince Foods • Ripley Entertainment Inc. • PwC • RSA • Pinewood Studios • MaRS Phase 2 • Dalton Construction (via Artscape) 	<ul style="list-style-type: none"> • 11 hired • Other results pending 	EDC, TESS
Waterfront Toronto Revitalization <i>The revitalization of Toronto's waterfront. The Waterfront Toronto Employment Initiative is intended to increase support and access for unemployed and underemployed residents to the jobs created by the revitalization projects. This is co-led by TESS, George Brown College and Waterfront Toronto.</i>	Planning	<ul style="list-style-type: none"> • Waterfront Toronto (Master Developer) • Eastern Construction • St. Lawrence Market BIA • Hines • Eastern 	<ul style="list-style-type: none"> • 8 hired 	TESS, Waterfront Toronto, George Brown West Don Lands Committee, Central Ontario Building Trades (COBT), Dixon Hall, YMCA, CASIP and other community networks

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		<ul style="list-style-type: none"> • Ellis Don • Net Electric • Regal Security • Hirise/Great Gulf 		
Pan Am Games <i>The development of the structures/ infrastructure and operations required to deliver the 2015 PanAm Games.</i>	Planning	Pending	No results to date	City Manager's Office, TESS, SDFA, EDC, Toronto 2015, George Brown, Infrastructure Ontario, Waterfront Toronto, Central Ontario Building Trades (COBT)
Games Operations - TO2015	Planning	<ul style="list-style-type: none"> • Toronto 2015 	No results to date	
Building of the Athletes Village	Ongoing	<ul style="list-style-type: none"> • Master Developer: Waterfront Toronto • Lead Contractor: Ellis Don/Ledcor • Development Firm: Dundee Kilmer • Others TBA (e.g. Subcontractors) 	<ul style="list-style-type: none"> • 1 hire 	
Metrolinx Georgetown South Project <i>The Georgetown South Project is a multi-year transit infrastructure project spanning across the neighbourhoods of west-end Toronto.</i>	Ongoing	<ul style="list-style-type: none"> • Aecon Construction • Dufferin Construction • EllisDon • Kenaidan Contracting Ltd. • Soncin Construction • Grascan 	<ul style="list-style-type: none"> • 4 hired to date • A series of career information sessions planned for spring 2013 	TESS, Metrolinx, COSTI, LEF, Humber College, Career Foundation, SDFA

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Toronto Public Library Renovations <i>The revitalization of various Toronto Public Library (TPL) locations. Through SDFA, the City is creating access for youth to the jobs generated through TPL renovation projects.</i>	Ongoing	<ul style="list-style-type: none"> • JD Strachan • Eastern Construction • Torcom Construction • M.J. Dixon 	<ul style="list-style-type: none"> • 5 youth hired 	TPL, SDFA, TESS, Youth Employment Partnership (YEP) Network
Construction High Park Condo Project <i>Based on the success of Regent Park, Daniels Corporation is looking to expand to other sites it is developing.</i>	Planning	<ul style="list-style-type: none"> • Daniel's 	<ul style="list-style-type: none"> • In early planning stages. No outcomes to report at this time 	TESS, Daniel's

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Community Revitalization

Initiative	Status	Employers	Results To-Date	Partners
Regent Park Revitalization Employment Initiative <i>A physical, social and economic revitalization of the Regent Park community that includes the development and coordination of services, supports, and creative employment planning for both employers and residents.</i>	Ongoing	38 Employers, including: <ul style="list-style-type: none"> • Daniel's Corporation + 21 sub-contractors and consultants • Tim Horton's • Paintbox Bistro & Catering • Roger's Communications • FreshCo. • RBC • ArtScape • Daniel's Centre of Learning • Centre for Social Innovation • City of Toronto (divisions, agencies, boards, commissions) • 8 local businesses 	Cumulative: <ul style="list-style-type: none"> • 6423 residents have visited the Employment Centre in 2012, with over 16,000 visits in total to-date 592 hired to-date (141 hired in 2012): <ul style="list-style-type: none"> • 266 hired through Revitalization Partnerships • 106 hired through other initiatives (EO partners, local businesses, TESS initiatives, other City initiatives) • 220 hired through broader connections outside of Regent Park 	TESS, EDC, SDFA, PFR, TCH, The Daniel's Corporation, George Brown College, University of Toronto, Regent Park Employment & Enterprise Committee, Salvation Army, Pathways to Education, Downtown East Community Development Collective, Christian Resource Centre, Dixon Hall Employment Services Centre, Yonge Street Mission, Regent Park Centre for Learning, Artscape, JVS, Centre for Social Innovation, School for Social Entrepreneurs-Ontario
Paintbox Bistro & Catering Recruitment Initiative	Ongoing	<ul style="list-style-type: none"> • Paintbox Bistro & Catering 	<ul style="list-style-type: none"> • 241 attended • 36 hired 	
Credentials Assessment, Guidance and Continuing Education Pilot	Ongoing	<ul style="list-style-type: none"> • Pending; to be determined 	Results from 2012 information session: <ul style="list-style-type: none"> • 40 attended 	

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			<ul style="list-style-type: none"> • 30 participants will be interviewed for post secondary continuing education course or credential assessment services • 13 residents enrolled in profession specific courses • 18 received credentials assessment services 	
Financial Sector Initiative	Ongoing	<ul style="list-style-type: none"> • RBC 	<ul style="list-style-type: none"> • 65 residents attended the information and recruitment events • 10 selected for interviews • 2 hired and 8 pending interviews 	
The Food Handlers Recruitment Initiative	Ongoing	<ul style="list-style-type: none"> • The Food Handlers 	<ul style="list-style-type: none"> • 95 attended event • 55 hired 	
Licensing International Engineers Into the Profession Initiative	Completed	N/A	<ul style="list-style-type: none"> • 4 candidates offered admission (2 enrolled into Fall 2012, 2 deferred to Jan 2013) 	

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Lawrence-Allen Revitalization <i>A physical, social and economic revitalization of the Lawrence Heights Community and surrounding area; includes the development and coordination of services, supports, and employment planning for both employers and residents.</i>	Planning	<ul style="list-style-type: none"> Employers TBD 	<ul style="list-style-type: none"> Developer contractor not selected yet TCHC hired 8 residents to conduct skills inventory survey 	TESS, SDFA, EDC, MTCU, TCHC, community organizations, others to be determined
Leslie-Nymark Revitalization <i>A physical, social and economic revitalization of the Leslie-Nymark community that includes the development and coordination of services, supports, and creative employment planning for both employers and residents.</i>	Planning	<ul style="list-style-type: none"> Employers TBD 	<ul style="list-style-type: none"> 2 hires 	Tridel, Toronto Community Housing, TESS, BOLT
Allenbury Gardens Revitalization <i>A physical, social and economic revitalization of the Allenbury Gardens community that includes the development and coordination of services, supports, and creative employment planning for both employers and residents.</i>	Planning	<ul style="list-style-type: none"> Employers TBD 	<ul style="list-style-type: none"> Pending 	Tridel, Toronto Community Housing, TESS, BOLT

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Alexandra Park Revitalization <i>A proposed 15 year plan to revitalize Alexandra Park.</i>	Planning	<ul style="list-style-type: none"> • Tridel • Del Manor Residences • Del Suites Inc. • Del Property Management • Del Rentals • Provident Energy Management 	<ul style="list-style-type: none"> • Pending 	TESS, SDFA, EDC, TCH, BOLT, Tridel, Alexandra Park Residents Association, Atkinson Co-op
Don Valley West Economic Development – Thorncliffe Park <i>Led by the local MP John Carmichael, an initiative to bring together business leaders, the City, via TESS, and community partners to develop an economic development and employment plan for the Thorncliffe Park neighbourhood.</i>	Planning	<ul style="list-style-type: none"> • Hurley • Celestica • NexJ Systems • Morneau Shepell 	<ul style="list-style-type: none"> • No results to date 	TESS, employers, employment service providers and community organizations

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City Workforce – City of Toronto Employment Plan

Initiative	Status	Employers	Results to Date	Partners
Human Resources/ TESS Partnership <i>A Human Resources/TESS partnership to help residents find employment with the City of Toronto and to help Divisions meet short and long term hiring needs. This partnership was initiated in February 2010 (coinciding with the opening of the Metro Hall Employment Centre). A formal Employment plan will be developed in 2013</i>	Ongoing	<ul style="list-style-type: none"> • City of Toronto • Agencies, Boards, Commissions, Corporations 	<ul style="list-style-type: none"> • "How to apply for City jobs" delivered in all TESS employment centres • Over 300 resident applications to City jobs • 46 employed in City positions 	Human Resources, TESS
Job Incentive Program (JIP) <i>Initiated in March 2010, JIP is a program that matches un/under-employed residents with unpaid work experience opportunities within the Toronto Public Service.</i>	Ongoing	<ul style="list-style-type: none"> • 18 City Divisions • 4 Business Improvement Areas (BIA) • Ministry of Finance 	<ul style="list-style-type: none"> • 176 completed placements • 89 hires 	TESS, HR, BIA, participating City divisions, Ministry of Finance
Toronto Fire Services (TFS) <i>A program that assists low-income residents to secure the prerequisites necessary to apply for the Operations Fire Fighter position. The first program commenced in February 2010.</i>	Ongoing	<ul style="list-style-type: none"> • City of Toronto 	<ul style="list-style-type: none"> • 127 participated in the program • 74 completed the program • 26 participants applied to in the 2010 recruitment drive • 2 hired in 2012 • 45 who completed the program secured other employment • 20 candidates applied to the 2012 recruitment drive • 21 candidates began new program in February 2013 	TESS, TFS, PFR, Jay's Truck Driving, Greater Toronto Airport Authority

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Toronto Emergency Medical Services (TEMS) <i>Initiated in October 2010, the program prepares individuals to meet the prerequisites and application requirements for Primary Care Paramedic.</i>	Ongoing	<ul style="list-style-type: none"> City of Toronto 	<ul style="list-style-type: none"> 15 participants enrolled in program 11 completed in 2012 10 hires in 2012 	TESS, EMS, PFR
Parks, Forestry and Recreation (PFR) <i>An HR/ PFR/TESS partnership to address PFR's hiring needs and to increase access for residents to their hard-to-fill, ongoing opportunities.</i>	Ongoing	<ul style="list-style-type: none"> City of Toronto 	<ul style="list-style-type: none"> Typically 20-30 positions for Gardener 2 vacancies every year Created new employment opportunity called Gardner 3 as an entry point into industry Information sessions held at Humber College in Jan 2012 26 people applied, 7 hired for Gardener 3 2 of the 7 have been hired into higher level position of Gardener for the 2013 season Information sessions for the joint Humber College, Community MicroSkills, Horticulture Technician Pre- Apprenticeship Program held in summer 2012. 9 candidates accepted into the new program 2013 Gardner 3 recruitment results pending. 	TESS, HR, PFR, Humber College, Community Microskills Development Centre

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Facilities <i>An HR/ Facilities/TESS partnership to address Facilities' hiring needs and to increase access for residents to their hard-to-fill, ongoing opportunities, specifically security guard.</i>	Ongoing	<ul style="list-style-type: none"> City of Toronto 	<ul style="list-style-type: none"> 1 hired 	HR, TESS, Facilities
Long-Term Care Homes & Services (LTCHS) <i>An HR/ LTCHS/TESS partnership to address LTCHS's hiring needs and to increase access for residents to their hard-to-fill, ongoing opportunities, specifically food service workers.</i>	Ongoing	<ul style="list-style-type: none"> City of Toronto 	<ul style="list-style-type: none"> Ongoing negotiation with partners to explore opportunities 1 placement opportunity filled 	HR, TESS, YMCA, Centennial College
Toronto Transit Commission (TTC) Ashbridges Bay Maintenance & Storage Facility Employment Plan <i>A new maintenance and storage facility will be built to maintain and store new light rail vehicles that will replace the existing streetcar fleet.</i> <i>This program is an integrated approach to bring the City of Toronto Employment Services, community based employment service providers and TTC contractors together to provide career opportunities in the</i>	Planning	<ul style="list-style-type: none"> TTC Contractors and sub-contractors TBD 	<ul style="list-style-type: none"> 7 referrals 1 hire to date 	TESS, TTC, SDFA, other partners TBD

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<i>design and construction of transit projects for un/under-employed City residents.</i>				
TTC Youth Seasonal Hiring	Ongoing	<ul style="list-style-type: none"> • TTC 	<ul style="list-style-type: none"> • 400 TTC positions filled by youth participants • 80 youth advanced into secure permanent positions 	
Toronto Public Library <i>Exploring different options for collaboration between City divisions, including volunteer opportunities, integration of programs.</i>	Ongoing	<ul style="list-style-type: none"> • City of Toronto • Toronto Public Library 	<ul style="list-style-type: none"> • Jointly planned the City of Toronto Career Information Fair held October 2012 • 1400 residents attended 	HR, TESS, TPL

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Customized Recruitment Strategies and Job Fairs

Initiative	Status	Employers	Results to Date	Partners
Kelly Services/ IBM Recruitment Initiative <i>Customized recruitment and screening for Kelly Services for IBM.</i>	Completed	<ul style="list-style-type: none"> IBM 	<ul style="list-style-type: none"> Expected jobs: 20-25 positions in Technical Support - Call Centre Representative 110 attended job fair 37 hired 	TESS, Kelly Services
Kelly Services/ Kraft Foods Recruitment Initiative <i>Customized recruitment and screening for Kelly Services for Kraft Food.</i>	Completed	<ul style="list-style-type: none"> Kraft Foods 	<ul style="list-style-type: none"> 284 attended the job fair 42 hired 	TESS, Kelly Services
Personal Support Worker Recruitment Initiative <i>Customized recruitment and screening for VHA Home Health Care and Downsview Services for Seniors.</i>	Completed	<ul style="list-style-type: none"> VHA Home Health Care Downsview Services for Seniors 	<ul style="list-style-type: none"> VHA: 10 hired Downsview: 4 hired 	TESS, The Career Foundation, VHA, Downsview Services for Seniors, Baycrest
Direct Partnerships with Green Sector Employers <i>Working directly with employers to meet their hiring needs and to leverage jobs for un/under-employed residents.</i>	Completed	<ul style="list-style-type: none"> Eclipsall Energy Corp 	<ul style="list-style-type: none"> 4 hired 	TESS, EDC

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Financial Services Career Information Sessions <i>A series of networking sessions that will bring together international educated professionals with employers.</i>	Ongoing	<ul style="list-style-type: none"> • CIBC Woodgundy • PwC • Waterfront Toronto • TorQuest Investment Group • City of Toronto • TD • RBC 	<ul style="list-style-type: none"> • 2 hired and pending 1 interview result • Over 115 professionals participated in a networking events on Oct 3 and Dec 12, 2012 	TESS, Centre of Excellence in Financial Services Education (CoE), Career Edge, Community Microskills Development Centre, ACCES, The Toronto Region Immigrant Employment Council (TRIEC), Progress Career Planning Institute (PCPI)
RBC Customized Recruitment Initiative <i>Customized recruitment and screening to support recruitment for Cantonese and Mandarin speaking candidates for Customer Service Representative positions for RBC's Markham, Pickering and Ajax market.</i>	Completed	<ul style="list-style-type: none"> • RBC 	<ul style="list-style-type: none"> • 26 job seekers attended information session • 14 resumes screened in • 5 interviewed • Final outcomes pending 	RBC, TESS, Scarborough Community Network
Hot Oven Bakery Recruitment Initiative <i>Customized recruitment and screening for Hot oven Bakery. West and south district initiative.</i>	Completed	<ul style="list-style-type: none"> • Hot Oven Bakery 	<ul style="list-style-type: none"> • 8 hires 	TESS, Hot Oven Bakery
Orange Snail Pub Recruitment Initiative <i>Customized recruitment and screening for Cook/Kitchen Help.</i>	Completed	<ul style="list-style-type: none"> • Orange Snail Pub 	<ul style="list-style-type: none"> • 22 participants • 4 hired 	TESS, Orange Snail Pub
Highland Farms Recruitment Initiative	Completed	<ul style="list-style-type: none"> • Highland Farms 	<ul style="list-style-type: none"> • 1 hired 	TESS, Highland Farms

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<i>Customized recruitment and screening for Retail Grocery Stock Person.</i>				
Molly B's Gluten Free Kitchen Recruitment Initiative <i>Customized recruitment and screening for Junior Baker position.</i>	Completed	<ul style="list-style-type: none"> Molly B's Gluten Free Kitchen 	<ul style="list-style-type: none"> 16 participants 1 hired 	TESS, Molly B's Gluten Free Kitchen
Nate's Bagels and Gluten Free Food Recruitment Initiative <i>Customized recruitment and screening for Junior Baker position.</i>	Completed	<ul style="list-style-type: none"> Nate's Bagels & Gluten Free Food 	<ul style="list-style-type: none"> 25 participants 1 hired 	TESS, Nate's Bagels and Gluten Free Food
Hutchinson Industries Recruitment Initiative <i>Customized recruitment and screening for Hutchinson Industries.</i>	Completed	<ul style="list-style-type: none"> Hutchinson Industries Canada Inc. 	<ul style="list-style-type: none"> 6 hired 	TESS, Hutchinson
George Brown and Irving Tissue Initiative <i>A partnership with George Brown College and Irving Tissue to train residents for employment opportunities at Irving Tissue.</i>	Planning	<ul style="list-style-type: none"> Irving Tissue 	<ul style="list-style-type: none"> Pending 	TESS, ANC, George Brown College, Irving Tissue, SDFA
Club Coffee Recruitment Initiative	Implementation	<ul style="list-style-type: none"> Club Coffee LP 	<ul style="list-style-type: none"> 2 hired to-date More recruiting conducted in 	TESS, Club Coffee

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<i>Customized recruitment and screening for Club Coffee.</i>			Dec 2012. Results pending	
Clark Kennedy Company Ltd Recruitment Initiative <i>Customized recruitment and screening for General Labourer.</i>	Completed	<ul style="list-style-type: none"> Clark Kennedy Company Ltd 	<ul style="list-style-type: none"> 3 participants referred Results pending 	TESS, Clark Kennedy Company Ltd
Loblaws, Joe Fresh & Superstore Recruitment Initiative <i>Customized recruitment and screening for Loblaws, Job Fresh & Superstore.</i>	Completed	<ul style="list-style-type: none"> Loblaws Superstore Joe Fresh 	<ul style="list-style-type: none"> 120 candidates interviewed 65 proceeded to the screen phase Results pending 	TESS, Community Networks
TJX Canada Customized Recruitment Initiative <i>Customized recruitment and screening for TJX Canada.</i>	Implementation	<ul style="list-style-type: none"> TJX Canada 	<ul style="list-style-type: none"> Results Pending 	TESS, TRIEC
Golden Line Property Management Recruitment Initiative <i>Customized recruitment and screening for Cleaner and Sales/Marketing Representative.</i>	On hold	<ul style="list-style-type: none"> Golden Line Property Management 	<ul style="list-style-type: none"> 29 Participants referred Results pending 	TESS, Golden Line Property Management
Security Guard Recruitment Initiative <i>Customized recruitment and screening for Paragon Security.</i>	Completed	<ul style="list-style-type: none"> Paragon Security 	<ul style="list-style-type: none"> 6 hired 	TESS, Paragon Security
Delta Family Resource Centre Recruitment Initiative	Completed	<ul style="list-style-type: none"> Delta Family Resource Centre 	Child Care Worker : <ul style="list-style-type: none"> 29 participants 	TESS, Delta Family Resource Centre

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<i>Customized recruitment and screening for Casual Child Care Worker and Project Engagement Worker opportunities.</i>			<ul style="list-style-type: none"> • None hired Project Engagement Worker: <ul style="list-style-type: none"> • 16 participants • None hired 	
Dollarama Customized Recruitment Initiatives Lawrence Square Mall Store <i>A new store opening in Lawrence Square Mall led to a customized recruitment initiative, and ongoing plans to support their hiring needs for additional locations.</i> Crossways Mall Store <i>A new store opening in Crossways Mall led to a customized recruitment initiative, and job screening for two additional stores.</i>	Completed	<ul style="list-style-type: none"> • Dollarama 	<ul style="list-style-type: none"> • 47 hired 	TESS, SDFA, Community Networks
	Completed	<ul style="list-style-type: none"> • Dollarama 	<ul style="list-style-type: none"> • 7 hired 	TESS, SDFA, Community Networks
Job Fairs, Career Information, Community Service Information and Volunteer Recruitment <i>Events intended to connect job seekers with employers, service providers, career-specific information, and/or entrepreneurial opportunities. Many events are targeted to a specific sector (e.g. retail, horticulture, green jobs, etc).</i>	Ongoing	In 2011: <ul style="list-style-type: none"> • 23 events • 49 employers/exhibitors participated In 2012: <ul style="list-style-type: none"> • 12 events • Over 100 employers/exhibitors participated 	2011: <ul style="list-style-type: none"> • Approximately 5000 residents attended • More than 4800 applications/resumes were received 2012: <ul style="list-style-type: none"> • Over 4700 residents attended • 1400 applications were submitted 	TESS, PFR, SDFA, TDSB, Community Networks