



Toronto Community  
Benefits Network

**CONSTRUCTION INDUSTRY PARTNERSHIP  
OVERVIEW  
----- JULY 5, 2021 -----**

Community Benefits Agreements (CBAs) are increasingly being utilized in government procurement to maximize the social and economic impacts when they buy, build, or provide financial incentives for construction or remediation.

The Toronto Community Benefits Network (TCBN) supports four such CBAs currently underway in Toronto: Eglinton Crosstown LRT, Finch West LRT, Casino Woodbine and Westpark Healthcare Centre. All have at minimum, the requirement for 10% of all trade or craft working hours to be performed by apprentices or journey persons from historically disadvantaged communities and equity seeking groups. Other commitments include equity hiring for professional, administrative, technical, and operational jobs, social procurement and neighbourhood and environmental improvements.

CBAs are supported by policies at all levels of government.

- 2015: The [Province of Ontario's Bill 6, Infrastructure for Jobs and Prosperity Act](#)
- 2017: In November 2017, the Building Better Lives: Ontario's Long-Term Infrastructure Plan
- 2018 Federal [Community Employment Benefits](#), 2020 [Investing in Canada Plan](#) and 2021 [Budget](#)
- 2019: The [City of Toronto's Community Benefits Framework](#)

**SERVICES OFFERED**

TCBN offers the following services **free of charge** for developers and general contractors to meet their obligations towards community benefits, helping them to build on time, on budget, safely and with more equity, diversity, and inclusion in its workforce.

**Stage 1 – Pre-Bid Submission:** TCBN will conduct a community consultation process and help design a Community Benefits Agreement Proposal to accompany the bid submission.

**Stage 2 – Contract Award:** TCBN will work with the selected project contractor to help design the Community Benefits Program, which is the agreed upon approach used by partners to fully realize the commitments specified in the CBA. The CBA Program will include an Employment and Labour Market Plan, a Communications Plan, a Social Procurement Plan and an Evaluation Plan.

**Stage 3 – CBA Implementation:** TCBN will provide coordination of the **Community Benefits Employment Services Pathway** linking it's 120+ member organizations and groups to provide candidate outreach, intake, assessment, referral, tracking, monitoring and evaluation.

- [EmployerPortal.ca](#), a database driven website for participating unions and employers to find local and diverse people with the skills they need for the construction industry. This service provides a ready to hire pre-screened list of candidates, showcases best practices of participating employers in welcoming diversity and connects employers and candidates with sources of financial support.
- [NexGenBuilders.ca](#), a community benefits employment services pathway and mutual referral system that provides efficient and rapid screening of job ready clients into the community benefits pathway. Participating training and employment service delivery partners benefit from a construction apprenticeship readiness curriculum and structured mentoring program that is employer driven and that teaches construction site realities, develop essential skills and intangible skills as well as provide career exploration, job experience and wraparound supports.
- [BuildingDiversity.ca](#), an annual awards and recognition program that highlights contractors, unions and client/owners as well as industry champions for one or more steps they are taking that correspond to the Global Diversity, Equity and Inclusion Benchmarks (standards for organizations around the world), as adapted by BuildForce Canada. Employers can take the free [self-assessment](#) to see how their organization measures up. Employers and their workers also benefit from online training and professional development in diversity, equity, and inclusion.

**Stage 4 – Tracking, Monitoring and Evaluation:** For all workers hired by participating unions and employers through the TCBN Community Benefits Employment Services Pathway, TCBN will provide the general contractor with quarterly reporting on employment and demographic data in respect of their project employees, as well as a social impact longitudinal analysis.

In addition, for all goods and services procured from TCBN’s local, diverse and social enterprise suppliers’ network, TCBN will provide the contractor with quarterly report on supply chain diversity and local procurement. The report shall include, where possible, a break-down by equity-seeking group and/or supplier council affiliation.

## CONTACT

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