

Community Benefits Advisory Group

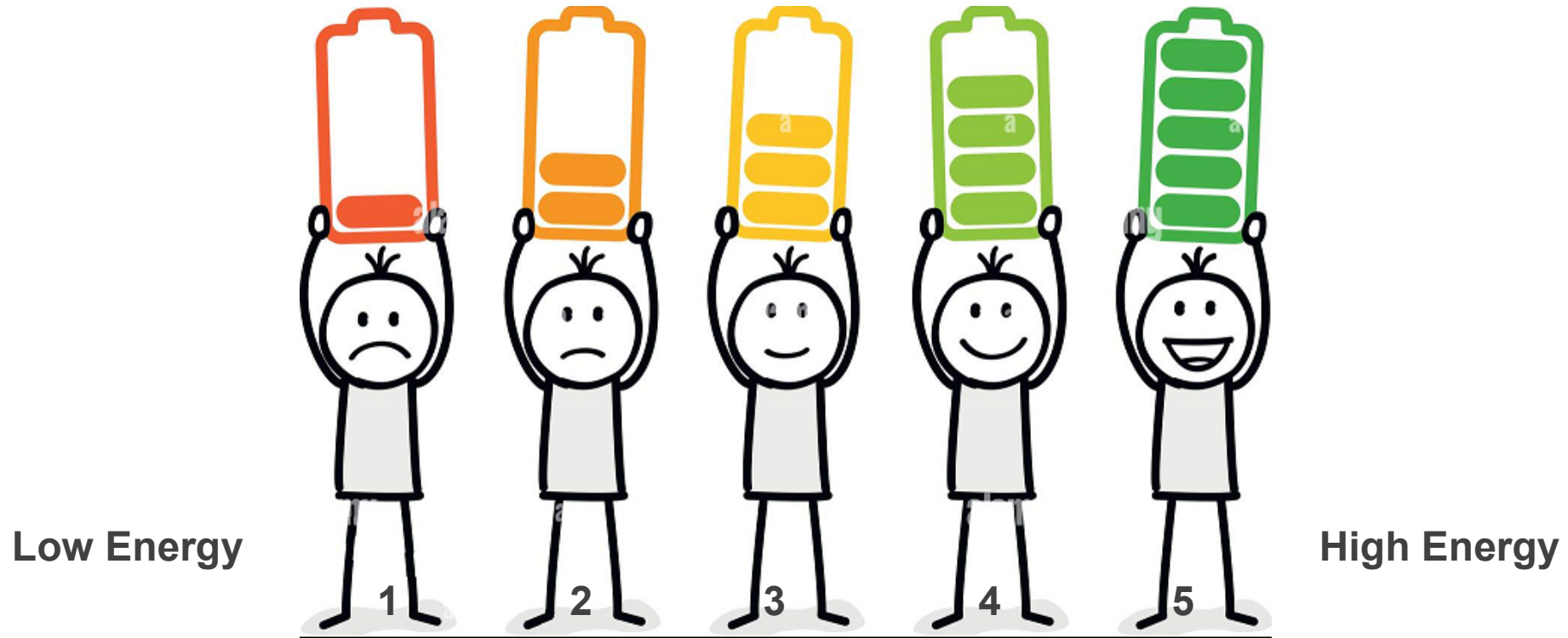
AD HOC WORKING GROUP - MEETING #2 - APRIL 28TH 2022

Agenda

Item	Lead	Time
Welcome & land and ancestral acknowledgement	Working group chair	5 mins
Introductions	Colleen Dignam	5 mins
The Collaboration Spectrum and Survey	Biljana Zuvela	15 mins
Labour Forecasting and Community Benefits	Colleen Dignam	10 mins
Labour Forecasting Test Case: Casino Woodbine	Colleen Dignam/Reinaldo James	10 mins
Vancouver Labour Forecasting Example	Colleen Dignam	10 mins
Breakout Discussions on Labour Forecasting	All	40 mins
Summary of Breakout Discussion	All	20 mins
Next Steps	Colleen Dignam	5 mins

Introductions and Check-in

How are you feeling today?



The Collaboration Spectrum

Compete	Co-exist	Communicate	Cooperate	Coordinate	Collaborate	Integrate
Competition for clients, resources, partners, public attention.	No systematic connection between agencies.	Inter-agency information sharing (e.g. networking).	As needed, often informal, interaction, on discrete activities or projects.	Organizations systematically adjust and align work with each other for greater outcomes.	Longer term interaction based on shared mission, goals; shared decision-makers and resources.	Fully integrated programs, planning, funding.

Task 1: Our current level of collaboration within this group: Where are we now?

Task 2: Our ideal level of collaboration within this group: Where would we like to be?

[Mural App Homepage](#)

Labour Forecasting and Community Benefits

Group Question: Has your organization been involved with labour forecasting?

If yes, what did the process look like?

What labour forecasting on community benefit initiatives is intended to do:

- Identifies current and future employment opportunities.
- Informs unions supplying labour and local organizations who support community into pathways into skilled trades.
- Informs tracking and monitoring of community benefit requirements.
- Provides a realistic overview of the number and types of construction opportunities that will be available.
- Provides transparency to all stakeholders.
- Other?

Labour Forecasting Test Case: Casino Woodbine

Rexdale - Casino Woodbine Community Benefits Agreement

The Rexdale - Casino Woodbine Community Benefits Agreement (CBA) includes specific requirements for One Toronto Gaming to achieve several social and economic benefits.

- Employment**
40% of new hires (of a projected 4,000) will be through local and social hiring*

- Full-Time Jobs**
50% of total employees will have full-time positions

- Responsible Gambling**
measures as required by the Ontario Lottery & Gaming Corporation and the Alcohol and Gaming Commission of Ontario

- International Marketing Plan**
to attract tourists to the area

- Construction Jobs**
aim for 10% of construction hours to local and social hires*

- Local & Social Procurement**
10% procurement with local or diverse suppliers (not construction)

- Child Care Centre**
contribute a maximum of \$5M towards developing a child care centre for staff and the community

- Accountability & Monitoring**
Convene two committees and one working group:
 - Casino Woodbine Responsible Gambling Oversight Committee
 - Community Steering Committee
 - Employment & Labour Market Advisory Working Group

- Community Space**
1 large-scale event per month (minimum) in entertainment venue for local community use

* Local hiring/ hire: recruiting people who live close to the place of work.
Social hiring/ hire: recruiting candidates who self-identify with an equity-seeking group or people who face unique barriers to employment.

TORONTO toronto.ca/rexdalecba

Information included in labour forecast:

- Name of sub contractor
- Type of work performed
- Start date of scheduled work
- End date of scheduled work
- Projected total number of work hours
- Projected number of workers
- Affiliated unions (if applicable)

Breakout Group Discussion on Labour Forecasting

1. How do you see your organization contributing to the development of the labour forecasting template?
2. What general apprehensions does your organization have with forecasting labour? Scope creep, bid price, expectations?
3. How do you see your organization using the labour forecasting template? How much time would be required to deliver a forecast similar to the one presented?

Next Steps

What to expect at the next meeting:

- City of Toronto staff updates on labour forecasting template including recommended information to be included in labour forecasting template, processes and roles related to labour forecasting.

What to prepare ahead of next meeting:

- Complete CB Advisory Group Collaboration Survey [Survey Link](#)
- Review Community Benefits Framework website to learn more about community benefits initiatives across the City of Toronto [Community Benefits Framework – City of Toronto](#)

Thank You