

Community Benefits Advisory Group

AD HOC WORKING GROUP 1 - KICK OFF MEETING- OCTOBER 2021

Agenda

Item	Lead	Time
Welcome & land acknowledgement	Working group chair	5 mins
Introductions	All (breakout session)	25 mins
Overview of structure and expectations + objectives and roles	All (group discussion)	40 mins
Building a shared understanding of challenges and opportunities	All (breakout session, followed by group discussion)	30 mins
Next steps	Working group chair	10 mins

Working Group 1 – Community Benefits Hiring, Recruitment and Retention (Lead: Clara Ganemtoré)

Name	Type (City partner or external partner)
Humber College	Anchor institution (college)
United Way of Greater Toronto (UWGT)	Anchor institution (grant maker)
Toronto Employment and Social Services (TESS)	City division or agency
Toronto Community Housing Corporation (TCHC)	City division or agency
Indigenous Affairs Office (IAO)	City division or agency
Social Development, Finance and Administration (SDFA)	City division or agency
Purchasing Materials and Management Division (PMMD)	City division or agency
Economic Development and Culture (EDC)	City division or agency
East Scarborough Storefront	Community partner
Jane/Finch Community and Family Centre	Community partner
Black Business and Professional Association (BBPA)	Community partner
Toronto Community Benefits Network (TCBN)	Community partner
Hammer Heads	Community partner
Labour Education Centre (LEC)	Community partner
Afro Canadian Contractors Association	Community partner
Toronto District School Board (TDSB) - STEP to Construction	Community partner
ACCES Employment	Community partner
Heat and Frost Insulators	Union
LiUNA Local 506 Training Centre	Union
International Union of Painters & Allied Trades (IUPAT)	Union
Carpenters Union	Union

Smaller Group Introductions

- We are going to break out into groups of 4 – 5
- Introduce yourselves in each of your groups
- Identify 3 common characteristics (personal or work related)
- Designate one person to introduce your group and share back

Community Benefits Advisory Group Ad Hoc Working Groups

Purpose- To dive into problem solving and developing solutions that address a range of key challenges related to community benefits implementation in City of Toronto community benefits initiatives.

AD Hoc Working Groups- Will report back to Community Benefits Advisory Group quarterly meetings.

May/ June- Working group sign up via online survey.

July/ August- Planning, scoping, preparing for working groups.

Fall 2021 Launch Working Groups

October- Purpose, introductions, roles, expectations, key issues and opportunities.

November- Key issues, deliverables, timelines, expectations, road map ahead



Structure and Expectations

Structure:

- Each working group is chaired and facilitated by a City of Toronto staff, with additional facilitators or presenters from the membership and external stakeholders as needed
- Note taking will be provided by a City of Toronto staff, with minutes shared with the working group
- Working group members to participate to shape agenda, engage in discussion and follow-up on various actions and tasks that arise from meetings

Setting Expectations: what are you hoping to bring to the table and gain from the group?

Objectives & Roles – Working Group 1

Themes	Description of Key Challenges with Community Benefits Implementation	Opportunities to Problem Solve through Working Group
Recruitment	<ul style="list-style-type: none"> • City of Toronto's limited ability to support recruitment, in particular for people who are not on social assistance. • Limited effectiveness of customised recruitment approaches in reaching diverse candidates and those furthest from the labour market for employment opportunities through community benefits. • Limited capacity to tailor job opportunities and recruitment strategies to be more accessible to Indigenous, Black, and equity-deserving communities, while balancing employer needs. • Lack of capacity to coordinate and sustain the level of wraparound supports needed to ensure that candidates are successful in securing and retaining employment. • Lack of appropriate guidelines, processes and tools to support employers and community partners. 	<ul style="list-style-type: none"> • Explore effective ways to better coordinate recruitment strategies and efforts to reach Black, Indigenous and equity-seeking communities, while balancing employer needs. • Identify ways to best coordinate and sustain the level of wraparound supports needed to ensure that hiring candidates are successful in securing and retaining employment.
System Coordination	<ul style="list-style-type: none"> • Fragmented and uncoordinated workforce development system in Toronto and Ontario leads to programmatic responses to unemployment that do not sufficiently leverage local assets to meet community needs. • Lack of robust and consistent guidelines, processes, and tools to support stakeholders, such as employers, employment service providers and community partners. • Insufficient resources available to conduct robust labour market analysis (including labour market data, intelligence, forecasting, foresight, and sector expertise) and apply the analysis to inform community benefits initiatives. 	<ul style="list-style-type: none"> • Address the needs and ways to conduct robust labour market analysis which includes labour market data and intelligence, labour forecasting and foresight, and sector-specific expertise (and apply these analyses to inform City community benefits initiatives).

Objectives & Roles – Working Group 1

In Scope

- Address City community benefits implementation challenges focused on recruitment and system coordination
- Inform the development of hiring pathways and "how to" protocols and processes for local/social hiring
- Inform the development of partnership models for coordinated systems approaches to local/social hiring
- Inform approaches to forecast the hiring needs for the City's community benefits initiatives and workforce development planning to meet those needs

Out of Scope

- Provincial program changes related to Employment Services Transformation
- Coordination and management of workforce development activities in Toronto
- Re-design of employment and training programs and services in Toronto
- Process for target setting and project selection for community benefits initiatives
- Changes to contractual language for existing agreements with community benefits clauses at the City of Toronto
- Community benefits initiatives outside the City of Toronto (e.g. Metrolinx projects)

Building A Shared Understanding Of Challenges and Opportunities

Reflecting on the overview on objectives and roles and the feedback from past meetings from the broader Community Benefits Advisory Group:

1. Do the themes, key challenges and opportunities resonate with you?
2. Are there any surprises? Anything that does not belong? Anything missing?
3. Resources and perspectives around the table that will help address the challenges identified?
4. How would your organization define success in addressing these challenges?

Next Steps

1. What to expect at the next meeting:

- Clarification on questions / issues raised that require follow-up
- High-level roadmap of working group activities
- Pulse check on membership.

2. What to prepare ahead of the next meeting

- Review the [Advancing the Community Benefits Framework](#) staff report, adopted by City Council in February 2021 with further [direction](#) from City Council to strengthen the Framework
- Presentations and meetings minutes for meetings 1 – 4 of the Community Benefits Advisory Group
- Specific action items arising from kick-off meeting.

Thank You